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on behalf of herself and others similarly situated

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES**

LESLIE BASTIDA BERMUDEZ, an
individual on behalf of herself and all others
similarly situated,

Plaintiff,

vs.

GLENDALE ADVENTIST MEDICAL
CENTER, a California non-profit corporation;
ADVENTIST HEALTH PHYSICIANS
NETWORK, a California non-profit
corporation; and DOES 1 through 50,
inclusive,

Defendants.

FILED
Superior Court of California
County of Los Angeles
01/18/2024
David W. Slayton, Executive Officer / Clerk of Court
By: R. Lozano Deputy

Case No.: 23STCV27956

CLASS ACTION

Assigned for All Purposes To:

Hon. Stuart M. Rice

Dept.: 1

**FIRST AMENDED CLASS ACTION
COMPLAINT FOR:**

1. Failure to Pay Minimum Wages;
2. Failure to Pay Wages and Overtime Under Labor Code § 510;
3. Meal Period Liability Under Labor Code § 226.7;
4. Rest-Break Liability Under Labor Code § 226.7;
5. Violation of Labor Code § 226(a);
6. Violation of Labor Code § 203;
7. Violation of Labor Code § 204;
8. Failure to Keep Required Payroll Records under Labor Code §§ 1174 and 1174.5;
9. Failure to Reimburse Necessary Business Expenses § 2802;
10. Violation of Labor Code § 246;
11. Violation of Business & Professions Code § 17200 *et seq.*; and
12. Penalties under PAGA, Labor Code § 2698

DEMAND FOR JURY TRIAL

INTRODUCTION

1. Plaintiff LESLIE BASTIDA BERMUDEZ (“Plaintiff”) brings this action on behalf of herself and the Class Members who are defined as “all current and former urgent care employees within the State of California who, at any time from four (4) years prior to the filing of this lawsuit, are or were employed as non-exempt hourly employees by Defendants GLENDALE ADVENTIST MEDICAL CENTER, a California non-profit corporation; ADVENTIST HEALTH PHYSICIANS NETWORK, a California non-profit corporation; and DOES 1 through 50” (all defendants being collectively referred to herein as “Defendants”).

2. Plaintiff alleges that Defendants, and each of them, violated various provisions of the California Labor Code, relevant orders of the Industrial Welfare Commission (IWC), and the California Business & Professions Code, and seeks redress for these violations.

3. Upon information and belief, Plaintiff was employed by Defendants and (1) shared similar job duties and responsibilities; (2) was subjected to the same policies and practices; and (3) endured similar violations at the hands of Defendants as the other Class Members who served in similar and related positions.

THE PARTIES

A. The Plaintiff

4. Plaintiff LESLIE BASTIDA BERMUDEZ resides in California, during the time period relevant to this Complaint, was employed by Defendants as a non-exempt hourly employee within the State of California.

B. The Defendants

5. Defendant GLENDALE ADVENTIST MEDICAL CENTER is a California non-profit corporation and is registered with the California Secretary of State. Defendant GLENDALE ADVENTIST MEDICAL CENTER has been the employer listed on the wage statements and employment records issued to Plaintiff during the relevant time period that Plaintiff was employed with Defendants.

6. Defendant ADVENTIST HEALTH PHYSICIANS NETWORK is a California non-profit corporation and is registered with the California Secretary of State. Defendant

1 ADVENTIST HEALTH PHYSICIANS NETWORK has been the employer listed on employment
2 records issued to Plaintiff during the relevant time period that Plaintiff was employed with
3 Defendants.

4 7. The true names and capacities, whether individual, corporate, associate, or
5 whatever else, of the Defendants sued herein as Does 1 through 50, inclusive, are currently
6 unknown to Plaintiff, who therefore sue these Defendants by such fictitious names under Code of
7 Civil Procedure § 474. Plaintiff is informed and believes and thereon alleges that Defendants
8 designated herein as Does 1 through 50, inclusive, and each of them, are legally responsible in
9 some manner for the unlawful acts referred to herein. Plaintiff will seek leave of court to amend
10 this Complaint to reflect the true names and capacities of the Defendants designated herein as
11 Does 1 through 50 when their identities become known.

12 8. Plaintiff is informed and believes and thereon alleges that each Defendant acted in
13 all respects pertinent to this action as the agent of the other Defendants, that Defendants carried
14 out a joint scheme, business plan, or policy in all respects pertinent hereto, and that the acts of
15 each Defendant are legally attributable to the other Defendants. Furthermore, Defendants acted in
16 all respects as the employers or joint employers of Class Members. Defendants, and each of them,
17 exercised control over the wages, hours or working conditions of Class Members, or suffered or
18 permitted Class Members to work, or engaged, thereby creating a common law employment
19 relationship, with Class Members. Therefore, Defendants, and each of them, employed or jointly
20 employed Class Members.

21 9. Whenever and wherever reference is made in this Complaint to any act by a
22 defendant or defendants, such allegations and references shall also be deemed to mean the acts and
23 failures to act of each defendant acting individually, jointly, and severally.

24 10. Whenever and wherever reference is made to individuals who are not named as a
25 Defendant in this Complaint but were agents, servants, employees and/or supervisors of
26 Defendants, such individuals at all relevant times acted on behalf of Defendants within the scope
27 of their employment.

