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Superior Court of California,
County of San Diego
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Clerk of the Superior Court
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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN DIEGO**

MANOLSA CHARLES, individually,
and on behalf of other members of the
general public similarly situated;

Plaintiff,

v.

NOVASYTE, LLC; a California limited
liability company; and DOES 1 through
100, inclusive;

Defendants.

Case No.: 37-2022-00033748-CU-OE-CTL

**SECOND AMENDED CLASS ACTION
COMPLAINT FOR DAMAGES**

- (1) Violation of California Labor Code §§ 510 and 1198 (Unpaid Overtime);
- (2) Violation of California Labor Code §§ 226.7 and 512(a) (Unpaid Meal Period Premiums);
- (3) Violation of California Labor Code § 226.7 (Unpaid Rest Period Premiums);
- (4) Violation of California Labor Code §§ 1194 and 1197 (Unpaid Minimum Wages);
- (5) Violation of California Labor Code §§ 201 and 202 (Final Wages Not Timely Paid);
- (6) Violation of California Labor Code § 226(a) (Non-Compliant Wage Statements);
- (7) Violation of California Labor Code §§ 2800 and 2802 (Unreimbursed Business Expenses);
- (8) Violation of California Labor Code § 2698, *et seq.* (Private Attorneys General Act of 2004);
- (9) Violation of California Business & Professions Code § 17200, *et seq.*

DEMAND FOR JURY TRIAL

COMES NOW, Plaintiff MANOLSA CHARLES (“Plaintiff”), individually, and on behalf of other members of the general public similarly situated, and alleges as follows:

JURISDICTION AND VENUE

1. This class action is brought pursuant to the Code of Civil Procedure section 382. The monetary damages and restitution sought by Plaintiff exceeds the minimal jurisdiction limits of the Superior Court and will be established according to proof at trial.

2. This Court has jurisdiction over this action pursuant to the California Constitution, Article VI, Section 10, which grants the superior court “original jurisdiction in all other causes” except those given by statute to other courts. The statutes under which this action is brought do not specify any other basis for jurisdiction.

3. This Court has jurisdiction over Defendants because, upon information and belief, Defendants are citizens of California, have sufficient minimum contacts in California, or otherwise intentionally avail themselves of the California market so as to render the exercise of jurisdiction over them by the California courts consistent with traditional notions of fair play and substantial justice.

4. Venue is proper in this Court because, upon information and belief, Defendants maintain offices, have agents, and/or transact business in the State of California, including the County of San Diego. The majority of the acts and omissions alleged herein relating to Plaintiff took place in the State of California, County of San Diego. Defendants employed Plaintiff within the State of California, County of San Diego.

PARTIES

5. Plaintiff MANOLSA CHARLES is an individual residing in the State of California, County of Los Angeles.

6. Defendant NOVASYTE, LLC, at all times herein mentioned, was and is, upon information and belief, a California limited liability company, headquartered in the State of California, and at all times herein mentioned, was and is, an employer whose employees are engaged throughout the State of California, including the County of San Diego.

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1 7. At all relevant times, Defendant NOVASYTE, LLC was the “employer” of
2 Plaintiff within the meaning of all applicable California laws and statutes.

3 8. At all times herein relevant, Defendant NOVASYTE, LLC and DOES 1 through
4 100, and each of them, were the agents, partners, joint venturers, joint employers,
5 representatives, servants, employees, successors-in-interest, co-conspirators and assigns, each
6 of the other, and at all times relevant hereto were acting within the course and scope of their
7 authority as such agents, partners, joint venturers, joint employers, representatives, servants,
8 employees, successors, co-conspirators and assigns, and all acts or omissions alleged herein
9 were duly committed with the ratification, knowledge, permission, encouragement,
10 authorization, and consent of each defendant designated herein.

11 9. The true names and capacities, whether corporate, associate, individual or
12 otherwise, of Defendants DOES 1 through 100, inclusive, are unknown to Plaintiff, who sues
13 said defendants by such fictitious names. Plaintiff is informed and believes, and based on that
14 information and belief alleges, that each of the Defendants designated as a DOE is legally
15 responsible for the events and happenings referred to in this Complaint, and unlawfully caused
16 the injuries and damages to Plaintiff and the other class members as alleged in this Complaint.
17 Plaintiff will seek leave of court to amend this Complaint to show the true names and
18 capacities when the same have been ascertained.

19 10. Defendant NOVASYTE, LLC and DOES 1 through 100 will hereinafter
20 collectively be referred to as “Defendants.”

21 11. Plaintiff further alleges that Defendants directly or indirectly controlled or
22 affected the working conditions, wages, working hours, and conditions of employment of
23 Plaintiff and the other class members so as to make each of said Defendants employers and
24 employers liable under the statutory provisions set forth herein.

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CLASS ACTION ALLEGATIONS

12. Plaintiff brings this action on his own behalf and on behalf of all other members of the general public similarly situated, and, thus, seeks class certification under Code of Civil Procedure section 382.

13. The proposed class is defined as follows:

All individuals who are or were employed by Defendants in California as non-exempt employees at any time during the period from February 24, 2018 through December 21, 2023 or the date of preliminary approval of the Settlement, whichever date is earlier.

14. Plaintiff reserves the right to establish subclasses as appropriate.

15. The class is ascertainable and there is a well-defined community of interest in the litigation:

a. Numerosity: The class members are so numerous that joinder of all class members is impracticable. The membership of the entire class is unknown to Plaintiff at this time. However, the class is estimated to be greater than six hundred (600) individuals and the identity of such membership is readily ascertainable by inspection of Defendants' employment records.

b. Typicality: Plaintiff's claims are typical of all other class members' claims as demonstrated herein. Plaintiff will fairly and adequately protect the interests of the other class members with whom he has a well-defined community of interest.

c. Adequacy: Plaintiff will fairly and adequately protect the interests of each class member, with whom he has a well-defined community of interest and typicality of claims, as demonstrated herein. Plaintiff has no interest that is antagonistic to the other class members. Plaintiff's attorneys, the proposed class counsel, are versed in the rules governing class action discovery, certification, and settlement. Plaintiff has

1 incurred, and during the pendency of this action will continue to incur,
2 costs and attorneys' fees, that have been, are, and will be necessarily
3 expended for the prosecution of this action for the substantial benefit of
4 each class member.

5 d. Superiority: A class action is superior to other available methods for the
6 fair and efficient adjudication of this litigation because individual joinder
7 of all class members is impractical.

8 e. Public Policy Considerations: Certification of this lawsuit as a class
9 action will advance public policy objectives. Employers of this great
10 state violate employment and labor laws every day. Current employees
11 are often afraid to assert their rights out of fear of direct or indirect
12 retaliation. However, class actions provide the class members who are
13 not named in the complaint anonymity that allows for the vindication of
14 their rights.

