

COPY

HAINES LAW GROUP, APC
Paul K. Haines (SBN 248226)
phaines@haineslawgroup.com
Sean M. Blakely (SBN 264384)
sblakely@haineslawgroup.com
Joel M. Gordon (SBN 280721)
jgordon@haineslawgroup.com
2155 Campus Drive, Suite 180
El Segundo, California 90245
Tel: (424) 292-2350
Fax: (424) 292-2355

Attorneys for Plaintiff

FILED
SUPERIOR COURT OF CALIFORNIA
COUNTY OF SAN BERNARDINO

JAN 25 2024

Khayara Frontela
BY: Khayara Frontela, Deputy

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN BERNARDINO**

ROBERTA HARRIS, as an individual and on
behalf of all others similarly situated,

Plaintiff,

vs.

COMMUNITY HOSPITAL OF SAN
BERNARDINO, a California non-profit
corporation; DIGNITY HEALTH, a California
non-profit corporation; and DOES 1 through
100,

Defendants.

Case No. CIVSB2400176

**FIRST AMENDED CLASS AND
REPRESENTATIVE ACTION
COMPLAINT:**

- (1) **MINIMUM WAGE VIOLATIONS**
(LABOR CODE §§ 1182.12, 1194,
1194.2, 1197);
- (2) **WAGE STATEMENT VIOLATIONS**
(LABOR CODE § 226 *et seq.*);
- (3) **WAITING TIME PENALTIES**
(LABOR CODE §§ 201-203);
- (4) **UNFAIR COMPETITION (BUS &
PROF CODE § 17200 *et seq.*); and**
- (5) **CIVIL PENALTIES UNDER THE
PRIVATE ATTORNEYS
GENERAL ACT (LABOR CODE §
2698 *et seq.*).**

**DEMAND FOR JURY TRIAL
UNLIMITED CIVIL CASE**

1 Plaintiff Roberta Harris (“Plaintiff”) hereby brings this First Amended Class and
2 Representative Action Complaint (“Complaint”) against Defendants Community Hospital of San
3 Bernardino, a California non-profit corporation; Dignity Health, a California non-profit
4 corporation; and DOES 1 through 100, inclusive (collectively, “Defendants”), and on information
5 and belief alleges as follows:

6 **JURISDICTION**

7 1. Plaintiff, on behalf of herself and all others similarly situated, hereby brings this
8 Complaint for recovery of unpaid wages and penalties under Labor Code §§ 201-203, 226,
9 1182.12, 1194, 1194.2, 1197, and 2698 *et seq.*; California Business & Professions Code § 17200
10 *et seq.*, and Industrial Welfare Commission Wage Order No. 4 (“Wage Order 4”), in addition to
11 seeking declaratory relief and restitution. This Complaint is brought pursuant to California Code
12 of Civil Procedure § 382. This Court has jurisdiction over Defendants’ violations of the California
13 Labor Code because the amount in controversy exceeds this Court’s jurisdictional minimum.

14 **VENUE**

15 2. Venue is proper in this judicial district pursuant to California Code of Civil
16 Procedure §§ 395(a) and 395.5, as at least some of the acts and omissions complained of herein
17 occurred in San Bernardino County. Defendants own, maintain offices, transact business, have an
18 agent or agents within San Bernardino County, and/or otherwise are found within San Bernardino
19 County, and Defendants are within the jurisdiction of this Court for purposes of service of process.

20 **PARTIES**

21 3. Plaintiff is an individual over the age of eighteen (18). At all relevant times herein,
22 Plaintiff was and currently is, a California resident. Within the statute of limitations periods
23 applicable to each cause of action pled herein, Plaintiff was employed by Defendants as a non-
24 exempt employee. Plaintiff was, and is, a victim of Defendants’ policies and/or practices
25 complained of herein, lost money and/or property, and has been deprived of the rights guaranteed
26 to her by Labor Code §§ 201-203, 226, 1182.12, 1194, 1194.2, 1197, and 2698 *et seq.*; California
27 Business & Professions Code § 17200 *et seq.*, Wage Order No. 4, which sets employment
28 standards for “Professional, Technical, Clerical, Mechanical and Similar Occupations”

1 4. Plaintiff is informed and believes, and based thereon alleges, that during the time
2 period relevant to this action, Defendants did (and do) business by operating acute-care medical
3 facilities across the State of California.