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1 **JURISDICTION AND VENUE**

2 11. This Court has jurisdiction over this Action pursuant to California Code of Civil
3 Procedure § 410.10 and California Business & Professions Code § 17203. This Action is brought
4 as a Class Action on behalf of similarly situated Class Members of Defendants pursuant to
5 California Code of Civil Procedure § 382. Venue as to Defendants is also proper in this judicial
6 district pursuant to California Code of Civil Procedure § 395 *et seq.* Upon information and belief,
7 the obligations and liabilities giving rise to this lawsuit occurred in part in Los Angeles County.
8 Defendants maintain and operate facilities in Los Angeles County and employs Plaintiff and other
9 Class Members in Los Angeles County, while doing business throughout California.

10 **FACTUAL BACKGROUND**

11 12. Class Members consistently worked at Defendants behest without being paid all
12 wages due. Class Members were either not paid by Defendants for all hours worked or were not
13 paid at the appropriate minimum, regular and overtime rates. Plaintiff also contends that
14 Defendants failed to pay Class Members all wages due and owing, including by requiring off the
15 clock work, failing to provide meal and rest breaks, failing to furnish accurate wage statements,
16 failing to timely pay wages including final wages, failing to maintain accurate records, failing to
17 reimburse necessary business expenses, and failing to provide required paid sick days all in
18 violation of various provisions of the California Labor Code and applicable Wage Orders.

19 13. During the course of Class Members' employment with Defendants, they were not
20 paid all wages they were owed, including for all work performed resulting in off the clock work.
21 Specifically, Class Members were required to work through all or part of their meal periods
22 without being compensated for the time resulting in off the clock work.

23 14. By implementing policies, programs, practices, procedures and protocols which
24 resulted in off the clock work and systematically failed to pay for all hours worked, Defendants'
25 willful actions resulted in the systematic underpayment of wages to Class Members, including
26 underpayment of overtime pay to Class Members over the relevant time period. For example, the
27 above described off the clock work addressed above caused Plaintiff to begin receiving overtime
28 pay later than they should have.

1 15. As a result of the above described requirements to work off the clock and the other
2 wage violations they endured at Defendants' hands, Class Members were not properly paid all
3 wages earned and all wages owed to them by Defendants, including when working more than
4 eight (8) hours in any given day and/or more than forty (40) hours in any given week.

5 16. As a result of Defendants' unlawful policies and practices, Class Members incurred
6 overtime hours worked for which they were not adequately and completely compensated, in
7 addition to the hours they were required to work off the clock. To the extent applicable,
8 Defendants also failed to pay Class Members at an overtime rate of 1.5 times the regular rate for
9 the first eight hours of the seventh consecutive work day in a week and overtime payments at the
10 rate of 2 times the regular rate for hours worked over eight (8) on the seventh consecutive work
11 day, as required under the Labor Code and applicable IWC Wage Orders.

12 17. Therefore, from at least four (4) years prior to the filing of this lawsuit and
13 continuing to the present, Defendants had a consistent policy or practice of failing to pay Class
14 Members for all hours worked, and failing to pay minimum wages for all time worked, as required
15 by California law. Defendants thus failed to pay Class Members at least minimum wages for all
16 the time they worked for Defendants in violation of the Labor Code and applicable IWC Wage
17 Orders as the actual times when Class Members were under the control and direction of
18 Defendants was under reported in the hours reflected on the timekeeping records. Furthermore,
19 Defendants' willful actions resulted in the systematic underpayment of wages to Class Members,
20 including underpayment of overtime pay to Class Members over a period of time.

21 18. Therefore, from at least four (4) years prior to the filing of this lawsuit and
22 continuing to the present, Defendants had a consistent policy or practice of failing to pay Class
23 Members for all hours worked. Also, from at least four (4) years prior to the filing of this lawsuit
24 and continuing to the present, Defendants also had a consistent policy or practice of failing to pay
25 Class Members their true and correct overtime compensation at premium overtime rates for all
26 hours worked in excess of eight (8) hours a day and/or forty (40) hours a week, and double-time
27 rates for all hours worked in excess of twelve (12) hours a day, in violation of Labor Code § 510
28 and the corresponding sections of IWC Wage Orders.

1 19. Additionally, Defendants failed to provide all the legally required unpaid, off-duty
2 meal periods and all the legally required paid, off-duty rest periods to Class Members, as required
3 by the applicable Wage Order and Labor Code. Class Members were required to perform work as
4 ordered by Defendants for more than five (5) hours during a shift but were often required to do so
5 without receiving a lawful and timely meal break. In addition to untimely meal periods,
6 Defendants also required Class Members to respond to work demands. Defendants placed their
7 needs over Class Members lawful meal and rest breaks and this resulted in Class Members often
8 having to work through their scheduled meal and/or rest breaks, or otherwise taking shortened
9 ones, because the demands of the job would not avail them the opportunity to take a lawfully
10 uninterrupted and off duty meal and/or rest break. Additionally, to the extent Class Members
11 attempted to take a break, they were prohibited from leaving the premises.