15 16. There are common questions of law and fact as to the class members that
16 predominate over questions affecting only individual members. The following common
17 questions of law or fact, among others, exist as to the members of the class:

- 18 a. Whether Defendants' failure to pay wages, without abatement or
19 reduction, in accordance with the California Labor Code, was willful;
20 b. Whether Defendants failed to pay their hourly-paid or non-exempt
21 employees within the State of California for all hours worked, missed
22 meal periods and rest breaks in violation of California law;
23 c. Whether Defendants required Plaintiff and the other class members to
24 work over eight (8) hours per day and/or over forty (40) hours per week
25 and failed to pay the legally required overtime compensation to Plaintiff
26 and the other class members;

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- d. Whether Defendants properly calculated the regular rate for Plaintiff and the other class members to worked overtime and earned incentive pay and sick leave pay;
- e. Whether Defendants deprived Plaintiff and the other class members of meal and/or rest periods or required Plaintiff and the other class members to work during meal and/or rest periods without compensation;
- f. Whether Defendants failed to pay minimum wages to Plaintiff and the other class members for all hours worked;
- g. Whether Defendants failed to pay all wages due to Plaintiff and the other class members within the required time upon their discharge or resignation;
- h. Whether Defendants failed to timely pay all wages due to Plaintiff and the other class members during their employment;
- i. Whether Defendants complied with wage reporting as required by the Labor Code, including, *inter alia*, section 226;
- j. Whether Defendants failed to reimburse Plaintiff and the other class members for necessary business-related expenses and costs;
- k. Whether Defendants' conduct was willful or reckless;
- l. Whether Defendants engaged in unfair business practices in violation of Business & Professions Code section 17200, *et seq.*;
- m. The appropriate amount of damages, restitution, and/or monetary penalties resulting from Defendants' violation of California law; and
- n. Whether Plaintiff and the other class members are entitled to compensatory damages pursuant to the California Labor Code.

GENERAL ALLEGATIONS

17. During the relevant time period set forth herein, Defendants employed Plaintiff and other persons as hourly-paid or non-exempt employees within the State of California.

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1 18. Defendants, jointly and severally, employed Plaintiff as an hourly-paid non-
2 exempt employee during the relevant time period in the State of California, County of San
3 Diego.

4 19. Defendants had the authority to hire and terminate Plaintiff and the other class
5 members; to set work rules and conditions governing Plaintiff's and other class members'
6 employment; and to supervise their daily employment activities.

7 20. Defendants exercised sufficient authority over the terms and conditions of
8 Plaintiff and other class members' employment for them to be joint employers of Plaintiff and
9 the other class members.

10 21. Defendants directly hired and paid wages and benefits to Plaintiff and the other
11 class members.

12 22. Defendants continue to employ hourly-paid or non-exempt employees within the
13 State of California.

14 23. Plaintiff and the other class members worked over eight (8) hours in a day, and/or
15 forty (40) hours in a week during their employment with Defendants.

16 24. Plaintiff is informed and believes, and based thereon alleges, that Defendants
17 engaged in a uniform policy and systematic scheme of wage abuse against their hourly-paid
18 or non-exempt employees within the State of California. This scheme involved, *inter alia*,
19 failing to pay them for all hours worked, sick leave, missed meal periods, and missed rest
20 breaks in violation of California law.

21 25. Plaintiff is informed and believes, and based thereon alleges, that Defendants
22 knew or should have known that Plaintiff and the other class members were entitled to receive
23 certain wages for overtime compensation and that Plaintiff and the other class members were
24 not receiving wages for overtime compensation. Uncompensated – or under compensated –
25 overtime work included work off-the-clock setting up and taking down workstations and
26 computer stations use for work at the beginning and end of shifts. For example, Defendants
27 instructed employees to record their time based on their scheduled start time. Moreover,
28 Defendants' general discouragement of overtime work pressured employees to clock out for the

1 day to avoid working unauthorized overtime hours and continue working, such as packing up
2 their equipment. Defendants also did not compensate employees for the travel time between
3 different jobsites. Substantial uncompensated work also occurred during meal breaks, which
4 employees were often required to work through to meet quotas, among other things. Further,
5 even overtime that the company acknowledged was not often paid correctly, including at
6 double-time rate on long days.

7 26. Plaintiff is informed and believes, and based thereon alleges, that Defendants
8 failed to provide Plaintiff and the other class members the required rest and meal periods
9 during the relevant time period as required under the Industrial Welfare Commission Wage
10 Orders and thus they are entitled to any and all applicable penalties. As noted above,
11 employees regularly were required to work through meal and rest breaks, including because
12 they had to meet daily work quotas, and were reprimanded for taking breaks. Additionally,
13 Defendants' timekeeping policies prevented employees from taking duty-free rest breaks
14 because they were not permitted to leave the work premises. In fact, Defendants' policies
15 required employees to clock out for rest breaks despite being legally required to compensate
16 them during their rest breaks.

17 27. Plaintiff is informed and believes, and based thereon alleges, that Defendants
18 knew or should have known that Plaintiff and the other class members were entitled to receive
19 all timely and complete meal periods or payment of one additional hour of pay at Plaintiff's
20 and the other class members' regular rate of pay when a meal period was missed, late or
21 interrupted, and that Plaintiff and the other class members did not receive all timely and proper
22 meal periods or payment of one additional hour of pay at their regular rate of pay when a meal
23 period was missed.

24 28. Plaintiff is informed and believes, and based thereon alleges, that Defendants
25 knew or should have known that Plaintiff and other class members were entitled to receive all
26 timely rest periods without interruption or payment of one additional hour of pay at Plaintiff
27 and the other class members' regular rate of pay when a rest period was missed, late or
28 interrupted, and that Plaintiff and the other class members did not receive all rest periods or

1 payment of one additional hour of pay at their regular rate of pay when a rest period was
2 missed.

3 29. Plaintiff is informed and believes, and based thereon alleges, that Defendants
4 knew or should have known that Plaintiff and the other class members were entitled to receive
5 at least minimum wages for compensation and that Plaintiff and the other class members were
6 not receiving at least minimum wages for all hours worked. As noted above, unpaid minimum
7 wage work includes off-the-clock work setting up and taking down work and computer
8 stations, as well as work during meal breaks, which was required to complete daily quotas.

9 30. Plaintiff is informed and believes, and based thereon alleges, that Defendants
10 knew or should have known that Plaintiff and the other class members were entitled to receive
11 the wages owed to them upon discharge or resignation, including overtime and minimum
12 wages and meal and rest period premiums, and that Plaintiff and the other class members did
13 not, in fact, receive such wages owed to them at the time of their discharge or resignation.

14 31. Plaintiff is informed and believes, and based thereon alleges, that Defendants
15 knew or should have known that Plaintiff and the other class members were entitled to receive
16 complete and accurate wage statements in accordance with California law, but, in fact,
17 Plaintiff and the other class members did not receive complete and accurate wage statements
18 from Defendants. The deficiencies included, *inter alia*, the failure to include the total number
19 of hours worked by Plaintiff and the other class members.

20 32. Plaintiff is informed and believes, and based thereon alleges, that Defendants
21 knew or should have known that Plaintiff and the other class members were entitled to
22 reimbursement for necessary business-related expenses. Unreimbursed expenses include, but
23 are not limited to, protective gear, such as goggles and gloves, as well as mileage and cell
24 phone bills. Employees had to be available to reach on their cell phones and were called often
25 by supervisors. Cell phone bills were not reimbursed despite the fact that employees sought
26 reimbursement for their use.

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1 33. Plaintiff is informed and believes, and based thereon alleges, that Defendants
2 knew or should have known that Defendants had to keep complete and accurate payroll records
3 for Plaintiff and the other class members in accordance with the law, but, in fact, did not keep
4 complete and accurate payroll records for Plaintiff and the other class members.

5 34. Plaintiff is informed and believes, and based thereon alleges, that Defendants
6 knew or should have known that they had a duty to compensate Plaintiff and the other class
7 members pursuant to California law, and that Defendants had the financial ability to pay such
8 compensation, but willfully, knowingly, and intentionally failed to do so, and falsely
9 represented to Plaintiff and the other class members that they were properly denied wages, all
10 in order to increase Defendants' profits.

