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10 SUPERIOR COURT OF THE STATE OF CALIFORNIA

11 FOR THE COUNTY OF LOS ANGELES

13 AUBREY BELL, on behalf of himself and all
 14 others similarly situated, and the general
 public,

15 *Plaintiff,*

16 v.

17 KIMCO STAFFING SERVICES, INC., a
 California corporation; ADVANTEX
 18 PROFESSIONAL SERVICES, a business
 entity of unknown form; MEDIQUEST, a
 19 business entity of unknown form; and DOES 1
 20 through 50, inclusive,

21 *Defendants.*

Case No.: 23STCV24661

Amended As a Matter of Right Pursuant to
 Labor Code Section 2699.3(a)(2)(C)

**FIRST AMENDED CLASS AND
 REPRESENTATIVE ACTION COMPLAINT**

1. Failure to Provide Meal Periods (Lab. Code §§ 204, 223, 226.7, 512 and 1198);
2. Failure to Provide Rest Periods (Lab. Code §§ 204, 223, 226.7 and 1198);
3. Failure to Pay Hourly Wages and Overtime (Lab. Code §§ 223, 510, 1194, 1194.2, 1197, 1997.1 and 1198);
4. Failure to Provide Accurate Written Wage Statements (Lab. Code §§ 226(a));
5. Failure to Timely Pay All Final Wages (Lab. Code §§ 201, 202 and 203);
6. Failure to Pay Wages Due, Negotiable and Payable in Cash on Demand (Lab. Code §§ 212 and 213);
7. Unfair Competition (Bus. & Prof. Code §§ 17200 *et seq.*); and
8. Civil Penalties (Lab. Code § 2698, *et seq.*)

JURY TRIAL DEMANDED

1 Plaintiff AUBREY BELL (“Plaintiff”), on behalf of himself, all others similarly situated, the
2 State of California, and the general public, complain and allege as follows:

3 **INTRODUCTION**

4 1. Plaintiff brings this class and representative action against Defendants KIMCO
5 STAFFING SERVICES, INC., a California corporation, ADVANTEX PROFESSIONAL
6 SERVICES, a business entity of unknown form; MEDIQUEST, a business entity of unknown form;
7 and DOES 1 through 50, inclusive, (collectively referred to as “Defendants”) for alleged violations
8 of the California Labor Code and California Business and Professions Code. As set forth below,
9 Plaintiff alleges that Defendants have:

- 10 a. failed to pay them overtime wages at the correct rate;
- 11 b. failed to pay them double time wages at the correct rate;
- 12 c. failed to pay them overtime and/or double time wages by failing to include all
13 applicable remuneration in calculating the regular rate of pay;
- 14 d. failed to provide them with meal periods;
- 15 e. failed to provide them with rest periods;
- 16 f. failed to pay them premium wages for missed meal and rest periods;
- 17 g. failed to provide them with accurate written wage statements;
- 18 h. failed to pay wages due, negotiable and payable in cash on demand;
- 19 i. failed to pay them all of their final wages following separation of employment.

20 Based on these alleged Labor Code violations, Plaintiff now brings this class and
21 representative action to recover unpaid wages, liquidated damages, civil and statutory penalties,
22 restitution and related relief on behalf of himself, all others similarly situated, and the general public.

23 **JURISDICTION AND VENUE**

24 2. This Court has subject matter jurisdiction to hear this case because the monetary
25 damages and restitution sought by Plaintiff from Defendants conduct exceeds the minimal jurisdiction
26 of the Superior Court of the State of California.

27 3. Venue is proper in the County of Los Angeles pursuant to Code of Civil Procedure
28 sections 395(a) and 395.5 in that liability arose this county because at least some of the transactions

1 that are the subject matter of this Complaint occurred therein and/or each defendant is found,
2 maintains offices, transacts business and/or has an agent therein.

3 4. Venue is proper in Los Angeles County because Defendants' have at all times alleged
4 herein, conducted business in Los Angeles County, and throughout California. As such, venue is
5 proper in any county in California.

6 **PARTIES**

7 5. Plaintiff AUBREY BELL is, and at all relevant times mentioned herein, an individual
8 residing in the State of California.

9 6. Plaintiff is informed and believes, and thereupon alleges that Defendant KIMCO
10 STAFFING SERVICES, INC., is, and at all relevant times mentioned herein, a California corporation
11 doing business in the State of California.

12 7. Plaintiff is informed and believes, and thereupon alleges that Defendant ADVANTEX
13 PROFESSIONAL SERVICES, is, and at all relevant times mentioned herein, a business entity of
14 unknown form, doing business in the State of California.

15 8. Plaintiff is informed and believes, and thereupon alleges that Defendant
16 MEDIQUEST, is, and at all relevant times mentioned herein, a business entity of unknown form, doing
17 business in the State of California.

18 9. Plaintiff is ignorant of the true names and capacities of the defendants sued herein as
19 DOES 1 through 50, inclusive, and therefore sues these defendants by such fictitious names. Plaintiff
20 will amend this Complaint to allege the true names and capacities of the DOE defendants when
21 ascertained. Plaintiff is informed and believes, and thereupon alleges that each of the fictitiously
22 named defendants are responsible in some manner for the occurrences, acts and omissions alleged
23 herein and that Plaintiff's alleged damages were proximately caused by these defendants, and each of
24 them. Plaintiff will amend this complaint to allege both the true names and capacities of the DOE
25 defendants when ascertained.

26 10. Plaintiff is informed and believes, and thereupon alleges that, at all relevant times
27 mentioned herein, some or all of the defendants were the representatives, agents, employees, partners,
28 directors, associates, joint venturers, joint employers, owners, principals or co-participants of some

1 or all of the other defendants, and in doing the things alleged herein, were acting within the course
2 and scope of such relationship and with the full knowledge, consent and ratification by such other
3 defendants.

4 11. Plaintiff is informed and believes, and thereupon alleges that, at all relevant times
5 mentioned herein, some of the defendants pursued a common course of conduct, acted in concert and
6 conspired with one another, and aided and abetted one another to accomplish the occurrences, acts
7 and omissions alleged herein.