12 20. On the occasions when Class Members worked over 10 hours in a shift, Defendants
13 also failed to provide them with a second, uninterrupted, timely and duty-free meal period. As a
14 result, Defendants' failure to provide Class Members with all legally required off-duty, unpaid
15 meal periods and all the legally required off-duty, paid rest periods is and will be evidenced by
16 Defendants' business records, or lack thereof. Defendants also failed to pay Class Members
17 "premium pay," i.e. one hour of wages at each Class Member's effective hourly rate of pay, for
18 each meal period or rest break that Defendants failed to provide or deficiently provided.

19 21. Therefore, for at least four years prior to the filing of this action and through to the
20 present, Defendants have regularly required Class Members to work shifts in excess of five (5)
21 hours without providing them with uninterrupted meal periods of not less than thirty (30) minutes,
22 and shifts in excess of (10) hours without providing them with second meal periods of not less
23 than thirty minutes; nor did Defendants pay Class Members "premium pay," i.e. one hour of
24 wages at each Class Member's effective hourly rate of pay, for each meal period that Defendants
25 failed to provide or deficiently provided.

26 22. Meal period violations thus occurred in one or more of the following manners:

- 27 (a) Class Members were not provided full thirty-minute duty free meal periods
28 for work days in excess of five (5) hours and were not compensated one (1)

hour's wages in lieu thereof, all in violation of, among others, Labor Code
§§ 226.7, 512, and the applicable Industrial Welfare Commission Wage
Order(s);

(b) Class Members were not provided second full thirty-minute duty free meal
periods for work days in excess of ten (10) hours;

(c) Class Members were required to work through at least part of their daily
meal period(s);

(d) Meal periods were provided after five (5) hours of continuous work during
a shift; and

(e) Class Members were restricted in their ability to take a full thirty-minute
meal period.

23. Class Members were also not authorized and permitted to take lawful rest periods,
were systematically required by Defendants to work through or during breaks and were not
provided with one (1) hour's wages in lieu thereof. Class Members were restricted in their ability
to take their full ten (10) minutes net rest time or were otherwise not provided with duty-free rest
periods. Therefore, from at least four years prior to the filing of this lawsuit and continuing to the
present, Defendants have consistently failed to provide Class Members with paid rest breaks of not
less than ten minutes for every work period of four or more consecutive hours; or major fraction
thereof, nor did Defendant pay Class Members premium pay for each day on which requisite rest
breaks were not provided or were deficiently provided.

24. Rest period violations therefore arose in one or more of the following manners:

(a) Class Members were required to work without being provided a minimum
ten (10) minute rest period for every four (4) hours or major fraction
thereof worked and were not compensated one (1) hour of pay at their
regular rate of compensation for each workday that a rest period was not
provided;

(b) Class Members were not authorized and permitted to take timely rest
periods for every four hours worked, or major fraction thereof; and

1 (c) Class Members were required to remain on-duty during rest periods or
2 otherwise had their rest periods interrupted by work demands.

3 25. Defendants also consistently failed to issue accurate itemized wage statements as
4 required by Labor Code § 226(a). Specifically, the wage statements given to Class Members failed
5 to accurately account for unpaid wages and overtime because their actual hours worked were
6 under-reported due to off the clock work. Additionally, the wage statements given to Class
7 Members failed to accurately account for premium pay for deficiently provided meal periods and
8 rest breaks.

9 26. From at least four (4) years prior to filing this lawsuit and continuing to the present,
10 Defendants have thus also had a consistent policy of failing to pay all wages owed to Class
11 Members at the time of their termination of within seventy-two (72) hours of their resignation, as
12 required by California wage-and-hour laws. Specifically, Class Members were not paid all regular
13 and overtime wages because Defendants failed to pay for all hours worked by requiring off the
14 clock work. Moreover, Defendants failed to pay premium wages owed for unprovided meal
15 periods and rest periods, as further detailed in this Complaint. Defendants' failure to pay said
16 wages within the required time was willful within the meaning of Labor Code § 203.

17 27. Additionally, from at least four (4) years prior to the filing of this lawsuit and
18 continuing to the present, Defendants have regularly required Plaintiff to incur business expenses
19 in the course of performing her required job duties for Defendants including for cell phone
20 expenses, mileage, and equipment including stethoscopes and masks. Upon information and
21 belief, Class Members incurred similar costs. These expenses incurred by Plaintiff and Class
22 Members were necessary and required of them in performing their assigned job duties, but
23 Defendants failed to reimburse Class Members for all such necessary expenditures, thus entitling
24 them to reimbursement according to proof as required under Labor Code § 2802 and the
25 applicable provisions of the IWC Wage Orders.

26 28. Defendants also violated California Labor Code § 246 by not providing all required
27 paid sick days to Plaintiffs and the aggrieved employees. Labor Code § 246 provides that an
28 Employee who "works in California for the same employer for 30 or more days within a year from

1 the commencement of employment is entitled to paid sick days as specified in this section.”
2 Defendants failed to provide Plaintiffs and the other similarly Aggrieved Employees with all their
3 required and earned sick days, in violation of Labor Code § 246. Additionally and upon
4 information and belief, Defendants have failed to provide COVID-19 supplemental sick leave to
5 the Class members during the relevant time period, including by failing to provide two work
6 weeks of COVID-19 supplemental paid sick leave as required under Labor Code §§ 248.1 and
7 248.2 and including damages and penalties as these sections are enforced through Labor Code §
8 248.5, which requires that: “If paid sick days were unlawfully withheld, the dollar amount of paid
9 sick days withheld from the employee multiplied by three, or two hundred fifty dollars (\$250),
10 whichever amount is greater, but not to exceed an aggregate penalty of four thousand dollars
11 (\$4,000), shall be included in the administrative penalty.” Plaintiffs accordingly seek this relief
12 available for Defendants’ failure to provide Employees with all their required and earned sick days
13 and all their COVID-19 supplemental sick leave in violation of Labor Code §§ 246, 248.1, 248.2,
14 and the civil and statutory penalties available and applicable under Labor Code §§ 246, 248.1,
15 248.2, 248.5, 558, 1194.2, 1197.1, 1198, 1199, and 2699(f)(2), and also for attorneys’ fees and
16 costs pursuant to Labor Code § 2699(g)(1).