11 35. During the relevant time period set forth herein, Defendants failed to pay
12 overtime wages to Plaintiff and the other class members for all hours worked. Plaintiff and
13 other class members were required to work more than eight (8) hours per day and/or forty (40)
14 hours per week without overtime compensation.

15 36. During the relevant time period set forth herein, Defendants failed to properly
16 calculate and pay sick leave to Plaintiff and the other class members.

17 37. During the relevant time period set forth herein, Defendants failed to provide the
18 requisite uninterrupted and timely meal and rest periods to Plaintiff and the other class
19 members.

20 38. During the relevant time period set forth herein, Defendants failed to pay
21 Plaintiff and the other class members at least minimum wages for all hours worked.

22 39. During the relevant time period set forth herein, Defendants failed to pay
23 Plaintiff and the other class members the wages owed to them upon discharge or resignation.

24 40. During the relevant time period set forth herein, Defendants failed to provide
25 complete or accurate wage statements to Plaintiff and the other class members.

26 41. During the relevant time period set forth herein, Defendants failed to keep
27 complete or accurate payroll records for Plaintiff and the other class members.

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42. During the relevant time period set forth herein, Defendants failed to properly compensate Plaintiff and the other class members pursuant to California law in order to increase Defendants' profits.

43. Labor Code section 218 states that nothing in Article 1 of the Labor Code shall limit the right of any wage claimant to "sue directly . . . for any wages or penalty due to him [or her] under this article."

FIRST CAUSE OF ACTION

(Violation of California Labor Code §§ 510 and 1198)

(Against NOVASYTE, LLC and DOES 1 through 100)

44. Plaintiff incorporates by reference the allegations contained in Paragraphs 1 through 43, and each and every part thereof with the same force and effect as though fully set forth herein.

45. Labor Code section 1198 and the applicable Industrial Welfare Commission ("IWC") Wage Order provide that it is unlawful to employ persons without compensating them at a rate of pay either time-and-one-half or two-times that person's regular rate of pay, depending on the number of hours worked by the person on a daily or weekly basis.

46. Specifically, the applicable IWC Wage Order provides that Defendants are and were required to pay Plaintiff and the other class members employed by Defendants, who work(ed) more than eight (8) hours in a day or more than forty (40) hours in a workweek, at the rate of time-and-one-half for all hours worked in excess of eight (8) hours in a day or more than forty (40) hours in a workweek.

47. The applicable IWC Wage Order further provides that Defendants are and were required to pay Plaintiff and the other class members overtime compensation at a rate of two times their regular rate of pay for all hours worked in excess of twelve (12) hours in a day.

48. California Labor Code section 510 codifies the right to overtime compensation at one-and-one-half times the regular hourly rate for hours worked in excess of eight (8) hours in a day or forty (40) hours in a week or for the first eight (8) hours worked on the seventh day of work, and overtime compensation at twice the regular hourly rate for hours worked in

1 excess of twelve (12) hours in a day or in excess of eight (8) hours in a day on the seventh day
2 of work.

3 49. During the relevant time period set forth herein, Plaintiff and the other class
4 members worked in excess of eight (8) hours in a day, and/or in excess of forty (40) hours in
5 a week.

6 50. During the relevant time period set forth herein, Defendants intentionally and
7 willfully failed to pay overtime wages owed to Plaintiff and the other class members.

8 51. Defendants' failure to pay Plaintiff and the other class members the unpaid
9 balance of overtime compensation, as required by California laws, violates the provisions of
10 California Labor Code sections 510 and 1198, and is therefore unlawful.

11 52. Pursuant to California Labor Code section 1194, Plaintiff and the other class
12 members are entitled to recover unpaid overtime compensation, as well as interest, costs, and
13 attorneys' fees.

14 **SECOND CAUSE OF ACTION**

15 **(Violation of California Labor Code §§ 226.7 and 512(a))**

16 **(Against NOVASYTE, LLC and DOES 1 through 100)**

17 53. Plaintiff incorporates by reference the allegations contained in paragraphs 1
18 through 52, and each and every part thereof with the same force and effect as though fully set
19 forth herein.

20 54. During the relevant time period set forth herein, the IWC Order and California
21 Labor Code sections 226.7 and 512(a) were applicable to Plaintiff's and the other class
22 members' employment by Defendants.

23 55. During the relevant time period set forth herein, California Labor Code section
24 226.7 provides that no employer shall require an employee to work during any meal or rest
25 period mandated by an applicable order of the California IWC Wage Order.

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1 56. During the relevant time period set forth herein, the applicable IWC Wage Order
2 and California Labor Code section 512(a) provide that an employer may not require, cause or
3 permit an employee to work for a work period of more than five (5) hours per day without
4 providing the employee with a meal period of not less than thirty (30) minutes, except that if
5 the total work period per day of the employee is no more than six (6) hours, the meal period
6 may be waived by mutual consent of both the employer and employee.

7 57. During the relevant time period set forth herein, the applicable IWC Wage Order
8 and California Labor Code section 512(a) further provide that an employer may not require,
9 cause, or permit an employee to work for a work period of more than ten (10) hours per day
10 without providing the employee with a second uninterrupted meal period of not less than thirty
11 (30) minutes, except that if the total hours worked is no more than twelve (12) hours, the
12 second meal period may be waived by mutual consent of the employer and the employee only
13 if the first meal period was not waived.

14 58. During the relevant time period set forth herein, Plaintiff and the other class
15 members who were scheduled to work for a period of time no longer than six (6) hours, and
16 who did not waive their legally-mandated meal periods by mutual consent, were required to
17 work for periods longer than five (5) hours without an uninterrupted meal period of not less
18 than thirty (30) minutes and/or without a rest period.

19 59. During the relevant time period set forth herein, Plaintiff and the other class
20 members who were scheduled to work for a period of time no longer than twelve (12) hours,
21 and who did not waive their legally-mandated meal periods by mutual consent, were required
22 to work for periods longer than ten (10) hours without an uninterrupted meal period of not less
23 than thirty (30) minutes and/or without a rest period.

24 60. During the relevant time period set forth herein, Plaintiff and the other class
25 members who were scheduled to work for a period of time in excess of six (6) hours were
26 required to work for periods longer than five (5) hours without an uninterrupted meal period
27 of not less than thirty (30) minutes and/or without a rest period.

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61. During the relevant time period set forth herein, Plaintiff and the other class members who were scheduled to work for a period of time in excess of twelve (12) hours were required to work for periods longer than ten (10) hours without an uninterrupted meal period of not less than thirty (30) minutes and/or without a rest period.

62. During the relevant time period set forth herein, Defendants intentionally and willfully required Plaintiff and the other class members to work during meal periods and failed to compensate Plaintiff and the other class members the full meal period premium for work performed during meal periods.

63. During the relevant time period set forth herein, Defendants failed to pay Plaintiff and the other class members the full meal period premium due pursuant to California Labor Code section 226.7.

64. Defendants' conduct violates applicable IWC Wage Order and Labor Code sections 226.7 and 512(a).

65. Pursuant to the applicable IWC Wage Order and California Labor Code section 226.7(b), Plaintiff and the other class members are entitled to recover from Defendants one additional hour of pay at the employee's regular rate of compensation for each workday that the meal or rest period is not provided.

THIRD CAUSE OF ACTION

(Violation of California Labor Code § 226.7)

(Against NOVASYTE, LLC and DOES 1 through 100)

66. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 65, and each and every part thereof with the same force and effect as though fully set forth herein.

67. During the relevant time period set forth herein, the applicable IWC Wage Order and California Labor Code section 226.7 were applicable to Plaintiff's and the other class members' employment by Defendants.