8 12. This action has been brought and may be maintained as a class action pursuant to Code
9 of Civil Procedure section 382 because there is a well-defined community of interest among the
10 persons who comprise the readily ascertainable classes defined below and because Plaintiff is
11 unaware of any difficulties likely to be encountered in managing this case as a class action.

12 13. **Relevant Time Period:** The relevant time period is defined as the time period
13 beginning four years prior to the filing of this action until judgment is entered.

- 14 a. **Hourly Employee Class:** All persons employed by Defendants, collectively or
15 separately, and/or any staffing agencies and/or any other third parties in hourly or
16 non-exempt positions in California four years prior to the filing of this action and
ending on the date that final judgment is entered in this action (“Hourly Employee
Class”).
- 17 b. **Meal Period Sub-Class:** All **Hourly Employee Class** members who worked in
18 a shift in excess of five hours during the four years prior to the filing of this action
and ending on the date that final judgment is entered in this action.
- 19 c. **Rest Period Sub-Class:** All **Hourly Employee Class** members who worked a
20 shift of at least three and one-half (3.5) hours the four years prior to the filing of
this action and ending on the date that final judgment is entered in this action.
- 21 d. **Waiting Time Penalties Sub-Class:** All **Hourly Employee Class** members who
22 separated from their employment with Defendants during the period beginning
three years before the filing of this action and ending when final judgment is
23 entered.
- 24 e. **Wage Statement Class:** All persons employed by Defendants in California during
25 the period beginning one year before the filing of this action and ending when final
judgment is entered.
- 26 f. **Pay Card Class:** All persons employed by Defendants in California, who were
27 paid by pay card (or similar means) at any time during the **Relevant Time Period**.
- 28 g. **UCL Class:** All **Hourly Employee Class** and **Expense Reimbursement Class**
members employed by Defendants in California during the four years prior to the
filing of this action and ending on the date that final judgment is entered in this

1 action.

2 14. **Reservation of Rights:** Pursuant to Rule of Court 3.765(b), Plaintiff reserves the right
3 to amend or modify the class definitions with greater specificity, by further division into sub-classes
4 and/or by limitation to particular issues.

5 15. **Numerosity:** The class members are so numerous that the individual joinder of each
6 individual class member is impractical. While Plaintiff does not currently know the exact number of
7 class members, Plaintiff is informed and believes, and thereupon alleges that the actual number
8 exceeds the minimum required for numerosity under California law.

9 16. **Commonality and Predominance:** Common questions of law and fact exist as to all
10 class members and predominate over any questions which affect only individual class members.
11 These common questions include, but are not limited to:

- 12 a. Whether Defendants maintained a policy or practice of failing to provide
13 employees with their rest periods;
- 14 b. Whether Defendants maintained a policy or practice of failing to provide
15 employees with their meal periods;
- 16 c. Whether Defendants failed to pay premium wages to class members when they
17 have not been provided with meal and rest periods at the appropriate rates of pay;
- 18 d. Whether Defendants failed to pay minimum and/or overtime wages to class
19 members for all time worked;
- 20 e. Whether Defendants failed to pay wages due, negotiable and payable in cash on
21 demand;
- 22 f. Whether Defendants failed to provide class members with accurate written wage
23 statements as a result of providing them with written wage statements with
24 inaccurate entries for, among other things, amounts of gross and net wages, and
25 total hours worked;
- 26 g. Whether Defendants applied policies or practices that result in late and/or
27 incomplete final wage payments;
- 28 h. Whether Defendants are liable to class members for waiting time penalties under

1 Labor Code section 203; and

- 2 i. Whether class members are entitled to restitution of money or property that
3 Defendants may have acquired from them through unfair competition;

4 17. **Typicality:** Plaintiff's claims are typical of the other class members' claims. Plaintiff
5 is informed and believes and thereupon alleges that Defendants have a policy or practice of failing to
6 comply with the California Labor Code and Business and Professions Code as alleged in this
7 Complaint.

8 18. **Adequacy of Class Representative:** Plaintiff is an adequate class representative and
9 has no interests that are adverse to, or otherwise conflict with, the interests of absent class members
10 and is dedicated to vigorously prosecuting this action on their behalf. Plaintiff will fairly and
11 adequately represent and protect the interests of the other class members.

12 19. **Adequacy of Class Counsel:** Plaintiff's counsel are adequate class counsel in that
13 they have no known conflicts of interest with Plaintiff or absent class members, are experienced in
14 wage and hour class action litigation, and are dedicated to vigorously prosecuting this action on behalf
15 of Plaintiff and absent class members.

16 20. **Superiority:** A class action is vastly superior to other available means for fair and
17 efficient adjudication of the class members' claims and would be beneficial to the parties and the
18 Court. Class action treatment will allow a number of similarly situated persons to simultaneously and
19 efficiently prosecute their common claims in a single forum without the unnecessary duplication of
20 effort and expense that numerous individual actions would entail. In addition, the monetary amounts
21 due to many individual class members are likely to be relatively small and would thus make it difficult,
22 if not impossible, for individual class members to both seek and obtain relief. Moreover, a class
23 action will serve an important public interest by permitting class members to effectively pursue the
24 recovery of monies owed to them. Further, a class action will prevent the potential for inconsistent
25 or contradictory judgments inherent in individual litigation.

26 **GENERAL ALLEGATIONS**

27 21. Plaintiff worked for Defendants as a non-exempt employee during the relevant and
28 statutory periods.

22. Defendants had a common policy and practice of systemically failing to pay Plaintiff and Class members proper wages and overtime for all hours worked, at the proper rates of pay.

23. Plaintiff and Class Members were consistently required to perform work, off-the-clock, for which they were not paid wages. Specifically, Plaintiff and Class Members were systemically interrupted during unpaid meal breaks to conduct work activities, for which no wages were paid.

24. This uncompensated time caused Plaintiff and Class Members to work in excess of eight (8), ten (10) and/or twelve (12) hours a day and/or forty (40) hours a week, entitling Plaintiff and Class Members to minimum and overtime wages, which they were systemically denied.

25. Defendants had a common policy and practice of systemically denying Plaintiff and Class Members the opportunity to take meal periods in compliance with the California Law. Specifically, Plaintiff and Class Members had their unpaid meal breaks interrupted by work activities daily and Defendant did not relieve Plaintiff and Class Members of all duties during meal breaks.