4 5. Plaintiff is informed and believes, and based thereon alleges, that at all times
5 mentioned herein, Defendants were licensed to do business in California and were the employers
6 of Plaintiff and of the members of the Classes (as defined in Paragraph 12).

7 6. Plaintiff does not know the true names, capacities, relationships, and/or the extent
8 of participation of Defendants DOES 1 through 100, inclusive, in the conduct alleged in this
9 Complaint. For that reason, Defendants DOES 1 through 100, inclusive, are sued under such
10 fictitious names. Plaintiff prays for leave to amend this Complaint when their true names and
11 capacities are known. Plaintiff is informed and believes, and based thereon alleges, that each
12 fictitiously named Respondent is and was responsible in some way for the alleged wage-and-hour
13 violations and other wrongful conduct that subjected Plaintiff and the Classes, as defined below,
14 to the illegal employment practices, wrongs and injuries complained of herein. All references in
15 this Complaint to “Defendants” shall be deemed to include all DOE Defendants.

16 7. At all times herein mentioned, each of said Defendants participated in the doing
17 of the acts hereinafter alleged to have been done by the named Defendants; and furthermore, the
18 Defendants, and each of them, were the agents, servants, and employees of each and every one of
19 the other Defendants, as well as the agents of all Defendants, and at all times herein mentioned
20 were acting within the course and scope of said agency and employment. Defendants, and each
21 of them, approved of, condoned, and/or otherwise ratified each and every one of the acts or
22 omissions complained of herein.

23 8. At all times mentioned herein, Defendants, and each of them, were members of
24 and engaged in a joint venture, partnership, and common enterprise, and acted within the course
25 and scope of and in pursuance of said joint venture, partnership, and common enterprise. Further,
26 Plaintiff alleges that all Defendants were joint employers for all purposes of Plaintiff and the
27 Classes (as defined in Paragraph 12).

28 ///

1 **GENERAL FACTUAL ALLEGATIONS**

2 9. Defendants employed Plaintiff in the non-exempt job position of “Staff Registered
3 Nurse” (or similarly titled position). Her duties included giving medication, assisting patients,
4 and checking vitals. Plaintiff was initially hired by Defendants in approximately August, 2022
5 and worked for Defendants until approximately October, 2022.

6 10. During Plaintiff’s employment with Defendants, upon information and belief,
7 Defendants utilized a timekeeping system which resulted in Plaintiff and other non-exempt
8 employees not being compensated for all hours actually worked, whether by rounding, time-
9 shaving, or otherwise. Specifically, although Plaintiff and other non-exempt employees recorded
10 their hours worked using a timeclock machine that recorded their hours worked to the minute,
11 Defendants regularly, systematically, and impermissibly rounded, shaved, or otherwise altered
12 the time worked by Plaintiff and other non-exempt employees in Defendants’ favor, such that the
13 time shaving/rounding practice utilized by Defendants was not even-handed over time and would
14 round and shave in Defendants’ favor such that Plaintiff and other non-exempt employees were
15 routinely underpaid for their time worked. Defendants’ timekeeping policies/practices were not
16 even-handed and have resulted in Plaintiff and other non-exempt employees not being
17 compensated for all hours worked.

18 11. As a result of Defendants’ failure to compensate Plaintiff and other non-exempt
19 employees for all minimum wages, Defendants maintained inaccurate payroll records and failed
20 to issue accurate, compliant, itemized wage statements. As a further result of Defendants’ failure
21 to compensate Plaintiff and other non-exempt employees for all minimum wages, Defendants
22 failed to pay Plaintiff and other non-exempt employees all wages owed at the time of their
23 separation of employment with Defendants.

24 **CLASS ACTION ALLEGATIONS**

25 12. Class Definitions: Plaintiff brings this Complaint on behalf of herself and the
26 following Classes pursuant to § 382 of the Code of Civil Procedure:

- 27 a. The Minimum Wage Class consists of all of Defendants’ current and former non-
28 exempt employees in California who were subject to Defendants’ timekeeping

policies and/or practices, during the four years immediately preceding the filing of the Complaint through the present.

b. The Wage Statement Class consists of all members of the Minimum Wage Class, Overtime Class, Meal Period Class, and/or Rest Period Class who have received a wage statement from Defendants during the one year immediately preceding the filing of the Complaint through the present.

c. The Waiting Time Class consists of all members of the Minimum Wage Class, Overtime Class, Meal Period Class, and/or Rest Period Class who have separated their employment with Defendants during the three years immediately preceding the filing of the Complaint through the present.