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68. During the relevant time period set forth herein, California Labor Code section 226.7 provides that no employer shall require an employee to work during any rest period mandated by an applicable order of the California IWC Wage Order.

69. During the relevant time period set forth herein, the applicable IWC Wage Order provides that “[e]very employer shall authorize and permit all employees to take rest periods, which insofar as practicable shall be in the middle of each work period” and that the “rest period time shall be based on the total hours worked daily at the rate of ten (10) minutes net rest time per four (4) hours or major fraction thereof” unless the total daily work time is less than three and one-half (3 ½) hours.

70. During the relevant time period set forth herein, Defendants required Plaintiff and the other class members to work four (4) or more hours without authorizing or permitting a ten (10) minute rest period per each four (4) hour period worked.

71. During the relevant time period set forth herein, Defendants willfully required Plaintiff and the other class members to work during rest periods and failed to pay Plaintiff and the other class members the full rest period premium for work performed during rest periods.

72. During the relevant time period set forth herein, Defendants failed to pay Plaintiff and the other class members the full rest period premium due pursuant to California Labor Code section 226.7.

73. Defendants’ conduct violates applicable IWC Wage Orders and California Labor Code section 226.7.

74. Pursuant to the applicable IWC Wage Orders and California Labor Code section 226.7(b), Plaintiff and the other class members are entitled to recover from Defendants one additional hour of pay at the employees’ regular hourly rate of compensation for each workday that the rest period was not provided.

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1 **FOURTH CAUSE OF ACTION**

2 **(Violation of California Labor Code §§ 1194 and 1197)**

3 **(Against NOVASYTE, LLC and DOES 1 through 100)**

4 75. Plaintiff incorporates by reference the allegations contained in paragraphs 1
5 through 74 and each and every part thereof with the same force and effect as though fully set
6 forth herein.

7 76. During the relevant time period set forth herein, California Labor Code sections
8 1194 and 1197 provide that the minimum wage to be paid to employees, and the payment of
9 a lesser wage than the minimum so fixed, is unlawful.

10 77. During the relevant time period set forth herein, Defendants failed to pay
11 minimum wages to Plaintiff and the other class members as required, pursuant to California
12 Labor Code sections 1194 and 1197.

13 78. Defendants' failure to pay Plaintiff and the other class members the minimum
14 wage as required violates California Labor Code sections 1194 and 1197. Pursuant to those
15 sections, Plaintiff and other class members are entitled to recover the unpaid balance of their
16 minimum wage compensation as well as interest, costs, and attorney's fees, and liquidated
17 damages in an amount equal to the wages unlawfully unpaid and interest thereon.

18 79. Pursuant to California Labor Code section 1194.2, Plaintiff and the other class
19 members are entitled to recover liquidated damages in an amount equal to the wages
20 unlawfully unpaid and interest thereon.

21 **FIFTH CAUSE OF ACTION**

22 **(Violation of California Labor Code §§ 201 and 202)**

23 **(Against NOVASYTE, LLC and DOES 1 through 100)**

24 80. Plaintiff incorporates by reference the allegations contained in paragraphs 1
25 through 79, and each and every part thereof with the same force and effect as though fully set
26 forth herein.

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1 81. During the relevant time period set forth herein, California Labor Code sections
2 201 and 202 provide that if an employer discharges an employee, the wages earned and unpaid
3 at the time of discharge are due and payable immediately, and if an employee quits his or her
4 employment, his or her wages shall become due and payable not later than seventy-two (72)
5 hours thereafter, unless the employee has given seventy-two (72) hours' notice of his or her
6 intention to quit, in which case the employee is entitled to his or her wages at the time of
7 quitting.

8 82. During the relevant time period set forth herein, Defendants intentionally and
9 willfully failed to pay Plaintiff and the other class members who are no longer employed by
10 Defendants their wages, earned and unpaid, within seventy-two (72) hours of their leaving
11 Defendants' employ.

12 83. Defendants' failure to pay Plaintiff and the other class members who are no
13 longer employed by Defendants their wages, earned and unpaid, within seventy-two (72) hours
14 of their leaving Defendants' employ, is in violation of California Labor Code sections 201 and
15 202.

16 84. California Labor Code section 203 provides that if an employer willfully fails to
17 pay wages owed, in accordance with sections 201 and 202, then the wages of the employee
18 shall continue as a penalty from the due date thereof at the same rate until paid or until an
19 action is commenced; but the wages shall not continue for more than thirty (30) days.

20 85. Plaintiff and the other class members are entitled to recover from Defendants the
21 statutory penalty wages for each day they were not paid, up to the thirty (30) day maximum
22 as provided by Labor Code section 203.

23 **SIXTH CAUSE OF ACTION**

24 **(Violation of California Labor Code § 226(a))**

25 **(Against NOVASYTE, LLC and DOES 1 through 100)**

26 86. Plaintiff incorporates by reference the allegations contained in paragraphs 1
27 through 85, and each and every part thereof with the same force and effect as though fully set
28 forth herein.

1 87. During the relevant time period set forth herein, California Labor Code section
2 226(a) provides that every employer shall furnish each of his or her employees an accurate
3 itemized statement in writing showing: (a) gross wages earned; (b) total hours worked by the
4 employee; (c) the number of piece-rate units earned and any applicable piece rate if the
5 employee is paid on a piece-rate basis; (d) all deductions, provided that all deductions made
6 on written orders of the employee may be aggregated and shown as one item; (e) net wages
7 earned; (f) the inclusive dates of the period for which the employee is paid; (g) the name of
8 the employee and his or her social security number; (h) the name and address of the legal
9 entity that is the employer; and (i) all applicable hourly rates in effect during the pay period
10 and the corresponding number of hours worked at each hourly rate by the employee. The
11 deductions made from payments of wages shall be recorded in ink or other indelible form,
12 properly dated, showing the month, day, and year, and a copy of the statement or a record of
13 the deductions shall be kept on file by the employer for at least three years at the place of
14 employment or at a central location within the State of California.

15 88. Defendants have intentionally and willfully failed to provide Plaintiff and the
16 other class members with complete and accurate wage statements. The deficiencies include,
17 but are not limited to, the failure to include the total number of hours worked by Plaintiff and
18 other class members.

19 89. As a result of Defendants' violation of California Labor Code section 226(a),
20 Plaintiff and the other class members have suffered injury and damage to their statutorily
21 protected rights.

22 90. More specifically, Plaintiff and the other class members have been injured by
23 Defendants' intentional and willful violation of California Labor Code section 226(a) because
24 they were denied both their legal right to receive, and their protected interest in receiving,
25 accurate and itemized wage statements pursuant to California Labor Code section 226(a).

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1 91. Plaintiff and the other class members are entitled to recover from Defendants the
2 greater of their actual damages caused by Defendants' failure to comply with California Labor
3 Code section 226(a), or an aggregate penalty not exceeding four thousand dollars per
4 employee.

5 92. Plaintiff and the other class members are also entitled to injunctive relief to
6 ensure compliance with this section, pursuant to California Labor Code section 226(g).

7 **SEVENTH CAUSE OF ACTION**

8 **(Violation of California Labor Code §§ 2800 and 2802)**

9 **(Against NOVASYTE, LLC and DOES 1 through 100)**

10 93. Plaintiff incorporates by reference the allegations contained in paragraphs 1
11 through 92, and each and every part thereof with the same force and effect as though fully set
12 forth herein.

13 94. Pursuant to California Labor Code sections 2800 and 2802, an employer must
14 reimburse its employee for all necessary expenditures incurred by the employee in direct
15 consequence of the discharge of his or her job duties or in direct consequence of his or her
16 obedience to the directions of the employer.