26. Plaintiff and Class Members were not provided with meal periods of at least thirty (30) minutes for each five (5) hour work period due to Defendants' practice of requiring putative class members to continue working through their meal and rest periods due to the excessive workload.

27. Defendants had a common policy and practice of systemically denying Plaintiff and Class Members the opportunity to take rest periods in compliance with the California Law. Plaintiff and Class Members were not provided with rest periods of at least ten (10) minutes for each four (4) hour work period, or major fraction thereof, due to (1) Defendants' policy of not scheduling each rest period as part of each work shift, including second rest breaks for shifts of six (6) hours or more; (2) no formal compliant written rest period policy that encouraged employees to take their rest periods, or that properly advised Plaintiff and Class Members of their rest period rights; (3) Defendants' policy and practice of requiring putative class members to continue working through their rest breaks due to the excessive workload.

28. Furthermore, Defendants failed to pay Plaintiff and Class Members premium pay wages at their appropriate regular rates of pay for each meal and rest period denied.

29. Plaintiff and Class Members were not provided with accurate wage statements as

1 mandated by law pursuant to Labor Code section 226. Specifically, Defendants failed to issue wage
2 statements as “a detachable part of the check, draft, or voucher paying the employee’s wages, or
3 separately if wages are paid by personal check or cash, an accurate itemized statement in writing.”
4 Additionally, the wage statements issued to Plaintiff and Class Members were not recorded in “ink
5 or other indelible form.”

6 30. Defendants failed to comply with Labor Code section 226(a)(1) as “gross wages
7 earned” were not accurately reflected in that: all hours worked, including overtime, were not included.

8 31. Defendants failed to comply with Labor Code section 226(a)(2) as “total hours worked
9 by the employee” were not accurately reflected in that: all hours worked, including overtime, were
10 not included.

11 32. Defendants failed to comply with Labor Code section 226(a)(5) as “net wages earned”
12 were not accurately reflected in that: all hours worked, including overtime, were not included.

13 33. Defendants failed to comply with Labor Code section 226(a)(9) as “all applicable
14 hourly rates in effect during the pay period and the corresponding number of hours worked at each
15 hourly rate by the employee” were not accurately reflected in that: all hours worked, including
16 overtime, were not included.

17 34. Furthermore, Defendants failed to provide Plaintiff and Class Members with paper pay
18 stubs as required by Labor Code § 226, applicable Wage Orders, and DLSE Opinion Letters.
19 Plaintiff’s and Class Members’ wage statement were only provided in electronic format in violation
20 of Labor Code § 226.

21 35. Defendants failed to pay Plaintiff and Class Members with an order, check, draft, note,
22 memorandum, or other acknowledgment of indebtedness that was payable on demand, without
23 discount at some established place of business in the state. Defendants' issued pay cards to Plaintiff
24 and Class Members for wages earned. These pay cards were useable for a fee and did not have a
25 provision for use and payment in California at no cost to the employee. Therefore, Defendants' failed
26 to provide Plaintiff and Class Members with checks, drafts, notes or other acknowledgements of
27 indebtedness that were payable on demand without discount as required by Labor Code § 212, which
28 required Plaintiff and Class Members to incur fees to use, was not fully cashable, and not usable at

1 all financial institutions.

2 **FIRST CAUSE OF ACTION**

3 **FAILURE TO PROVIDE MEAL PERIODS**

4 **(Lab. Code §§ 226.7, 512, 1174, and 1198)**

5 **(Plaintiff and Meal Period Sub-Class)**

6 36. Plaintiff incorporates by reference the preceding paragraphs of the Complaint as if
7 fully alleged herein.

8 37. At all relevant times, Plaintiff and the **Meal Period Sub-Class** members have been
9 non-exempt employees of Defendant entitled to the full meal period protections of both the Labor
10 Code and the applicable Industrial Welfare Commission Wage Order.

11 38. Labor Code section 512 and Section 11 of the applicable Industrial Welfare
12 Commission Wage Order impose an affirmative obligation on employers to provide non-exempt
13 employees with uninterrupted, duty-free meal periods of at least thirty minutes for each work period
14 of five hours, and to provide them with two uninterrupted, duty-free meal periods of at least thirty
15 minutes for each work period of ten hours.

16 39. Labor Code section 226.7 and Section 11 of the applicable Industrial Welfare
17 Commission Wage Order (“Wage Order”) both prohibit employers from requiring employees to work
18 during required meal periods and require employers to pay non-exempt employees an hour of
19 premium wages on each workday that the employee is not provided with the required meal period.

20 40. Compensation for missed meal periods constitutes wages within the meaning of Labor
21 Code section 200.

22 41. Labor Code section 1198 makes it unlawful to employ a person under conditions that
23 violate the applicable Wage Order.

24 42. Section 11 of the applicable Wage Order states:

25 No employer shall employ any person for a work period of more than
26 five (5) hours without a meal period of not less than 30 minutes, except
27 that when a work period of not more than six (6) hours will complete
28 the day’s work the meal period may be waived by mutual consent of
the employer and employee. Unless the employee is relieved of all duty
during a 30 minute meal period, the meal period shall be considered an
‘on duty’ meal period and counted as time worked. An ‘on duty’ meal

1 period shall be permitted only when the nature of the work prevents an
2 employee from being relieved of all duty and when by written
3 agreement between the parties an on-the-job paid meal period is agreed
to. The written agreement shall state that the employee may, in writing,
revoke the agreement at any time.

4 43. At all relevant times, Plaintiff was not subject to a valid on-duty meal period
5 agreement. Plaintiff is informed and believes that, at all relevant times, **Meal Period Sub-Class**
6 members were not subject to valid on-duty meal period agreements with Defendants.

7 44. Plaintiff alleges that, at all relevant times during the applicable limitations period,
8 Defendants maintained a policy or practice of not providing Plaintiff and members of the **Meal Period**
9 **Sub-Class** with uninterrupted, duty-free meal periods for at least thirty (30) minutes for each five (5)
10 hour work period, as required by Labor Code section 512 and the applicable Wage Order.
11 Specifically, Plaintiff and **Meal Period Sub-Class** members had their unpaid meal periods
12 interrupted daily by work activities and Defendant did not relieve Plaintiff and **Meal Period Sub-**
13 **Class** members of work during meal periods.