13. **Numerosity/Ascertainability:** The members of the Classes are so numerous that joinder of all members would be unfeasible and not practicable. The membership of the classes and subclasses are unknown to Plaintiff, at this time; however, it is estimated that the Classes number is in excess of one hundred (100) individuals as to each class. The identity of such membership is readily ascertainable via inspection of Defendants' employment records.

14. **Common Questions of Law and Fact Predominate/Well Defined Community of Interest:** There are common questions of law and fact as to Plaintiff and all other similarly situated employees, which predominate over questions affecting only individual members including, without limitation, to:

i. Whether Defendants paid all minimum wages owed to members of the Minimum Wage Class for all hours worked pursuant to Labor Code §§ 1182.12, 1194, 1194.2 and 1197;

ii. Whether Defendants' timekeeping policies/practices resulted in the failure to properly compensate members of the Minimum Wage Classes;

iii. Whether Defendants furnished legally compliant wage statements to members of the Wage Statement Class pursuant to Labor Code § 226; and

iv. Whether Defendants' policies and/or practices for the timing and amount of payment of final wages to Plaintiff and members of the Waiting Time Class at the

time of their separation of employment were lawful.

15. **Predominance of Common Questions:** Common questions of law and fact predominate over questions that affect only individual members of the Classes. The common questions of law and fact set forth above are numerous and substantial and stem from Defendants' uniform policies and/or practices applicable to each individual class member including, but not limited to, Defendants' uniform timekeeping policies and/or practices. As such, the common questions predominate over individual questions concerning each individual class member's showing as to his or her eligibility for recovery or as to the amount of his or her damages.

16. **Typicality:** The claims of Plaintiff are typical of the claims of the Classes because Plaintiff was employed by Defendants as a non-exempt employee in California during the statutes of limitation applicable to each cause of action pled in this Complaint. As alleged herein, Plaintiff, like the members of the Classes, was not properly paid minimum wages due to Defendants' timekeeping policies/practices, was not issued accurate itemized wage statements, and/or did not receive all final wages owed to her upon her separation of employment with Defendants.

17. **Adequacy of Representation:** Plaintiff is fully prepared to take all necessary steps to represent fairly and adequately the interests of the members of the Classes. Moreover, Plaintiff's attorneys are ready, willing, and able to fully and adequately represent the members of the Classes and Plaintiff. Plaintiff's attorneys have prosecuted and defended numerous wage-and-hour class actions in state and federal courts in the past and are committed to vigorously prosecuting this action on behalf of the members of the Classes.

18. **Superiority:** The California Labor Code is broadly remedial in nature and serves an important public interest in establishing minimum working conditions and standards in California. These laws and labor standards protect the average working employee from exploitation by employers who have the responsibility to follow the laws and who may seek to take advantage of superior economic and bargaining power in setting onerous terms and conditions of employment. The nature of this action and the format of laws available to Plaintiff and members of the Classes make the class action format a particularly efficient and appropriate procedure to redress the violations alleged herein. If each employee were required to file an

individual lawsuit, Defendants would necessarily gain an unconscionable advantage since they would be able to exploit and overwhelm the limited resources of each individual plaintiff with their vastly superior financial and legal resources. Moreover, requiring each member of the Classes to pursue an individual remedy would also discourage the assertion of lawful claims by employees who would be disinclined to file an action against their former and/or current employer for real and justifiable fear of retaliation and permanent damages to their careers at subsequent employment. Further, the prosecution of separate actions by the individual class members, even if possible, would create a substantial risk of inconsistent or varying verdicts or adjudications with respect to the individual class members against Defendants herein; and which would establish potentially incompatible standards of conduct for Defendants; and/or legal determinations with respect to individual class members which would, as a practical matter, be dispositive of the interest of the other class members not parties to adjudications or which would substantially impair or impede the ability of the class members to protect their interests. Further, the claims of the individual members of the Classes are not sufficiently large to warrant vigorous individual prosecution considering all of the concomitant costs and expenses attending thereto. As such, the Classes are maintainable as classes under § 382 of the Code of Civil Procedure.