17 95. Defendants have intentionally and willfully failed to reimburse Plaintiff and the
18 other class members for all necessary business-related expenses and costs. Plaintiff and the
19 other class members are entitled to recover from Defendants their business-related expenses and
20 costs incurred during the course and scope of their employment, plus interest accrued from the
21 date on which the employee incurred the necessary expenditures at the same rate as judgments
22 in civil actions in the State of California.

23 **EIGHTH CAUSE OF ACTION**

24 **(Violation of California Labor Code § 2698, *et seq.*)**

25 **(Against NOVASYTE, LLC and DOES 1 through 100)**

26 96. Plaintiffs incorporate by reference the allegations contained in paragraphs 1
27 through 95, and each and every part thereof with the same force and effect as though fully set
28 forth herein.

1 97. The Private Attorneys General Act of 2004 (“PAGA”) expressly establishes that
2 any provision of the Labor Code which provides for a civil penalty to be assessed and collected
3 by the California Labor and Workforce Development Agency (“LWDA”), or any of its
4 departments, divisions, commissions, boards, agencies, or employees for a violation of the
5 Labor Code, may be recovered through a civil action brought by an aggrieved employee on
6 behalf of himself or herself, and other current or former employees.

7 98. On November 1, 2023, Plaintiff provided written notice to the LWDA and
8 Defendants of the specific provisions of the Labor Code he contends were violated and the
9 theories supporting his contentions. Attached hereto as **Exhibit 1** and incorporated by
10 reference is a copy of the November 1, 2023 written notice to the LWDA. Plaintiff believes
11 that on or about January 5, 2024, the sixty-five (65) day notice period will expire, and the
12 LWDA will not take any action to investigate or prosecute this matter. Accordingly, Plaintiff
13 exhausted the statutory time period to bring this action.

14 99. Plaintiff and the other hourly-paid or non-exempt employees are “aggrieved
15 employees” as defined by Labor Code section 2699(c) in that they are of all individuals who
16 are or were employed by Defendants in California as non-exempt employees at any time
17 during the period from February 24, 2021 through December 21, 2023 or the date of
18 preliminary approval of the Settlement, whichever date is earlier, and one or more of the
19 alleged violations was committed against them.

20 **Failure to Pay Minimum and Overtime Wages**

21 100. At all times relevant herein, Defendants were required to compensate their non-
22 exempt employees minimum wages for all hours worked and overtime wages for all hours
23 worked in excess of eight (8) hours in a day or forty (40) hours in a workweek, pursuant to the
24 mandate of Labor Code sections 510, 1194, 1197, and 1198.

25 101. As a policy and practice, Defendants failed to compensate Plaintiff and the other
26 aggrieved current and former employees for all hours worked, resulting in a failure to pay all
27 minimum wages and overtime wages, where applicable.

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1 **Failure to Provide Meal Periods and Rest Breaks**

2 102. In accordance with the mandates of Labor Code sections 226.7 and 512,
3 Defendants were required to authorize and permit their non-exempt employees to take a 10-
4 minute rest break for every four (4) hours worked or major fraction thereof and were further
5 required to provide their non-exempt employees with a 30-minute meal period for every five
6 (5) hours worked.

7 103. As a policy and practice, Defendants failed to provide Plaintiff and the other
8 aggrieved current and former employees with legally mandated meal periods and rest breaks
9 and failed to pay proper compensation for this failure.

10 **Failure to Timely Pay Wages During Employment**

11 104. At all times relevant herein, Defendants were required to pay their employees
12 within a specified time period pursuant to the mandate of Labor Code section 204.

13 105. As a policy and practice, Defendants failed to pay Plaintiff and the other
14 aggrieved current and former employees all wages due and owing them within the required
15 time period.

16 **Failure to Timely Pay Wages Upon Termination**

17 106. At all times relevant herein, Defendants were required to pay their employees
18 all wages owed in a timely fashion at the end of employment pursuant to Labor Code sections
19 201 to 204.

20 107. As a result of Defendants' Labor Code violations alleged above, Defendants
21 failed to pay Plaintiff and the other aggrieved former employees their final wages pursuant to
22 Labor Code sections 201 to 204 and accordingly owe waiting time penalties pursuant to Labor
23 Code section 203.

24 **Failure to Provide Complete and Accurate Wage Statements**

25 108. At all times relevant herein, Defendants were required to keep accurate records
26 regarding their California employees pursuant to the mandate of Labor Code sections 226,
27 1174, and 1776.

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1 109. As a result of Defendants' various Labor Code violations, Defendants failed to
2 keep accurate records regarding Plaintiff and the other aggrieved current and former
3 employees. For example, Defendants failed in their affirmative obligation to keep accurate
4 records regarding Plaintiff and the other aggrieved current and former employees' gross wages
5 earned, total hours worked, all deductions, net wages earned, and all applicable hourly rates
6 and the number of hours worked at each hourly rate. Defendants also did not provide Plaintiff
7 and other aggrieved employees with complete and accurate itemized wage statements.

8 **Failure to Provide and Properly Pay Paid Sick Days**

9 110. At all times relevant herein, Defendants were required to provide their
10 employees with paid sick days at their regular rate of pay pursuant to Labor Code section 246
11 *at seq.*

12 111. As a policy and practice, Defendants failed to provide Plaintiff and other
13 aggrieved current and former employees with paid sick days at the proper rate of pay pursuant
14 to Labor Code section 246 *et seq.* This included failing to pay paid sick leave at non-exempt
15 employees' regular rate of pay or at a rate calculated by dividing the employee's total wages,
16 not including overtime premium pay, by the employee's total hours worked in the full pay
17 periods of the prior 90 days of employment. Instead, Defendants paid sick leave only at
18 Plaintiff and other aggrieved employees' base hourly rate.

19 **Failure to Reimburse Business Expenses**

20 112. At all times relevant herein, Defendants were required to reimburse its
21 employees for any and all necessary expenditures or losses incurred by the employees in direct
22 consequences of the discharge or his or her duties pursuant to the mandate of Labor Code
23 sections 2800 and 2802.

24 113. As a policy and practice, Defendants failed to reimburse Plaintiff and the other
25 aggrieved current and former employees for all business expenses incurred and owing them
26 within the required time period.

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Penalties

114. Pursuant to Labor Code section 2699, Plaintiff, individually, and on behalf of the other current and former aggrieved employees, requests and is entitled to recover from Defendants, and each of them, civil penalties, interest, attorneys' fees and costs, including but not limited to:

- a. Penalties under Labor Code section 2699 in the amount of a hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation, and two hundred dollars (\$200) for each aggrieved employee per pay period for each subsequent violation;
- b. Penalties under Code of Regulations Title 8 section 11040 in the amount of fifty dollars (\$50) for each aggrieved employee per pay period for the initial violation, and one hundred dollars (\$100) for each aggrieved employee per pay period for each subsequent violation;
- c. Penalties under Labor Code section 210 in addition to, and entirely independent and apart from, any other penalty provided in the Labor Code in the amount of a hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation, and two hundred dollars (\$200) for each aggrieved employee per pay period for each subsequent violation;
- d. Penalties under Labor Code section 1197.1 in the amount of a hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation, and two hundred fifty dollars (\$250) for each aggrieved employee per pay period for each subsequent violation;
- e. Any and all additional penalties as provided by the Labor Code and/or other statutes; and
- f. Attorneys' fees and costs pursuant to Labor Code sections 210, 1194, and 2699, and any other applicable statute.