14 45. Plaintiff alleges that, at all relevant times during the applicable limitations period,
15 Defendants maintained a policy or practice of failing to pay premium wages to **Meal Period Sub-**
16 **Class** members when they worked five (5) hours without clocking out for any meal period.

17 46. Plaintiff alleges that, at all relevant times during the applicable limitations period,
18 Defendants maintained a policy or practice of not providing Plaintiff and members of the **Meal Period**
19 **Sub-Class** with a second meal period when they worked shifts of ten or more hours and failed to pay
20 them premium wages as required by Labor Code 512 and the applicable Wage Order.

21 47. Moreover, Defendants written policies fail to inform Meal period Class Members of
22 their meal period rights under the Labor Code and applicable Wage Orders.

23 48. At all relevant times, Defendants failed to pay Plaintiff and the **Meal Period Sub-**
24 **Class** members additional premium wages, and/or were not paid premium wages at the employees'
25 regular rates of pay when required meal periods were not provided.

26 49. Pursuant to Labor Code section 204, 218.6, 226.7 and 512, Plaintiff, on behalf of
27 himself and the **Meal Period Sub-Class** members, seek to recover unpaid premium wages, interest
28 thereon, and costs of suit.

50. Pursuant to Labor Code section 1194, Code of Civil Procedure section 1021.5, the substantial benefit doctrine, and/or the common fund doctrine, Plaintiff, on behalf of himself and the **Meal Period Sub-Class** members, seek to recover reasonable attorneys' fees.

SECOND CAUSE OF ACTION

FAILURE TO PROVIDE REST PERIODS

(Lab. Code §§ 204, 223, 226.7 and 1198)

(Plaintiff and Rest Period Sub-Class)

51. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully alleged herein.

52. At all relevant times, Plaintiff and the **Rest Period Sub-Class** members have been non-exempt employees of Defendants entitled to the full rest period protections of both the Labor Code and the applicable Wage Order.

53. Section 12 of the applicable Wage Order imposes an affirmative obligation on employers to permit and authorize employees to take required rest periods at a rate of no less than ten minutes of net rest time for each four hour work period, or major fraction thereof, that must be in the middle of each work period insofar as practicable.

54. Labor Code section 226.7 and Section 12 of the applicable Wage Order both prohibit employers from requiring employees to work during required rest periods and require employers to pay non-exempt employees an hour of premium wages at the employees' regular rates of pay, on each workday that the employee is not provided with the required rest period(s).

55. Compensation for missed rest periods constitutes wages within the meaning of Labor Code section 200.

56. Labor Code section 1198 makes it unlawful to employ a person under conditions that violate the Wage Order.

57. Plaintiff alleges that, at all relevant times during the applicable limitations period, Defendants maintained a policy or practice of not providing members of the **Rest Period Sub-Class** with net rest period of at least ten uninterrupted minutes for each four hour work period, or major fraction thereof, as required by the applicable Wage Order.

1 58. Plaintiff and **Rest Period Sub-Class** members were not provided with rest periods of
2 at least ten (10) minutes for each four (4) hour work period, or major fraction thereof, due to (1)
3 Defendants' policy of not scheduling each rest period as part of each work shift, including second
4 rest breaks for shifts of six (6) hours or more; (2) no formal compliant written rest period policy that
5 encouraged employees to take their rest periods, or that properly advised Plaintiff and **Rest Period**
6 **Sub-Class** members of their rest period rights; (3) Defendants' policy and practice of requiring
7 putative class members to continue working through their rest breaks due to the excessive workload.

8 59. At all relevant times, Defendants failed to pay Plaintiff and the **Rest Period Sub-Class**
9 members additional premium wages when required rest periods were not provided.

10 60. Pursuant to Labor Code section 204, 218.6 and 226.7, Plaintiff, on behalf of himself
11 and **Rest Period Sub-Class** members, seek to recover unpaid premium wages, interest thereon, and
12 costs of suit.

13 61. Pursuant to Labor Code section 1194, Code of Civil Procedure section 1021.5, the
14 substantial benefit doctrine, and/or the common fund doctrine, Plaintiff, on behalf of himself and **Rest**
15 **Period Sub-Class** members, seek to recover reasonable attorneys' fees.

16 **THIRD CAUSE OF ACTION**

17 **FAILURE TO PAY HOURLY AND OVERTIME WAGES**

18 **(Lab. Code §§ 223, 510, 1194, 1197 and 1198)**

19 **(Plaintiff and Hourly Employee Class)**

20 62. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully alleged
21 herein.

22 63. At all relevant times, Plaintiff and **Hourly Employee Class** members are or have been
23 non-exempt employees of Defendants entitled to the full protections of the Labor Code and the
24 applicable Wage Order.

25 64. Section 2 of the applicable Wage Order defines "hours worked" as "the time during
26 which an employee is subject to the control of the employer, and includes all the time the employee
27 is suffered or permitted to work, whether or not required to do so."

28 65. Section 4 of the applicable Wage Order requires an employer to pay non-exempt

employees at least the minimum wage set forth therein for all hours worked, which consist of all hours that an employer has actual or constructive knowledge that employees are working.

66. Labor Code section 1194 invalidates any agreement between an employer and an employee to work for less than the minimum or overtime wage required under the applicable Wage Order.

67. Labor Code section 1194.2 entitles non-exempt employees to recover liquidated damages in amounts equal to the amounts of unpaid minimum wages and interest thereon in addition to the underlying unpaid minimum wages and interest thereon.

68. Labor Code section 1197 makes it unlawful for an employer to pay an employee less than the minimum wage required under the applicable Wage Order for all hours worked during a payroll period.

69. Labor Code section 1197.1 provides that it is unlawful for any employer or any other person acting either individually or as an officer, agent or employee of another person, to pay an employee, or cause an employee to be paid, less than the applicable minimum wage.

70. Labor Code section 1198 makes it unlawful for employers to employ employees under conditions that violate the applicable Wage Order.