FIRST CAUSE OF ACTION

MINIMUM WAGE VIOLATIONS

(AGAINST ALL DEFENDANTS)

19. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

20. Wage Order 4, § 4 and California Labor Code §§ 1197 and 1182.12 establish the right of employees to be paid minimum wages for all hours worked, in amounts set by state law. Labor Code §§ 1194(a) and 1194.2(a) provide that an employee who has not been paid the legal minimum wage as required by Labor Code § 1197 may recover the unpaid balance together with attorneys' fees and costs of suit, as well as liquidated damages in an amount equal to the unpaid wages and interest accrued thereon.

21. At all relevant times herein, Defendants failed to conform their pay practices to the requirements of the law by failing to pay Plaintiff and members of the Minimum Wage Class

1 for all hours worked including, but not limited to, all hours they were subject to the control of
2 Defendants and/or suffered or permitted to work under the California Labor Code and Wage
3 Order 4.

4 22. California Labor Code § 1198 makes unlawful the employment of an employee
5 under conditions that the IWC prohibits. California Labor Code §§ 1194(a) and 1194.2(a) provide
6 that an employer who has failed to pay its employees the legal minimum wage is liable to pay
7 those employees the unpaid balance of the unpaid wages as well as liquidated damages in an
8 amount equal to the wages due and interest thereon.

9 23. As a direct and proximate result of Defendants' unlawful conduct as alleged
10 herein, Plaintiff and the Minimum Wage Class have sustained economic damages including, but
11 not limited to, unpaid wages and lost interest, in an amount to be established at trial, and are
12 entitled to recover economic and statutory damages and penalties and other appropriate relief as
13 a result of Defendants' violations of the California Labor Code and Wage Order 4.

14 24. The foregoing practices and policies are unlawful and create an entitlement to
15 recovery by Plaintiff and the members of the Minimum Wage Class in a civil action for the unpaid
16 amount of minimum wages owing, including interest thereon, liquidated damages, statutory and
17 civil penalties, attorney's fees, and costs of suit according to California Labor Code §§ 204, 558,
18 1194, 1197, and 1198, Wage Order 4, and Code of Civil Procedure § 1021.5.

19 **SECOND CAUSE OF ACTION**

20 **WAGE STATEMENT VIOLATIONS**

21 **(AGAINST ALL DEFENDANTS)**

22 25. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

23 26. Plaintiff is informed and believes, and based thereon alleges, that Defendants
24 knowingly and intentionally, as a matter of uniform policy and practice, failed to furnish Plaintiff
25 and members of the Wage Statement Class with accurate and complete, itemized wage statements
26 that included, among other requirements, all hours worked, total gross wages earned, all rates of
27 pay and corresponding number of hours worked, total net wages earned, and the correct name of
28 the legal entity that is the employer in violation of Labor Code § 226 *et seq.*

27. Defendants' failure to furnish Plaintiff and members of the Wage Statement Class with accurate and complete, itemized wage statements resulted in actual injury, as said failures led to, among other things, the non-payment of minimum and overtime wages and meal and rest period premium wages owed, and deprived them of the information necessary to identify the discrepancies in Defendants' reported data.

28. Defendants' failures create an entitlement to recovery by Plaintiff and members of the Wage Statement Class in a civil action for all damages and/or penalties pursuant to Labor Code § 226 *et seq.*, including statutory penalties, civil penalties, reasonable attorneys' fees, and costs of suit according to California Labor Code § 226 *et seq.*

THIRD CAUSE OF ACTION

WAITING TIME PENALTIES

(AGAINST ALL DEFENDANTS)

29. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

30. This cause of action is brought pursuant to Labor Code §§ 201-203, which require an employer to pay all wages immediately at the time of separation of employment in the event the employer discharges the employee or the employee provides at least 72 hours of notice of their intent to quit. In the event the employee provides less than 72 hours of notice of their intent to quit, said employee's wages become due and payable not later than 72 hours upon said employee's last date of employment.

31. Plaintiff is informed and believes, and based thereon alleges, that Defendants failed to timely pay Plaintiff and members of the Waiting Time Class all final wages due to them at their separation from employment, including minimum and overtime wages, and meal and rest period premium wages.

32. Further, Plaintiff is informed and believes, and based thereon alleges, that as a matter of uniform policy and practice, Defendants continue to fail to pay Plaintiff and members of the Waiting Time Class all earned wages at the end of employment in a timely manner pursuant to the requirements of Labor Code §§ 201-203.

33. Defendants' failure to pay all final wages was willful within the meaning of Labor

Code § 203. Defendants' willful failure to timely pay Plaintiff and the members of the Waiting Time Class their earned wages upon separation from employment results in a continued payment of wages up to thirty days from the time the wages were due.