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1 **NINTH CAUSE OF ACTION**

2 **(Violation of California Business & Professions Code §§ 17200, *et seq.*)**

3 **(Against NOVASYTE, LLC and DOES 1 through 100)**

4 115. Plaintiff incorporates by reference the allegations contained in paragraphs 1
5 through 114, and each and every part thereof with the same force and effect as though fully
6 set forth herein.

7 116. Defendants' conduct, as alleged herein, has been, and continues to be unfair,
8 unlawful and harmful to Plaintiff, the other class members, to the general public, and
9 Defendants' competitors. Accordingly, Plaintiff seeks to enforce important rights affecting
10 the public interest within the meaning of Code of Civil Procedure section 1021.5.

11 117. Defendants' activities as alleged herein are violations of California law, and
12 constitute unlawful business acts and practices in violation of California Business &
13 Professions Code section 17200, *et seq.*

14 118. A violation of California Business & Professions Code section 17200, *et seq.*
15 may be predicated on the violation of any state or federal law. In this instant case, Defendants'
16 policy and practice of requiring Plaintiff and the other class members work overtime hours
17 without paying them proper compensation violate California Labor Code sections 510 and
18 1198. Additionally, Defendants' policy and practice of requiring Plaintiff and the other class
19 members, to work through their meal and rest periods without paying them proper
20 compensation violate California Labor Code sections 226.7 and 512(a). Moreover,
21 Defendants' policy and practice of failing to timely pay wages to Plaintiff and the other class
22 members violate California Labor Code sections 201 and 202. Defendants also violated
23 California Labor Code sections 226(a), 1194, 1197, 2800, and 2802.

24 119. As a result of the herein described violations of California law, Defendants
25 unlawfully gained an unfair advantage over other businesses.

26 120. Plaintiff and the other class members have been personally injured by
27 Defendants' unlawful business acts and practices as alleged herein, including but not
28 necessarily limited to the loss of money and/or property.

121. Pursuant to California Business & Professions Code section 17200, *et seq.*, Plaintiff and the other class members are entitled to restitution of the wages withheld and retained by Defendants during a period that commences four years prior to the filing of this Complaint; an award of attorneys' fees pursuant to California Code of Civil procedure section 1021.5 and other applicable laws; and an award of costs.

DEMAND FOR JURY TRIAL

Plaintiff, individually, and on behalf of other members of the general public similarly situated, requests a trial by jury.

PRAYER FOR RELIEF

WHEREFORE, Plaintiff, individually and on behalf of all other members of the general public similarly situated, prays for relief and judgment against Defendants, jointly and severally, as follows:

Class Certification

1. That this action be certified as a class action;
2. That Plaintiff be appointed as representative of the Class;
3. That counsel for Plaintiff be appointed as Class Counsel; and
4. That Defendants provide to Class Counsel immediately the names and most current contact information (address, e-mail, and telephone numbers) of all class members.

As to the First Cause of Action

5. That the Court declare, adjudge, and decree that Defendants violated California Labor Code sections 510 and 1198 and applicable IWC Wage Orders by willfully failing to pay all overtime wages due to Plaintiff and the other class members;

6. For general unpaid wages at overtime wage rates and such general and special damages as may be appropriate;

7. For pre-judgment interest on any unpaid overtime compensation commencing from the date such amounts were due;

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8. For reasonable attorneys' fees and costs of suit incurred herein pursuant to California Labor Code section 1194; and

9. For such other and further relief as the court may deem just and proper.

As to the Second Cause of Action

10. That the Court declare, adjudge, and decree that Defendants violated California Labor Code sections 226.7 and 512 and applicable IWC Wage Orders by willfully failing to provide all meal periods (including second meal periods) to Plaintiff and the other class members;

11. That the Court make an award to Plaintiff and the other class members of one (1) hour of pay at each employee's regular rate of compensation for each workday that a meal period was not provided;

12. For all actual, consequential, and incidental losses and damages, according to proof;

13. For premium wages pursuant to California Labor Code section 226.7(b);

14. For pre-judgment interest on any unpaid wages from the date such amounts were due;

15. For reasonable attorneys' fees and costs of suit incurred herein; and

16. For such other and further relief as the court may deem just and proper.

As to the Third Cause of Action

17. That the Court declare, adjudge, and decree that Defendants violated California Labor Code section 226.7 and applicable IWC Wage Orders by willfully failing to provide all rest periods to Plaintiff and the other class members;

18. That the Court make an award to Plaintiff and the other class members of one (1) hour of pay at each employee's regular rate of compensation for each workday that a rest period was not provided;

19. For all actual, consequential, and incidental losses and damages, according to proof;

20. For premium wages pursuant to California Labor Code section 226.7(b);

21. For pre-judgment interest on any unpaid wages from the date such amounts were due; and

22. For such other and further relief as the court may deem just and proper.

As to the Fourth Cause of Action

23. That the Court declare, adjudge, and decree that Defendants violated California Labor Code sections 1194 and 1197 by willfully failing to pay minimum wages to Plaintiff and the other class members;

24. For general unpaid wages and such general and special damages as may be appropriate;

25. For pre-judgment interest on any unpaid compensation from the date such amounts were due;

26. For reasonable attorneys' fees and costs of suit incurred herein pursuant to California Labor Code section 1194(a);

27. For liquidated damages pursuant to California Labor Code section 1194.2; and

28. For such other and further relief as the court may deem just and proper.

As to the Fifth Cause of Action

29. That the Court declare, adjudge, and decree that Defendants violated California Labor Code sections 201, 202, and 203 by willfully failing to pay all compensation owed at the time of termination of the employment of Plaintiff and the other class members no longer employed by Defendants;

30. For all actual, consequential, and incidental losses and damages, according to proof;

31. For statutory wage penalties pursuant to California Labor Code section 203 for the other class members who have left Defendants' employ;

32. For pre-judgment interest on any unpaid compensation from the date such amounts were due; and

33. For such other and further relief as the court may deem just and proper.

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As to the Sixth Cause of Action

34. That the Court declare, adjudge, and decree that Defendants violated the record keeping provisions of California Labor Code section 226(a) and applicable IWC Wage Orders as to Plaintiff and the other class members, and willfully failed to provide accurate itemized wage statements thereto;

35. For actual, consequential, and incidental losses and damages, according to proof;

36. For statutory penalties pursuant to California Labor Code section 226(e);

37. For injunctive relief to ensure compliance with this section, pursuant to California Labor Code section 226(g); and

38. For such other and further relief as the court may deem just and proper.

As to the Seventh Cause of Action

39. That the Court declare, adjudge, and decree that Defendants violated California Labor Code sections 2800 and 2802 by willfully failing to reimburse Plaintiff and the other class members for all necessary business-related expenses as required by California Labor Code sections 2800 and 2802;

40. For actual, consequential, and incidental losses and damages, according to proof;

41. For the imposition of civil penalties and/or statutory penalties;

42. For punitive damages and/or exemplary damages according to proof at trial;

43. For reasonable attorneys' fees and costs of suit incurred herein; and

44. For such other and further relief as the court may deem just and proper.

As to the Eighth Cause of Action

45. That the Court declare, adjudge, and decree that Defendants violated California Labor Code sections 2698, *et seq.*, the PAGA, for civil penalties pursuant to Defendants' violations of California Labor Code sections 201, 202, 203, 204, 218.5, 221, 226(a), 226.3, 226.7, 229, 246(l), 510, 512(a), 558, 1174(d), 1174.5, 1194, 1197, 1197.1, 1198, 2800, and 2802;

46. Upon this Cause of Action, for costs and attorneys' fees pursuant to California Labor Code sections 210, 1194, and 2699, and any other applicable statute; and

47. For such other and further relief as the Court may deem just and proper.

As to the Ninth Cause of Action

48. That the Court declare, adjudge and decree that Defendants violated California Business and Professions Code sections 17200, *et seq.* by failing to provide Plaintiff and the other class members all overtime compensation due to them, failing to provide all meal and rest periods to Plaintiff and the other class members, failing to pay at least minimum wages to Plaintiff and the other class members, failing to pay Plaintiff's and the other class members' wages timely as required by California Labor Code sections 201 and 202.