17 29. In light of the foregoing, Plaintiff and Class Members bring this action pursuant to,
18 *inter alia*, Labor Code §§ 201, 202, 203, 204, 210, 226, 226(b), 226.3, 226.7, 246, 248.1, 248.2,
19 510, 512, 551, 552, 558, 558.1, 1174, 1174.5, 1182.12, 1185, 1194, 1194.2, 1197, 1198, 1198.5,
20 1199, 2802, 2698 *et seq.*, and California Code of Regulations, Title 8, section 11000 *et seq.*

21 30. Furthermore, pursuant to Business and Professions Code §§ 17200-17208, Plaintiff
22 and the Class Members seek injunctive relief, restitution, and disgorgement of all benefits
23 Defendants have enjoyed from their violations of Labor Code and the other unfair, unlawful, or
24 fraudulent practices alleged in this Complaint.

25 **CLASS ALLEGATIONS**

26 31. Plaintiff seeks to represent the Subclasses composed of and defined as follows:

27 a. Subclass 1. Minimum Wages Subclass. All Class Members who were not
28 compensated for all hours worked for Defendants at the applicable minimum wage.

b. Subclass 2. Wages and Overtime Subclass. All Class Members who were not compensated for all hours worked for Defendants at the required rates of pay, including for all hours worked in excess of eight in a day and/or forty in a week.

c. Subclass 3. Meal Period Subclass. All Class Members who were subject to Defendants' policy and/or practice of failing to provide unpaid 30-minute uninterrupted and duty-free meal periods or one hour of pay at the Class Member's regular rate of pay in lieu thereof.

d. Subclass 4. Rest Break Subclass. All Class Members who were subject to Defendants' policy and/or practice of failing to authorize and permit Class Members to take uninterrupted, duty-free, 10-minute rest periods for every four hours worked, or major fraction thereof, and failing to pay one hour of pay at the Class Member's regular rate of pay in lieu thereof.

e. Subclass 5. Wage Statement Subclass. All Class Members who, within the applicable limitations period, were not provided with accurate itemized wage statements.

f. Subclass 6. Termination Pay Subclass. All Class Members who, within the applicable limitations period, either voluntarily or involuntarily separated from their employment and were subject to Defendants' policy and/or practice of failing to timely pay wages upon termination.

g. Subclass 7: Failure to Timely Pay Wages Twice Monthly Subclass. All Class Members who were subject to Defendants' policy and practice of not timely paying all wages earned when they were due and payable at least twice monthly.

h. Subclass 8. Payroll Records Subclass. All Class members who were subject to Defendants' policy and/or practice of failing to keep accurate time and wage records as required by California wage-and-hour laws.

i. Subclass 9. Expense Reimbursement Subclass. All Class Members who incurred necessary and reasonable expenses in connection with performing their job duties for Defendant and who were subject to a policy and/or practice under which such expenses were not reimbursed.

j. Subclass 10. Sick Days Subclass. All Class Members who, within the applicable limitations period, were not paid for their sick days.

1 k. Subclass 11. UCL Subclass. All Class Members who are owed restitution as a
2 result of Defendants' business acts and practices, to the extent such acts and practices are found to
3 be unlawful, deceptive, and/or unfair.

4 32. Plaintiff reserves the right under California Rule of Court 3.765 to amend or
5 modify the class description with greater particularity or further division into subclasses or
6 limitation to particular issues. To the extent equitable tolling operates to toll claims by the Class
7 against Defendants, the Class Period should be adjusted accordingly.

8 33. Defendants, as a matter of company policy, practice and procedure, and in violation
9 of the applicable Labor Code, Industrial Welfare Commission ("IWC") Wage Order requirements,
10 and the applicable provisions of California law, intentionally, knowingly, and willfully, engaged
11 in a practice whereby Defendants failed to correctly calculate compensation for the time worked
12 by Class Members, even though Defendants enjoyed the benefit of this work, required Class
13 Members to perform this work and permitted or suffered to permit this work. Defendants have
14 uniformly denied these Class Members wages to which these employees are entitled and failed to
15 provide meal periods or authorize and permit rest periods, in order to unfairly cheat the
16 competition and unlawfully profit.

17 34. This action has been brought and may properly be maintained as a class action
18 under the provisions of Code of Civil Procedure § 382 because there is a well-defined community
19 of interest in litigation and proposed class is easily ascertainable.