34. Therefore, Plaintiff and members of the Waiting Time Class are entitled to compensation pursuant to Labor Code § 203, plus reasonable attorneys' fees and costs of suit.

FOURTH CAUSE OF ACTION

UNFAIR COMPETITION

(AGAINST ALL DEFENDANTS)

35. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

36. Defendants have engaged and continue to engage in unfair and/or unlawful business practices in California in violation of Business & Professions Code § 17200 *et seq.*, by: (a) failing to pay Plaintiff and members of the Minimum Wage Class all minimum wages; (b) knowingly failing to furnish Plaintiff and the Wage Statement Class with all accurate and complete, itemized wage statements in violation of Labor Code § 226; and (c) failing to timely pay all wages owed upon separation to Plaintiff and members of the Waiting Time Class.

37. Defendants' utilization of these unfair and/or unlawful business practices deprived Plaintiff and continues to deprive members of the Classes of compensation to which they are legally entitled, constitutes unfair and/or unlawful competition, and provides an unfair advantage over Defendants' competitors who have been and/or are currently employing workers and attempting to do so in honest compliance with applicable wage and hour laws.

38. Because Plaintiff is a victim of Defendants' unfair and/or unlawful conduct alleged herein, Plaintiff for herself and on behalf of the members of the Classes, seeks full restitution of monies, as necessary and according to proof, to restore any and all monies withheld, acquired and/or converted by Defendants pursuant to Business and Professions Code §§ 17203 and 17208.

39. The acts complained of herein occurred within the last four years immediately preceding the filing of the Plaintiff's Complaint.

40. Plaintiff was compelled to retain the services of counsel to file this Complaint to protect her interests and those of the Classes, to obtain restitution and injunctive relief on behalf

1 of Defendants' current non-exempt employees, and to enforce important rights affecting the
2 public interest. Plaintiff has thereby incurred the financial burden of attorneys' fees and costs,
3 which she is entitled to recover under Code of Civil Procedure § 1021.5.

4 **FIFTH CAUSE OF ACTION**
5 **PRIVATE ATTORNEYS GENERAL ACT**
6 **(AGAINST ALL DEFENDANTS)**

7 41. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

8 42. Defendants have committed several Labor Code violations against Plaintiff,
9 members of the Classes, and other aggrieved employees. Plaintiff, an "aggrieved employee"
10 within the meaning of Labor Code § 2698 *et seq.*, acting on behalf of herself and other aggrieved
11 employees, brings this representative action against Defendants to recover the civil penalties due
12 to Plaintiff, the members of the Classes, other aggrieved employees, and the State of California
13 according to proof pursuant to Labor Code § 558 and § 2699 (a) and (f) including, but not limited
14 to: (1) \$100.00 for each initial violation for each failure to pay each employee and \$200 for each
15 subsequent violation or willful or intentional violation pursuant to Labor Code § 210 for each
16 failure to pay each employee, plus 25% of the amount unlawfully withheld; (2) \$50.00 for each
17 initial violation and \$100 for each subsequent violation pursuant to Labor Code § 558 per
18 employee per pay period; (3) \$100.00 for each initial violation and \$250.00 for each subsequent
19 violation pursuant to Labor Code § 1197.1 per employee per pay period; (4) \$250.00 for each
20 initial violation and \$1,000.00 for each subsequent violation pursuant to Labor Code § 226.3 per
21 employee per pay period; and/or (5) \$100.00 for each initial violation and \$200 for each
22 subsequent violation per employee per pay period for those violations of the Labor Code for which
23 no civil penalty is specifically provided, based on the following Labor Code violations:

24 a. Failing to pay minimum wages for all hours worked to Plaintiff, the Minimum
25 Wage Class, and other aggrieved employees in violation of Labor Code §§ 558,
26 1182.12, 1194, 1194.2, 1197, and 1198;

27 b. Failing to furnish Plaintiff, the Wage Statement Class, and other aggrieved
28 employees with complete, accurate, itemized wage statements in violation of

Labor Code § 226;

c. Failing to timely pay all final wages and compensation earned by Plaintiff, the Waiting Time Class, and other aggrieved employees at the time of separation in violation of Labor Code §§ 201, 202, and 203;

d. Failing to pay Plaintiff and other aggrieved employees all earned wages at least twice during each calendar month in violation of Labor Code § 204; and

e. Failing to maintain accurate records on behalf of Plaintiff and other aggrieved employees in violation of Labor Code §§ 1174 and 1198.