49. For restitution of unpaid wages to Plaintiff and other class members and all pre-judgment interest from the day such amounts were due and payable;

50. For the appointment of a receiver to receive, manage and distribute any and all funds disgorged from Defendants and determined to have been wrongfully acquired by Defendants as a result of violation of California Business and Professions Code sections 17200, *et seq.*;

51. For reasonable attorneys' fees and costs of suit incurred herein pursuant to California Code of Civil Procedure section 1021.5;

52. For injunctive relief to ensure compliance with this section, pursuant to California Business and Professions Code sections 17200, *et seq.*; and

53. For such other and further relief as the court may deem just and proper.

Dated: November 29, 2023

JUSTICE LAW CORPORATION

By: 
Douglas Han
Shunt Tatavos-Gharajeh
Lizette Rodriguez
Attorneys for Plaintiff

EXHIBIT 1

November 1, 2023

BY U.S. EMAIL/ELECTRONIC SUBMISSION

PAGAfilings@dir.ca.gov

State of California

Labor & Workforce Development Agency

800 Capitol Mall, MIC-55

Sacramento, California 95814

Re: Novasyste, LLC

Dear Representative:

We have been retained to represent Manolsa Charles against Novasyste, LLC (including any and all affiliates, managers, members, subsidiaries, and parents, and their shareholders, officers, directors, and employees), any individual, owner, officer and managing agent, DOES 1-10 as an "Employer" or person acting on behalf of an "Employer" pursuant to California Labor Code section 558.1, for violations of California wage-and-hour laws (collectively referred to as "NOVASYTE").

Mr. Charles is pursuing his California Labor Code section 2698, *et seq.*, the Private Attorneys General Act of 2004 ("PAGA") claim on a representative basis. Therefore, Mr. Charles may seek penalties for violations of the Labor Code on behalf of the State of California and aggrieved employees, which are recoverable under PAGA. This letter is sent in compliance with the reporting requirements of California Labor Code section 2699.3.

NOVASYTE is a California limited liability company headquartered at 5999 Avenida Encinas, #100, Carlsbad, California 92008.

NOVASYTE employed Mr. Charles as an hourly-paid, non-exempt employee until in or around July 2018 in the State of California. NOVASYTE directly controlled the wages, hours, and/or working conditions of Mr. Charles and other aggrieved employees' employment, including direction, retention, scheduling, supervision, and termination.

The "aggrieved employees" that Mr. Charles may seek penalties on behalf of are all current and former hourly-paid or non-exempt employees of NOVASYTE within the State of California.

NOVASYTE failed to properly pay its hourly-paid or non-exempt employees for all hours worked, failed to properly provide or compensate minimum wages and overtime wages and for noncompliant meal and rest breaks, failed to issue compliant wage statements and failed to reimburse for all necessary business-related costs and expenses, resulting in other Labor Code violations as stated below.

Pursuant to *Huff v. Securitas Security Services USA, Inc.* (2018) 23 Cal.App.5th 745, 751, an employee who brings a representative action and was affected by at least one of the violations alleged in the complaint has standing to pursue penalties on behalf of the state not only for that violation, but for violations affecting other employees as well. Accordingly, Mr. Charles has standing to pursue penalties on behalf of the state for violations affecting all the aggrieved employees at NOVASYTE, regardless of their classification, job title, location, or whether they were hired directly or through a staffing agency.

NOVASYTE has violated and/or continues to violate, among other provisions of the California Labor Code and applicable wage law, California Labor Code sections 201, 202, 203, 204, 218.5, 221, 226(a), 226.3, 226.7, 229, 246(l), 510, 512(a), 558, 1174(d), 1174.5, 1194, 1197, 1197.1, 1198, 2800, and 2802, and the Industrial Welfare Commission ("IWC") Wage Orders.

California Labor Code sections 510, 1194, and 1198 require employers to pay at least minimum wage for all hours worked, pay time-and-a-half, or double-time overtime wages, and make it unlawful to work employees for hours longer than 8 hours in one day and/or over 40 hours in one week without paying the premium overtime rates.

During the relevant time period, Mr. Charles and other aggrieved employees routinely worked in excess of 8 hours in a day and 40 hours in a week. NOVASYTE maintained strict timekeeping policies that pressured Mr. Charles and other aggrieved employees into arriving at work earlier than their scheduled shifts to avoid appearing tardy. Next, before being permitted to clock in, NOVASYTE expected Mr. Charles and other aggrieved employees to set up their computer network to start working for the day. Yet, NOVASYTE still instructed Mr. Charles and other aggrieved employees to record their time based on their scheduled start time. Moreover, NOVASYTE's general discouragement of overtime work pressured Mr. Charles and other aggrieved employees to clock out for the day to avoid working unauthorized overtime hours and continue working, such as packing up their equipment. NOVASYTE also did not compensate Mr. Charles and other aggrieved employees for the travel time between different jobsites. Finally, despite NOVASYTE paying Mr. Charles and other aggrieved employees on-call premiums and meal allowances, NOVASYTE failed to factor such payments into their regular rate of pay for purposes of overtime compensation. Thus, Mr. Charles and other aggrieved employees were entitled to receive certain wages for minimum and overtime compensation, but they were not paid for all hours worked.

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California Labor Code section 246 requires that employers provide employees with paid sick leave of not less than 1 hour per every 30 hours worked. California Labor Code section 246(l) also requires that paid sick leave be paid at a non-exempt employee's regular rate of pay for the workweek in which the employee uses paid sick time or at a rate calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment.

During the relevant time period, NOVASYTE failed to pay Mr. Charles and other aggrieved employees paid sick leave that complied with California Labor Code section 246. This included failing to pay paid sick leave at non-exempt employees' regular rate of pay or at a rate calculated by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the prior 90 days of employment. Instead, NOVASYTE paid sick leave only at Mr. Charles and other aggrieved employees' base hourly rate.

California Labor Code sections 226.7 and 512 require employers to pay an employee 1 additional hour of pay at the employee's regular rate for each workday that a meal or rest break is not provided.

During the relevant time period, NOVASYTE frequently prevented employees from receiving compliant meal and rest breaks. Firstly, NOVASYTE's timekeeping policies prevented Mr. Charles and other aggrieved employees from taking duty-free rest breaks because they were not permitted to leave the work premises. In fact, NOVASYTE's policies required Mr. Charles and other aggrieved employees to clock out for rest breaks despite being legally required to compensate them during their rest breaks. Secondly, NOVASYTE expecting Mr. Charles and other aggrieved employees to meet daily quotas and discouraging overtime work forced them to work through most of their meal and rest breaks. This was made worse by NOVASYTE regularly assigning Mr. Charles and other aggrieved employees time-sensitive workloads and permitting supervisors to reprimand them for failing to timely complete their tasks. Finally, despite these facts, NOVASYTE failed to compensate Mr. Charles and other aggrieved employees all the premium wages they were owed.