71. Labor Code section 204 requires employers to pay non-exempt employees their earned wages for the normal work period at least twice during each calendar month on days the employer designates in advance and to pay non-exempt employees their earned wages for labor performed in excess of the normal work period by no later than the next regular payday.

72. Labor Code section 223 makes it unlawful for employers to pay their employees lower wages than required by contract or statute while purporting to pay them legal wages.

73. Labor Code section 510 and Section 3 of the applicable Wage Order require employees to pay non-exempt employees overtime wages of no less than one and one-half times their respective regular rates of pay for all hours worked in excess of eight hours in one workday, all hours worked in excess of forty hours in one workweek, and/or for the first eight hours worked on the seventh consecutive day of one workweek.

74. Labor Code section 510 and Section 3 of the applicable Wage Order also require

1 employers to pay non-exempt employees overtime wages of no less than two times their respective
2 regular rates of pay for all hours worked in excess of twelve hours in one workday and for all hours
3 worked in excess of eight hours on a seventh consecutive workday during the workweek.

4 75. Plaintiff is informed and believes that, at all relevant times, Defendants have applied
5 centrally devised policies and practices to him and **Hourly Employee Class** members with respect to
6 working conditions and compensation arrangements.

7 76. At all relevant times, Defendants failed to pay hourly wages to Plaintiff and **Hourly**
8 **Employee Class** members for all time worked, including but not limited to, overtime hours at
9 statutory and/or agreed rates.

10 77. Plaintiff and **Hourly Employee Class** members were not paid proper wages and
11 overtime for all hours worked, at the proper rates of pay.

12 78. Plaintiff and **Hourly Employee Class** members were consistently required to perform
13 work, off-the-clock for which they were not paid wages. Specifically, Plaintiff and **Hourly Employee**
14 **Class** members were systemically interrupted during unpaid meal breaks to conduct work activities,
15 for which no wages were paid.

16 79. This uncompensated time caused Plaintiff and **Hourly Employee Class** members to
17 work in excess of eight (8), ten (10), and twelve (12) hours a day and/or forty (40) hours a week,
18 entitling Plaintiff and **Hourly Employee Class** members to minimum and overtime wages, which
19 they were systemically denied.

20 80. As a result of Defendants' unlawful conduct, Plaintiff and **Hourly Employee Class**
21 members have suffered damages in an amount, subject to proof, to the extent they were not paid the
22 full amount of wages earned during each pay period during the applicable limitations period,
23 including overtime wages.

24 81. Pursuant to Labor Code sections 204, 218.6, 223, 510, 1194 and 1194.2, Plaintiff, on
25 behalf of himself and **Hourly Employee Class** members, seek to recover unpaid straight time and
26 overtime wages, interest thereon and costs of suit.

27 82. Pursuant to Labor Code section 1194, Code of Civil Procedure section 1021.5, the
28 substantial benefit doctrine, and/or the common fund doctrine, Plaintiff, on behalf of himself and

1 **Hourly Employee Class** members, seek to recover reasonable attorneys’ fees.

2 **FOURTH CAUSE OF ACTION**

3 **FAILURE TO PROVIDE ACCURATE WRITTEN WAGE STATEMENTS**

4 **(Lab. Code § 226)**

5 **(Plaintiff and Wage Statement Penalties Sub-Class)**

6 83. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully alleged
7 herein.

8 84. Labor Code section 226(a) states:

9 An employer, semimonthly or at the time of each payment of wages,
10 shall furnish to his or her employee, either as a detachable part of the
11 check, draft, or voucher paying the employee’s wages, or separately if
12 wages are paid by personal check or cash, an accurate itemized
13 statement in writing showing (1) gross wages earned, (2) total hours
14 worked by the employee, except as provided in subdivision (j), (3) the
15 number of piece-rate units earned and any applicable piece rate if the
16 employee is paid on a piece-rate basis, (4) all deductions, provided that
17 all deductions made on written orders of the employee may be
18 aggregated and shown as one item, (5) net wages earned, (6) the
19 inclusive dates of the period for which the employee is paid, (7) the
20 name of the employee and only the last four digits of his or her social
21 security number or an employee identification number other than a
22 social security number, (8) the name and address of the legal entity that
23 is the employer and, if the employer is a farm labor contractor, as
24 defined in subdivision (b) of Section 1682, the name and address of the
25 legal entity that secured the services of the employer, and (9) all
26 applicable hourly rates in effect during the pay period and the
27 corresponding number of hours worked at each hourly rate by the
28 employee and, beginning July 1, 2013, if the employer is a temporary
services employer as defined in Section 201.3, the rate of pay and the
total hours worked for each temporary services assignment. The
deductions made from payment of wages shall be recorded in ink or
other indelible form, properly dated, showing the month, day, and year,
and a copy of the statement and the record of the deductions shall be
kept on file by the employer for at least three years at the place of
employment or at a central location within the State of California. For
purposes of this subdivision, ‘copy’ includes a duplicate of the itemized
statement provided to an employee or a computer-generated record that
accurately shows all of the information required by this subdivision.

85. The Division of Labor Standards Enforcement (“DLSE”) has sought to harmonize the
“detachable part of the check” provision and the “accurate itemized statement in writing” provision
of Labor Code section 226(a) by allowing for electronic wage statements so long as each employee
retains the right to elect to receive a written paper stub or record and that those who are provided with

1 electronic wage statements retain the ability to easily access the information and convert the electronic
2 statements into hard copies at no expense to the employee. (DLSE Opinion Letter July 6, 2006).

3 86. Plaintiff is informed and believes that, at all relevant times during the applicable
4 limitations period, Defendants have failed to provide **Wage Statement Class** members with written
5 wage statements as described above. Additionally, the wage statements issued to class members
6 failed to account for the unpaid minimum wages, overtime, and premium pay wages described
7 above.

8 87. Furthermore, Defendants failed to provide Plaintiff and **Wage Statement Class**
9 Members with paper pay stubs as required by Labor Code § 226, applicable Wage Orders, and DLSE
10 Opinion Letters. Plaintiff's and **Wage Statement Class** members' wage statement were only
11 provided in electronic format in violation of Labor Code § 226.