20 **A. Numerosity**

21 35. The potential members of the class as defined are so numerous that joinder of all
22 the member of the class is impracticable. While the precise number of class member has not been
23 determined at this time, Plaintiff is informed and believes that Defendants employ or, during the
24 time period relevant to this lawsuit, hundreds of employees who satisfy the Class definition within
25 the State of California.

26 36. Accounting for employee turnover during the relevant time period increases this
27 number substantially. Plaintiff alleges that Defendants' employment records will provide
28 information as to the number and location of all Class Members.

B. Commonality

37. There are questions of law and fact common to the Class that predominates over any questions affecting only individual Class Members. These common questions of law and fact include:

- a. Whether Defendants failed to pay Class Members minimum wages;
- b. Whether Defendants failed to pay Class Members wages for all hours worked;
- c. Whether Defendants failed to pay Class Members overtime as required under Labor Code § 510;
- d. Whether Defendants violated Labor Code §§ 226.7 and 512, and the applicable IWC Wage Orders, by failing to provide Class Members with requisite meal periods or premium pay in lieu thereof;
- e. Whether Defendants violated Labor Code §§ 226.7, and the applicable IWC Wage Orders, by failing to authorize and permit Class Members to take requisite rest breaks or provide premium pay in lieu thereof;
- f. Whether Defendants violated Labor Code § 226(a) by providing Class Members with inaccurate wage statements;
- g. Whether Defendants violated Labor Code §§ 201, 202, and 203 by failing to pay wages and compensation due and owing at the time of termination of employment;
- h. Whether Defendants' conduct was willful;
- i. Whether Defendants violated Labor Code § 226 and § 1174 and the IWC Wage Orders by failing to maintain accurate records of Class Members' earned wages and work periods;
- j. Whether Defendants violated Labor Code § 1194 by failing to compensate all Class Members during the relevant time period for all hours worked, whether regular or overtime;
- k. Whether Defendants violated Labor Code § 204 by failing to timely pay wages;
- l. Whether Defendants violated Labor Code § 2802 by failing to reimburse all necessary business expenses Defendants required them to incur in performing their

1 job duties;

2 m. Whether Defendants failed to pay Class Members for sick days;

3 n. Whether Defendants violated Business and Professions Code § 17200 *et seq.*;

4 o. Whether Class Members are entitled to equitable relief pursuant to Business and
5 Professions Code § 17200 *et seq.*;

6 **C. Typicality**

7 38. The claims of the named plaintiff is typical of those of Class Members. The Class
8 Members all sustained injuries and damages arising out of and caused by Defendants' common
9 course of conduct in violation of statutes, as well as regulations that have the force and effect of
10 law, as alleged herein.

11 **D. Adequacy of Representation**

12 39. Plaintiff will fairly and adequately represent and protect the interest of the Class
13 Members. Counsel who represents Class Members are experienced and competent in litigating
14 employment class actions.

15 **E. Superiority of Class Action**

16 40. A class action is superior to other available means for the fair and efficient
17 adjudication of this controversy. Individual joinder of all Class Members is not practicable, and
18 questions of law and fact common to all Class Members predominate over any questions affecting
19 only individual Class Members. Each Class Member has been damaged and is entitled to recovery
20 by reason of Defendants' illegal policies or practices of failing to compensate Class Members
21 properly.

22 41. As to the issues raised in this case, a class action is superior to all other methods for
23 the fair and efficient adjudication of this controversy, as joinder of all Class Members is
24 impracticable and many legal and factual questions to be adjudicated apply uniformly to all Class
25 Members. Further, as the economic or other loss suffered by vast numbers of Class Members may
26 be relatively small, the expense and burden of individual actions makes it difficult for the Class
27 Members to individually redress the wrongs they have suffered. Moreover, in the event
28 disgorgement is ordered, a class action is the only mechanism that will permit the employment of

1 a fluid fund recovery to ensure that equity is achieved. There will be relatively little difficulty in
2 managing this case as a class action, and proceeding on a class-wide basis will permit Class
3 Members to vindicate their rights for violations they endured which they would otherwise be
4 foreclosed from receiving in a multiplicity of individual lawsuits that would be cost prohibitive to
5 them.

6 42. Class action treatment will allow those persons similarly situated to litigate their
7 claims in the manner that is most efficient and economical for the parties and the judicial system.
8 Plaintiff is unaware of any difficulties in managing this case that should preclude class treatment.
9 Plaintiff contemplates the eventual issuance of notice to the proposed Class Members that would
10 set forth the subject and nature of the instant action. The Defendants' own business records can be
11 utilized for assistance in the preparation and issuance of the contemplated notices. To the extent
12 that any further notice is required additional media and/or mailings can be used.

13 43. Defendants, as prospective and actual employers of the Class Members, had a
14 special fiduciary duty to disclose to prospective Class Members the true facts surrounding
15 Defendants' pay practices, policies and working conditions imposed upon Class Members as well
16 as the effect of any alleged arbitration agreements that may have been forced upon them. In
17 addition, Defendants knew they possessed special knowledge about pay practices and policies,
18 most notably intentionally refusing to pay for all hours actually worked which should have been
19 recorded in Defendants' pay records and the consequence of the alleged arbitration agreements
20 and policies and practices on Class Members.