43. On November 20, 2023, Plaintiff notified Defendants via certified mail, and notified the California Labor and Workforce Development Agency (“LWDA”) via its website, of Defendants’ violations of the California Labor Code and Plaintiff’s intent to bring a claim for civil penalties under California Labor Code § 2698 *et seq.* with respect to the violations of the California Labor Code identified in Paragraph 42 (a)-(e). Now that sixty-five days have passed from Plaintiff notifying Defendants and the LWDA of these violations, and the LWDA has not provided notice that it intends to investigate the violations, Plaintiff has exhausted her administrative requirements for bringing a claim under the Private Attorneys General Act with respect to these violations.

44. Based on the foregoing, Plaintiff seeks to represent herself and all Aggrieved Employees, as defined by Labor Code § 2699(c).

45. Plaintiff was compelled to retain the services of counsel to file this court action to protect her interests and the interests of other aggrieved employees, and to assess and collect the civil penalties owed by Defendants. Plaintiff has thereby incurred attorneys’ fees and costs, which she is entitled to receive under California Labor Code § 2699(g).

PRAYER

WHEREFORE, Plaintiff prays for judgment for herself and for all others on whose behalf this suit is brought against Defendants, as follows:

1. For an order certifying the proposed Classes;

2. For an order appointing Plaintiff as representative of the Classes;

- 1 3. For an order appointing Counsel for Plaintiff as Counsel for the Classes;
- 2 4. Upon the First Cause of Action, for payment of minimum wages, liquidated
3 damages, and penalties according to proof pursuant to Labor Code §§ 1182.12, 1194, 1194.2, and
4 1197;
- 5 5. Upon the Second Cause of Action, for statutory penalties pursuant to Labor Code
6 § 226 *et. seq.*;
- 7 6. Upon the Third Cause of Action, for statutory waiting time penalties pursuant to
8 Labor Code §§ 201- 203;
- 9 7. Upon the Fourth Cause of Action, for restitution to Plaintiff and members of the
10 Classes of all money and/or property unlawfully acquired by Defendants by means of any acts or
11 practices declared by this Court to be in violation of Bus. & Prof. Code § 17200, *et seq.*;
- 12 8. Upon the Fifth Cause of Action, for civil penalties due to Plaintiff, other aggrieved
13 employees, and the State of California according to proof pursuant to Labor Code §§ 558 and
14 2699(a) and (f) including, but not limited to: (1) \$100.00 for each initial violation for each failure
15 to pay each employee and \$200 for each subsequent violation or willful or intentional violation
16 pursuant to Labor Code § 210 for each failure to pay each employee, plus 25% of the amount
17 unlawfully withheld; (2) \$50.00 for each initial violation and \$100 for each subsequent violation
18 pursuant to Labor Code § 558 per employee per pay period; (3) \$100.00 for each initial violation
19 and \$250.00 for each subsequent violation pursuant to Labor Code § 1197.1 per employee per
20 pay period; (4) \$250.00 for each initial violation and \$1,000.00 for each subsequent violation
21 pursuant to Labor Code § 226.3 per employee per pay period; and/or (5) \$100.00 for each initial
22 violation and \$200 for each subsequent violation per employee per pay period for those violations
23 of the Labor Code for which no civil penalty is specifically provided, based on the Labor Code
24 violations identified in Paragraph 42 (a)-(e);
- 25 9. Prejudgment interest on all due and unpaid wages pursuant to California Labor
26 Code § 218.6 and Civil Code §§ 3287 and 3289;
- 27 10. On all causes of action, for attorneys' fees and costs as provided by Labor Code
28 §§ 226, 1194, and 2699(g), and Code of Civil Procedure § 1021.5; and

1 11. For such other and further relief, the Court may deem just and proper.

2
3 Dated: January 25, 2024

Respectfully submitted,
HAINES LAW GROUP, APC

4
5 By:



Paul K. Haines
Attorneys for Plaintiff

6
7 **DEMAND FOR JURY TRIAL**

8 Plaintiff hereby demands a jury trial with respect to all issues triable by jury.

9
10 Dated: January 25, 2024

Respectfully submitted,
HAINES LAW GROUP, APC

11
12 By:



Paul K. Haines
Attorneys for Plaintiff