12 88. Plaintiff is informed and believes that Defendants' failure to provide him and **Wage**
13 **Statement Class** members with accurate written wage statements were intentional in that Defendants
14 have the ability to provide them with accurate wage statements but have intentionally provided them
15 with written wage statements that Defendants have known do not comply with Labor Code section
16 226(a).

17 89. Plaintiff and **Wage Statement Class** members have suffered injuries, in that
18 Defendants have violated their legal rights to receive accurate wage statements and have misled them
19 about their actual rates of pay and wages earned. In addition, inaccurate information on their wage
20 statements have prevented immediate challenges to Defendants' unlawful pay practices, has required
21 discovery and mathematical computations to determine the amount of wages owed, has caused
22 difficulty and expense in attempting to reconstruct time and pay records, and/or has led to the
23 submission of inaccurate information about wages and deductions to federal and state government
24 agencies.

25 90. Pursuant to Labor Code section 226(e), Plaintiff, on behalf of himself and **Wage**
26 **Statement Class** members, seek the greater of actual damages or \$50.00 for the initial pay period in
27 which a violation of Labor Code section 226(a) occurred, and \$100.00 for each subsequent pay period
28 in which a violation of Labor Code section 226(a) occurred, not to exceed an aggregate penalty of

1 \$4000.00 per class member, as well as awards of reasonable attorneys' fees and costs.

2 **FIFTH CAUSE OF ACTION**

3 **FAILURE TO TIMELY PAY ALL FINAL WAGES**

4 **(Lab. Code §§ 201-203)**

5 **(Plaintiff and Waiting Time Penalties Sub-Class)**

6 91. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully alleged
7 herein.

8 92. At all relevant times, Plaintiff and **Waiting Time Penalties Sub-Class** members have
9 been entitled, upon the end of their employment with Defendants, to timely payment of all wages
10 earned and unpaid before termination or resignation.

11 93. At all relevant times, pursuant to Labor Code section 201, employees who have been
12 discharged have been entitled to payment of all final wages immediately upon termination.

13 94. At all relevant times, pursuant to Labor Code section 202, employees who have
14 resigned after giving at least seventy-two (72) hours notice of resignation have been entitled to
15 payment of all final wages at the time of resignation.

16 95. Plaintiff is informed and believes that, at all relevant time during the applicable
17 limitations period, Defendants have failed to timely pay **Waiting Time Penalties Sub-Class**
18 members all of their final wages in accordance with the Labor Code.

19 96. Plaintiff is informed and believes that, at all relevant times during the applicable
20 limitations period, Defendants have maintained a policy or practice of paying **Waiting Time**
21 **Penalties Sub-Class** members their final wages without regard to the requirements of Labor Code
22 sections 201 or 202 by failing to timely pay them all final wages.

23 97. Plaintiff is informed and believes and thereupon alleges that Defendants' failure to
24 timely pay all final wages to him and **Waiting Time Penalties Sub-Class** members have been willful
25 in that Defendants have the ability to pay final wages in accordance with Labor Code sections 201
26 and/or 202 but have intentionally adopted policies or practices that are incompatible with those
27 requirements.

28 98. Pursuant to Labor Code sections 203 and 218.6, Plaintiff, on behalf of himself and

1 **Waiting Time Penalties Sub-Class** members, seek waiting time penalties from the dates that their
2 final wages have first become due until paid, up to a maximum of thirty days, and interest thereon.

3 99. Pursuant to Code of Civil Procedure section 1021.5, the substantial benefit doctrine
4 and/or the common fund doctrine, Plaintiff, on behalf of himself and **Waiting Time Penalties Sub-**
5 **Class** members, seek awards of reasonable attorneys' fees and costs.

6 **SIXTH CAUSE OF ACTION**

7 **FAILURE TO PAY WAGES DUE, NEGOTIABLE AND PAYABLE IN CASH ON**
8 **DEMAND**

9 **(Lab. Code §§ 212 and 213**

10 **(Plaintiff and Pay Card Class)**

11 100. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully alleged
12 herein.

13 101. Labor Code § 212 states that no employer "shall issue in payment of wages due" by
14 "order, check, draft, note, memorandum, or other acknowledgment of indebtedness, unless it is
15 negotiable and payable in cash, on demand, without discount, at some established place of business
16 in the state."

17 102. 54. Defendants failed to pay Plaintiff and **Pay Card Class** members, with an order,
18 check, draft, note, memorandum, or other acknowledgment of indebtedness that was payable on
19 demand, without discount at some established place of business in the state. Defendants' issued pay
20 cards to Plaintiff and **Pay Card Class** members for wages earned. These pay cards were useable for
21 a fee and did not have a provision for use and payment in California at no cost to the employee.
22 Therefore, Defendants' failed to provide Plaintiff and **Pay Card Class** members with checks, drafts,
23 notes or other acknowledgements of indebtedness that were payable on demand without discount as
24 required by Labor Code § 212, which required Plaintiff and **Pay Card Class** members to incur fees
25 to use, was not fully cashable, and not usable at all financial institutions.

26 103. Such a pattern, practice and uniform administration of corporate policy regarding
27 illegal employee compensation as described herein is unlawful and creates an entitlement to recovery
28 by Plaintiff and the class in a civil action for damages and wages owed and for costs and attorneys'

1 fees.

2 **SEVENTH CAUSE OF ACTION**

3 **UNFAIR COMPETITION**

4 **(Bus. & Prof. Code §§ 17200 *et seq.*)**

5 **(Plaintiff and UCL Class)**

6 104. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully alleged
7 herein.

8 105. Business and Professions Code section 17200 defines “unfair competition” to include
9 any unlawful business practice.

10 106. Business and Professions Code section 17203-17204 allow a person who has lost
11 money or property as a result of unfair competition to bring a class action in accordance with Code
12 of Civil Procedure section 382 to recover money or property that may have been acquired from
13 similarly situated persons by means of unfair competition.

14 107. California law requires employers to pay hourly, non-exempt employees for all hours
15 they are permitted or suffered to work, including hours that the employer knows or reasonable should
16 know that employees have worked.