21 44. Class Members did not discover the fact that they were entitled to all pay under the
22 Labor Code until shortly before the filing of this lawsuit nor was there ever any discussion about
23 Plaintiff's and the Class' waiver of their Constitutional rights of trial by jury, right to collectively
24 organize and oppose unlawful pay practices under California law as well as obtain injunctive relief
25 preventing such practices from continuing. As a result, the applicable statutes of limitation were
26 tolled until such time as Plaintiff and the Class Members discovered their claims.

27 ///

28 ///

FIRST CAUSE OF ACTION
FAILURE TO PAY MINIMUM WAGES
(Against All Defendants)

45. Plaintiff re-alleges and incorporate all preceding paragraphs, as though set forth in full herein.

46. Defendants failed to pay Class Members minimum wages for all hours worked. Defendants had a consistent policy of misstating Class Members' time records and failing to pay Class Members for all hours worked. Class Members would work hours and not receive wages, including as alleged above in connection with off the clock work. Defendants, and each of them, have intentionally and improperly changed, adjusted and/or modified the hours of Class Members, which resulted in off the clock work and underpayment of all wages owed to Class Members over a period of time, while benefiting Defendants. During the relevant time period, Defendants thus regularly failed to pay minimum wages to Class Members, to their detriment. Additionally, Defendants had a consistent policy of failing to pay Class Members for hours worked during alleged meal and rest periods for which Class Members were consistently denied, as also addressed herein. Defendants' uniform pattern of unlawful wage and hour practices manifested, without limitation, applicable to the Class as a whole, as a result of implementing a uniform policy and practice that denied accurate compensation to Class Members as to minimum wage pay.

47. In California, employees must be paid at least the then applicable state minimum wage for all hours worked. (IWC Wage Order MW-2014). Additionally, pursuant to California Labor Code § 204, other applicable laws and regulations, and public policy, an employer must timely pay its employees for all hours worked. Defendants failed to do so.

48. California Labor Code § 1197, entitled "Pay of Less Than Minimum Wage" states: "The minimum wage for employees fixed by the commission is the minimum wage to be paid to employees, and the payment of a less wage than the minimum so fixed is unlawful."

49. The applicable minimum wages fixed by the commission for work during the relevant period is found in Paragraph 4(A)-4(D) of the IWC Wage Orders.

50. The minimum wage provisions of California Labor Code are enforceable by private

1 civil action pursuant to Labor Code § 1194(a) which states: “Notwithstanding any agreement to
2 work for a lesser wage, any employee receiving less than the legal minimum wage or the legal
3 overtime compensation applicable to the employee is entitled to recover in a civil action the
4 unpaid balance of the full amount of this minimum wage or overtime compensation, including
5 interest thereon, reasonable attorney’s fees and costs of suit.”

6 51. As described in California Labor Code §§ 1185 and 1194.2, any action for wages
7 incorporates the applicable Wage Order of the California Industrial Welfare Commission. Also,
8 California Labor Code §§ 1194, 1197, 1197.1 and those Industrial Welfare Commission Wage
9 Orders entitle non-exempt employees to an amount equal to or greater than the minimum wage for
10 all hours worked. All hours must be paid at the statutory or agreed rate and no part of this rate may
11 be used as a credit against a minimum wage obligation.

12 52. In committing these violations of the California Labor Code, Defendants
13 inaccurately recorded, or required Class Members to input times that did not reflect their actual
14 hours worked, or calculated the correct time worked and consequently underpaid the actual time
15 worked by Class Members. Defendants acted in an illegal attempt to avoid the payment of all
16 earned wages, and other benefits in violation of the California Labor Code, the Industrial Welfare
17 Commission requirements and other applicable laws and regulations. As a result of these
18 violations, Defendant also failed to timely pay all wages earned in accordance with California
19 Labor Code § 1194.

20 53. California Labor Code § 1194.2 also provides for the following remedies: “In any
21 action under Section 1194 . . . to recover wages because of the payment of a wage less than the
22 minimum wages fixed by an order of the commission, an employee shall be entitled to recover
23 liquidated damages in an amount equal to the wages unlawfully unpaid and interest thereon.”

24 54. In addition to restitution for all unpaid wages, pursuant to California Labor Code §
25 1197.1, Class Members are entitled to recover a penalty of \$100.00 for the initial failure to timely
26 pay each employee minimum wages, and \$250.00 for each subsequent failure to pay each
27 employee minimum wages.

28 55. Pursuant to California Labor Code § 1194.2, Class Members are further entitled to

1 recover liquidated damages in an amount equal to wages unlawfully unpaid and interest thereon.

2 56. Defendants have the ability to pay minimum wages for all time worked and have
3 willfully refused to pay such wages with the intent to secure for Defendants a discount upon this
4 indebtedness with the intent to annoy, harass, oppress, hinder, delay, or defraud Class Members.

5 57. Wherefore, Class Members are entitled to recover the unpaid minimum wages
6 (including double minimum wages), liquidated damages in an amount equal to the minimum
7 wages unlawfully unpaid, interest thereon and reasonable attorney's fees and costs of suit pursuant
8 to California Labor Code § 1194(a). Plaintiff and the other members of the Class further request
9 recovery of all unpaid wages, according to proof, interest, statutory costs, as well as the
10 assessment of any statutory penalties against Defendants, in a sum as provided by the California
11 Labor Code, including § 558, and/or other applicable statutes.