California Labor Code section 201 requires that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately. California Labor Code section 202 requires that if an employee not having a written contract for a definite period quits his or her employment, his or her wages shall become due and payable not later than 72 hours thereafter, unless the employee has given 72 hours previous notice of his or her intention to quit, in which case the employee is entitled to his or her wages at the time of quitting. California Labor Code section 203 provides that if an employer willfully fails to pay, without abatement or reduction, in accordance with Labor Code sections 201, 201.3, 201.5, 201.6, 201.8, 201.9, 202, and 205.5, any wages of an employee who is discharged or who quits, the wages of the employee shall continue as a penalty from the due date thereof at the same rate until paid or until an action therefor is commenced. But the wages shall not continue for more than 30 days.

During the relevant time period, NOVASYTE failed to pay Mr. Charles and other aggrieved employees all wages, including as a result of uncompensated off-the-clock work, unpaid sick leave, unpaid overtime wages, and unpaid premium wages for failing to provide legally mandated meal and rest breaks owed within any time period specified by California Labor Code sections 201 through 203. Therefore, NOVASYTE is liable under California Labor Code section 203.

California Labor Code section 204 requires that all wages earned by any person in any employment between the 1st and the 15th days, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 16th and the 26th day of the month during which the labor was performed. California Labor Code section 204 also requires that all wages earned by any person in any employment between the 16th and the last day, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 1st and the 10th day of the following month. In addition, California Labor Code section 204 requires that all wages earned for labor in excess of the normal work period shall be paid no later than the payday for the next regular payroll period.

During the relevant time period, NOVASYTE failed to pay Mr. Charles and other aggrieved employees all wages due to them, including as a result of uncompensated off-the-clock work, unpaid sick leave, unpaid overtime wages, and unpaid premium wages owed for failing to provide legally mandated meal and rest breaks owed within any time period specified by California Labor Code section 204.

California Labor Code section 226 requires employers to make, keep and provide complete and accurate itemized wage statements to their employees.

During the relevant time period, NOVASYTE did not provide Mr. Charles and other aggrieved employees with complete and accurate itemized wage statements. The wage statements Mr. Charles and other aggrieved employees received from NOVASYTE were in violation of California Labor Code section 226(a). The violations include, but are not limited to, the failure to include: (1) gross wages earned by Mr. Charles and other aggrieved employees; (2) total hours worked by Mr. Charles and other aggrieved employees; (3) all deductions for Mr. Charles and other aggrieved employees; (4) net wages earned by Mr. Charles and other aggrieved employees; and (5) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by Mr. Charles and other aggrieved employees.

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California Labor Code section 558 allows recovery of penalties. Any employer or other person acting on behalf of an employer who violates, or causes to be violated, a section of this chapter or any provision regulating hours and days of work in any order of the IWC Wage Order shall be subject to a civil penalty. The civil penalty is as follows: (1) for any initial violation, fifty dollars (\$50) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages; (2) for each subsequent violation, one hundred dollars (\$100) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages; and (3) wages recovered pursuant to this section shall be paid to the affected employee.

During the relevant time period, Mr. Charles and other aggrieved employees have been denied their wages and premium wages and, therefore, are entitled to penalties.

California Labor Code sections 1174(d) requires an employer to keep at a central location in the state or at the plants or establishments at which employees are employed payroll records showing the hours worked daily by and the wages paid to employees employed at the respective plants or establishments. These records shall be kept with rules established for this purpose by the commission, but in any case, shall be kept on file for not less than 3 years.

During the relevant time period, NOVASYTE failed to keep accurate and complete payroll records showing the hours worked daily and the wages paid to Mr. Charles and other aggrieved employees.

California Labor Code sections 1194, 1197, and 1197.1 provide that the minimum wage to be paid to employees, and the payment of a lesser wage than the minimum so fixed is unlawful.

During the relevant time period, NOVASYTE did not provide Mr. Charles and other aggrieved employees with the minimum wages to which they were entitled despite having constructive and actual knowledge of off-the-clock work, including work performed during meal and rest breaks.

California Labor Code sections 2800 and 2802 require an employer to reimburse its employee for all necessary expenditures incurred by the employee in direct consequence of the discharge of his or her job duties or in direct consequence of his or her obedience to the directions of the employer.

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During the relevant time period, Mr. Charles and other aggrieved employees incurred various necessary business-related expenses that were not fully reimbursed by NOVASYTE. This included Mr. Charles and other aggrieved employees using their personal cell phones to communicate with coworkers, managers, and supervisors, purchasing protective gear, such as goggles and gloves, and using their personal vehicles. Despite it, NOVASYTE did not have a policy or practice of reimbursing Mr. Charles and other aggrieved employees for these expenses.

We believe that Mr. Charles and other current and former California-based hourly-paid or non-exempt employees are entitled to penalties as allowed under California Labor Code section 2698, *et seq.* for violations of Labor Code sections 201, 202, 203, 204, 218.5, 221, 226(a), 226.3, 226.7, 229, 246(l), 510, 512(a), 558, 1174(d), 1174.5, 1194, 1197, 1197.1, 1198, 2800, and 2802, and the IWC Wage Orders.

California Labor Code section 2699.3 requires that a claimant must send a certified letter to the employer in questions and the California Labor & Workforce Development Agency setting forth the claims and the basis for the claims, thereby giving the California Labor & Workforce Development Agency an opportunity to investigate the claims and/or take any action it deems appropriate.

The purpose of this letter is to satisfy the requirement created by California Labor code section 2699 prior to seeking penalties allowed by law for the aforementioned statutory violations. We look forward to determining whether California Labor & Workforce Development Agency intends to take any action in reference to these claims. We kindly request that you respond to this notice according to the time frame contemplated by the California Labor Code.

Mr. Charles will seek these penalties on his own behalf and on behalf of other similarly situated California-based hourly-paid or non-exempt employees of NOVASYTE within 1 year of the date of this letter, as allowed by law.

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LWDA
November 1, 2023
Page 7 of 7

If you have any questions or require additional information, please do not hesitate to contact us. Thank you for your attention to this matter and the noble cause you advance each and every day.

Very truly yours,

JUSTICE LAW CORPORATION

A handwritten signature in black ink, appearing to read 'D. Han', with a long horizontal flourish extending to the right.

Douglas Han, Esq.

CC: (By Email Only):

Mayra Negrete

mayra.negrete@morganlewis.com

Carrie A. Gonell

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Counsel for NOVASYTE, LLC

**PROOF OF SERVICE
1013A(3) CCP**

STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I am employed in the County of Los Angeles, State of California. I am over the age of 18 and not a party to the within action. My business address is 751 N. Fair Oaks Ave., Ste. 101 Pasadena, California 91103. My electronic service address is manderson@justicelawcorp.com

On December 6, 2023, I served the foregoing document described as

SECOND AMENDED CLASS ACTION COMPLAINT FOR DAMAGES

for the following case: **Charles v. Novasyte, LLC.**
LWDA/Court Case No.: **LWDA Case No.: CM-991115-23**
Court Case No.: 37-2022-00033748-CU-OE-CTL
San Diego County Superior Court

on interested parties in this action by electronically submitting as follows:

State of California
Labor & Workforce Development Agency
800 Capitol Mall, MIC-55
Sacramento, California 95814

[X] BY ELECTRONIC SUBMISSION

Pursuant to California Senate Bill No. 836, I caused the documents described above to be electronically submitted by and through the procedure stated on the website of the State of California Labor and Workforce Development Agency.

[X] STATE

I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on December 6, 2023, at Pasadena, California.



Mariah Anderson