17 108. Plaintiff and the **UCL Class** members re-alleges and incorporates the FIRST,
18 SECOND, THIRD, and SIXTH causes of action herein.

19 109. Plaintiff lost money or property as a result of the aforementioned unfair competition.

20 110. Defendants have or may have acquired money by means of unfair competition.

21 111. Plaintiff is informed and believes and thereupon alleges that by committing the Labor
22 Code violations described in this Complaint, Defendants violated Labor Code sections 212, 213, 215,
23 216, 225, 226.6, 226.7, 354, 408, 512, 510, 553, 1175, 1174, 1194, 1194.2, 1197, 1197.1, 1198, and
24 1199, as well as applicable Wage Orders, which make it a misdemeanor to commit the violations
25 alleged herein.

26 112. Defendants have committed criminal conduct through their policies and practices of,
27 *inter alia*, failing to comport with their affirmative obligations as an employer to: provide non-exempt
28 employees with compliant meal and rest periods; pay for all hours worked at the proper rates of pay;

proper sick time pay; reporting time pay; and reimbursement for necessary business expenditures.

113. Defendants' unlawful conduct as alleged in this Complaint amounts to and constitutes unfair competition within the meaning of Business and Professions Code section 17200 *et seq.* Business and Professions Code sections 17200 *et seq.* protects against unfair competition and allows a person who has suffered an injury-in-fact and has lost money or property as a result of an unfair, unlawful or fraudulent business practice to seek restitution on his own behalf and on behalf of similarly situated persons in a class action proceeding.

114. As a result of Defendants' violations of the Labor Code during the applicable limitations period, Plaintiff has suffered an injury-in-fact and has lost money or property in the form of earned wages. Specifically, Plaintiff has lost money or property as a result of Defendants' conduct.

115. Plaintiff is informed and believes that other similarly situated persons have been subject to the same unlawful policies or practices of Defendants.

116. Due to the unfair and unlawful business practices in violation of the Labor Code, Defendants have gained a competitive advantage over other comparable companies doing business in the State of California that comply with their legal obligations.

117. California's Unfair Competition Law ("UCL") permits civil recovery and injunctive for "any unlawful, unfair or fraudulent business act or practice," including if a practice or act violates or is considered unlawful under any other state or federal law.

118. Accordingly, pursuant to Business and Professions Code sections 17200 and 17203, Plaintiffs request the issuance of temporary, preliminary and permanent injunctive relief enjoining Defendants, and each of them, and their agents and employees, from further violations of the Labor Code and applicable Wage Orders.

119. Accordingly, pursuant to Bus. & Prof. Code sections 17200 and 17203, Plaintiff requests the issuance of temporary, preliminary and permanent injunctive relief enjoining Defendants, and each of them, and their agents and employees, from further violations of the Labor Code and applicable Industrial Welfare Commission Wage Orders; and upon a final hearing seek an order permanently enjoining Defendants, and each of them, and their respective agents and employees, from further violations of the Labor Code and applicable Industrial Welfare Commission

1 Wage Orders.

2 120. Pursuant to Business and Professions Code section 17203, Plaintiff, on behalf of
3 himself and **UCL Class** members, seek declaratory relief and restitution of all monies rightfully
4 belonging to them that Defendants did not pay them or otherwise retained by means of its unlawful
5 and unfair business practices.

6 121. Pursuant to Code of Civil Procedure section 1021.5, the substantial benefit doctrine
7 and/or the common fund doctrine, Plaintiff and **UCL Class** members are entitled to recover
8 reasonable attorneys' fees in connection with their unfair competition claims.

9 122. Pursuant to Business and Professions Code section 17203, Plaintiff, on behalf of
10 himself and **UCL Class** members, seek declaratory relief and restitution of all monies rightfully
11 belonging to them that Defendants did not pay them or otherwise retained by means of its unlawful
12 and unfair business practices.

13 123. Pursuant to Code of Civil Procedure section 1021.5, the substantial benefit doctrine
14 and/or the common fund doctrine, Plaintiff and **UCL Class** members are entitled to recover
15 reasonable attorneys' fees in connection with their unfair competition claims.

16 **EIGHTH CAUSE OF ACTION**

17 **CIVIL PENALTIES**

18 **(Lab. Code §§ 2698, *et seq.*)**

19 124. Plaintiff incorporates the preceding paragraphs as if fully alleged herein.

20 125. During the applicable limitations period, Defendants have violated Labor Code §§
21 201, 202, 203, 204, 210, 212, 213, 226, 226.3, 226.7, 510, 512, 515, 558, 558.1, 1174, 1174.5,
22 1182.12, 1185, 1194, 1194.2, 1197, 1198, 1199, 2698, and 2699, *et seq.*¹

23 126. Labor Code §§ 2699(a) and (g) authorize an aggrieved employee, on behalf of himself
24 and other current and former employees, to bring a representative civil action to recover civil penalties
25 _____

26 ¹ Plaintiff hereby reserves the right to seek penalties on behalf of all Aggrieved Employees, for
27 Defendants' violations of the applicable provisions of the Labor Code, suffered by Aggrieved
28 Employees, but not directly suffered by Plaintiff under *Huff v. Securitas Security Services USA, Inc.*
(2018) 23 Cal.App.5th 745.

1 pursuant to the procedures set forth in Labor Code § 2699.3 that may, but need not, be brought or
2 maintained as a class action pursuant to Code of Civil Procedure section 382.

3 127. Plaintiff, a former employee against whom Defendants committed one or more of the
4 alleged Labor Code violations during the applicable limitations period, is an aggrieved employee
5 within the meaning of Labor Code § 2699(c). Plaintiff was employed by Defendants as a non-exempt
6 hourly employee in California. Aggrieved Employees include all non-exempt hourly employees of
7 Defendants within the state of California from one year prior to the date of this letter and continuing
8 through the present (Plaintiff and Aggrieved Employees are collectively referred to herein as
9 “Aggrieved Employees”)

10 128. Plaintiff has complied with the procedures for bringing suit specified in Labor Code §
11 2699.3. Notice was provided to the California Labor & Workforce Development Agency (“LWDA”)
12 and 65 days have elapsed without the LWDA providing Plaintiff with any notice of an intent to
13 investigate.