12 **SECOND CAUSE OF ACTION**

13 **FAILURE TO PAY WAGES AND OVERTIME UNDER LABOR CODE § 510**

14 **(Against All Defendants)**

15 58. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
16 full herein.

17 59. California Labor Code § 1194 provides that "any employee receiving less than the
18 legal minimum wage or the legal overtime compensation applicable to the employee is entitled to
19 recover in a civil action the unpaid balance of the full amount of this minimum wage or overtime
20 compensation, including interest thereon, reasonable attorney's fees, and costs of suit." The action
21 may be maintained directly against the employer in an employee's name without first filing a
22 claim with the Division of Labor Standards and Enforcement.

23 60. By their conduct, as set forth herein, Defendants violated California Labor Code §
24 510 (and the relevant orders of the Industrial Welfare Commission) by failing to pay Class
25 Members: (a) time and one-half their regular hourly rates for hours worked in excess of eight (8)
26 hours in a workday or in excess of forty (40) hours in any workweek or for the first eight (8) hours
27 worked on the seventh day of work in any one workweek; or (b) twice their regular rate of pay for
28 hours worked in excess of twelve (12) hours in any one (1) day or for hours worked in excess of

1 eight (8) hours on any seventh day of work in a workweek.

2 61. Defendants had a consistent policy of not paying Class Members wages for all
3 hours worked, including by requiring off the clock work as addressed above, in violation of the
4 California Labor Code, the California Code of Regulations and the IWC Wage Orders and
5 guidelines set forth by the Division of Labor Standards and Enforcement. Defendants have also
6 violated these provisions by requiring Class Members to work through portions of their meal
7 period. Therefore, Class Members were not properly compensated, nor were they paid overtime
8 rates for hours worked in excess of eight hours in a given day, and/or forty hours in a given week.
9 Based on information and belief, Defendants did not make available to Class Members a
10 reasonable protocol for correcting time records when Class Members worked overtime hours or to
11 fix incorrect time entries.

12 62. Defendants' failure to pay Class Members the unpaid balance of regular wages
13 owed and overtime compensation, as required by California law, violates the provisions of Labor
14 Code §§ 510 and 1198, and is therefore unlawful.

15 63. Additionally, Labor Code § 558(a) provides "any employer or other person acting
16 on behalf of an employer who violates, or causes to be violated, a section of this chapter or any
17 provisions regulating hours and days of work in any order of the IWC shall be subject to a civil
18 penalty as follows: (1) For any violation, fifty dollars (\$50) for each underpaid employee for each
19 pay period for which the employee was underpaid in addition to an amount sufficient to recover
20 underpaid wages. (2) For each subsequent violation, one hundred dollars (\$100) for each
21 underpaid employee for each pay period for which the employee was underpaid in addition to an
22 amount sufficient to recover underpaid wages. (3) Wages recovered pursuant to this section shall
23 be paid to the affected employee." Labor Code § 558(c) states, "the civil penalties provided for in
24 this section are in addition to any other civil or criminal penalty provided by law." Defendants
25 have violated provisions of the Labor Code regulating hours and days of work as well as the IWC
26 Wage Orders. Accordingly, Plaintiff and the Class Members seek the remedies set forth in Labor
27 Code § 558.

28 64. Defendants' failure to pay compensation in a timely fashion also constituted a

1 violation of California Labor Code § 204, which requires that all wages shall be paid
2 semimonthly. From four (4) years prior to the filing of this lawsuit to the present, in direct
3 violation of that provision of the California Labor Code, Defendants have failed to pay all wages
4 and overtime compensation earned by Class Members. Each such failure to make a timely
5 payment of compensation to Class Members constitutes a separate violation of California Labor
6 Code § 204.

7 65. Class Members have been damaged by these violations of California Labor Code
8 §§ 204 and 510 (and the relevant orders of the Industrial Welfare Commission).

9 66. Consequently, pursuant to the California Labor Code, including Labor Code §§
10 204, 510, 558, and 1194, and the applicable IWC Wage Order, paragraph 3(A) and 4(B),
11 Defendants are liable to Class Members for the full amount of all their unpaid wages and overtime
12 compensation, with interest, plus their reasonable attorneys' fees and costs, as well as the
13 assessment of any statutory penalties against Defendants, and each of them, and any additional
14 sums as provided by the Labor Code and/or other statutes.

15 **THIRD CAUSE OF ACTION**

16 **MEAL-PERIOD LIABILITY UNDER LABOR CODE § 226.7**

17 **(Against All Defendants)**

18 67. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
19 full herein.

20 68. Class Members regularly worked shifts greater than five (5) hours and in some
21 instances, greater than ten (10) hours. Pursuant to Labor Code § 512 an employer may not employ
22 someone for a shift of more than five (5) hours without providing him or her with a meal period of
23 not less than thirty (30) minutes or for a shift of more than ten (10) hours without providing him or
24 her with a second meal period of not less than thirty (30) minutes.

25 69. Defendants failed to provide Class Members with meal periods as required under
26 the Labor Code. Defendants placed their needs over Class Members lawful meal breaks and this
27 resulted in Class Members consistently having to work through their scheduled meal breaks
28 because the demands of the job would not avail them the opportunity to take a lawfully

uninterrupted and off-duty meal break. Furthermore, upon information and belief, on the occasions when Class Members worked more than ten (10) hours in a given shift, they did so without receiving a second uninterrupted thirty (30) minute meal period as required by law. Moreover, to the extent Class Members attempted to take a break, they were prohibited from leaving the premises.