14 129. Pursuant to Labor Code sections 2699(a) and (f), Plaintiff seeks the following civil
15 penalties for Defendants’ violations of Labor Code §§ 201, 202, 203, 204, 212, 213, 223, 226.7,
16 226(a), 510, 512, 1174, 1194, 1194.2, 1197, 1197.1, and 1198:

- 17 i. For violations of Labor Code §§ 201, 202, 203, 213, 212, 226.7, 1174, 1194,
18 1198, one hundred dollars (\$100) for each employee per pay period for each
19 initial violation and two hundred dollars (\$200) for each employee per pay
20 period for each subsequent violation (penalties set by Labor Code §
21 2699(f)(2));
- 22 ii. For violations of Labor Code § 203, a penalty in an amount not exceeding thirty
23 (30) days’ pay as waiting time (penalties set by Labor Code § 256);
- 24 iii. For violations of Labor Code § 204, one hundred dollars (\$100) for each
25 employee for each initial violation that was neither willful nor intentional, two
26 hundred dollars (\$200) for each employee, plus 25% of the amount unlawfully
27 withheld from each employee, for each initial violation that was either willful
28 or intentional, and two hundred dollars (\$200) for each employee, plus twenty-

1 five percent (25%) of the amount unlawfully withheld from each employee,
2 for each subsequent violation, regardless of whether the subsequent violation
3 was either willful or intentional (penalties set by Labor Code § 210);

4 iv. For violations of Labor Code § 223, one hundred dollars (\$100) for each
5 employee for each initial violation that was neither willful nor intentional, two
6 hundred dollars (\$200) for each employee, plus twenty-five percent (25%) of
7 the amount unlawfully withheld from each employee, for each initial violation
8 that was either willful or intentional, and two hundred dollars (\$200) for each
9 employee, plus twenty-five percent (25%) of the amount unlawfully withheld
10 from each employee, for each subsequent violation, regardless of whether the
11 subsequent violation was either willful or intentional (penalties set by Labor
12 Code § 225.5);

13 v. For violations of Labor Code § 226(a), if this action is deemed to be an initial
14 citation, two hundred and fifty dollars (\$250) for each employee for each
15 violation. Alternatively, if an initial citation or its equivalent occurred before
16 the filing of this action, one thousand dollars (\$1,000) for each employee for
17 each violation (penalties set by Labor Code § 226.3);

18 vi. For violation of Labor Code §§ 510 and 512, fifty dollars (\$50) for each
19 employee for each initial pay period for which the employee was underpaid,
20 and one hundred dollars (\$100) for each employee for each subsequent pay
21 period for which the employee was underpaid (penalties set by Labor Code §
22 558);

23 vii. For violations of Labor Code § 1197, one hundred dollars (\$100) for each
24 aggrieved employee for each initial violation of Labor Code § 1197 that was
25 intentional and two hundred and fifty dollars (\$250) for each aggrieved
26 employee per pay period for each subsequent violation of Labor Code § 1197,
27 regardless of whether the initial violation was intentional (penalties set by
28 Labor Code § 1197.1);

viii. Pursuant to Labor Code § 2699(g), Plaintiff seeks an award of reasonable attorneys' fees and costs in connection with Plaintiff's claims for civil penalties.

PRAYER FOR RELIEF

WHEREFORE, Plaintiff, on behalf of himself, all others similarly situated, and the general public, prays for relief and judgment against Defendants as follows:

- a. An order that the action be certified as a class action;
- b. An order that Plaintiff be appointed class representative;
- c. An order that counsel for Plaintiff be appointed class counsel;
- d. Unpaid wages and overtime;
- e. Actual damages;
- f. Liquidated damages;
- g. Restitution;
- h. Declaratory relief;
- i. Pre-judgment interest;
- j. Statutory penalties;
- k. Civil penalties;
- l. Costs of suit;
- m. Reasonable attorneys' fees; and
- n. Such other relief as the Court deems just and proper.

Dated: December 14, 2023

D.LAW, INC.



Emil Davtyan
David Yeremian
David Keledjian
David Arakelyan
Attorneys for Plaintiff
AUBREY BELL, and the putative class

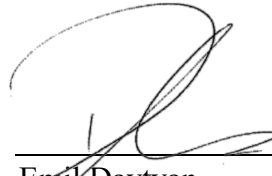
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DEMAND FOR JURY TRIAL

Plaintiff, on behalf of himself, all other similarly situated, hereby demands a jury trial on all issues so triable.

Dated: December 14, 2023

D.LAW, INC.



Emil Davtyan
David Yeremian
David Keledjian
David Arakelyan
Attorneys for Plaintiff
AUBREY BELL, and the putative class

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I am employed in the aforesaid county, State of California; I am over the age of 18 years and not a party to the within action; my business address is 880 E Broadway, Glendale, CA 91205.

Ashton M. Riley
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Adilene Garcia
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Counsel for Kim Staffing Services, Inc.

Mediquest
17872 Cowan Avenue
Irvine, CA 92614

[X] (BY MAIL) I placed such envelope with postage thereon fully paid in the United States mail at Glendale, California. I am "readily familiar" with this firm's practice of collecting and processing correspondence for mailing. It is deposited with U.S. Postal Service on that same day in the ordinary course of business. I am aware that on motion of party served, service is presumed invalid if postal cancellation date or postage meter date is more than 1 day after date of deposit for mailing in affidavit.

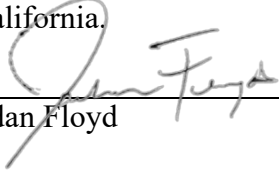
[] (BY OVERNIGHT DELIVERY) I enclosed the documents in an envelope or package provided by an overnight delivery carrier and addressed to the persons at the address above. I placed the envelope or package for collection and overnight delivery at an office or a regularly utilized drop box of the overnight delivery carrier.

[X] (BY ELECTRONIC TRANSMISSION) by use of email by scanning the documents and any and all documents and emailing them to email addresses above.

///

1 **[X]** (STATE) I certify (or declare) under penalty of perjury under the laws of the State of
2 California that the foregoing is true and correct.

3 Executed on December 14, 2023, at Glendale, California.

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6 Jordan Floyd
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