70. Defendants thus failed to provide Class Members with meal periods as required by the Labor Code, including by not providing them with the opportunity to take meal breaks, by providing them late or for less than thirty (30) minutes, or by requiring them to perform work during breaks.

71. Moreover, Defendants failed to compensate Class Members for each meal period not provided or inadequately provided, as required under Labor Code § 226.7 and paragraph 11 of the applicable IWC Wage Orders, which provide that, if an employer fails to provide an employee a meal period in accordance with this section, the employer shall pay the employee one (1) hour of pay at the employee's regular rate of compensation for each workday that the meal period is not provided. Defendants failed to compensate Class Members for each meal period not provided or inadequately provided, as required under Labor Code § 226.7.

72. Therefore, pursuant to Labor Code § 226.7 and the applicable IWC Wage Order, paragraph 11, Class Members are entitled to damages in an amount equal to one (1) hour of wages at their effective hourly rates of pay for each meal period not provided or deficiently provided, a sum to be proven at trial, as well as the assessment of any statutory penalties against the Defendants, and each of them, in a sum as provided by the Labor Code and other statutes.

FOURTH CAUSE OF ACTION

REST-BREAK LIABILITY UNDER LABOR CODE § 226.7

(Against All Defendants)

73. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in full herein.

74. Labor Code §§ 226.7 and paragraph 12 of the applicable IWC Wage Orders provide that employers must authorize and permit all employees to take rest periods at the rate of

1 ten (10) minutes net rest time per four (4) work hours.

2 75. Class Members consistently worked consecutive four (4) hour shifts and were
3 generally scheduled for shifts of greater than 3.5 hours total, thus requiring Defendants to
4 authorize and permit them to take rest periods. Pursuant to the Labor Code and the applicable IWC
5 Wage Order, Class Members were entitled to paid rest breaks of not less than ten (10) minutes for
6 each consecutive four (4) hour shift, and Defendants failed to provide Class Members with timely
7 rest breaks of not less than ten (10) minutes for each consecutive four (4) hour shift. Defendants
8 placed their needs over Class Members lawful rest breaks and this resulted in Class Members
9 consistently having to work through their scheduled rest breaks because the demands of the job
10 would not avail them the opportunity to take a lawfully uninterrupted and off-duty rest break.
11 Thus, Class Members were consistently denied of their rest breaks. Additionally, to the extent
12 Class Members attempted to take a break, they were prohibited from leaving the premises.

13 76. Labor Code §§ 226.7 and paragraph 12 of the applicable IWC Wage Orders
14 provide that if an employer fails to provide an employee rest period in accordance with this
15 section, the employer shall pay the employee one (1) hour of pay at the employee's regular rate of
16 compensation for each workday that the rest period is not provided.

17 77. Defendants, and each of them, have therefore intentionally and improperly denied
18 rest periods to Class Members in violation of Labor Code §§ 226.7 and 512 and paragraph 12 of
19 the applicable IWC Wage Orders.

20 78. Defendants failed to authorize and permit Class Members to take rest periods, as
21 required by the Labor Code. Moreover, Defendants did not compensate Class Members with an
22 additional hour of pay at each Class Member's effective hourly rate for each day that Defendants
23 failed to provide them with adequate rest breaks, as required under Labor Code § 226.7.

24 79. Therefore, pursuant to Labor Code § 226.7 and paragraph 12 of the applicable IWC
25 Wage Orders, Class Members are entitled to damages in an amount equal to one (1) hour of wages
26 at their effective hourly rates of pay for each day worked without the required rest breaks, a sum to
27 be proven at trial, as well as the assessment of any statutory penalties against Defendants, and each
28 of them, in a sum as provided by the Labor Code and/or other statutes.

FIFTH CAUSE OF ACTION
VIOLATION OF LABOR CODE § 226(a)
(Against All Defendants)

80. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in full herein.

81. California Labor Code § 226(a) requires an employer to furnish each of his or her employees with an accurate, itemized statement in writing showing the gross and net earnings, total hours worked, and the corresponding number of hours worked at each hourly rate; these statements must be appended to the detachable part of the check, draft, voucher, or whatever else serves to pay the employee's wages; or, if wages are paid by cash or personal check, these statements may be given to the employee separately from the payment of wages; in either case the employer must give the employee these statements twice a month or each time wages are paid.

82. Defendants failed to provide Class Members with accurate itemized wage statements in writing, as required by the Labor Code. Specifically, the wage statements given to Class Members failed to accurately account for unpaid wages and overtime because their actual hours worked were under-reported due to off the clock work. Additionally, the wage statements given to Class Members failed to accurately account for premium pay for deficiently provided meal periods and rest breaks.

83. Throughout the liability period, Defendants intentionally failed to furnish to Class Members, upon each payment of wages, itemized statements accurately showing: (1) gross wages earned, (2) total hours worked by the employee, (3) the number of piece-rate units earned and any applicable piece rate paid on a piece-rate basis, (4) all deductions, (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the employee and only the last four digits of his or her social security number or an employee identification number other than a social security number, (8) the name and address of the legal entity that is the employer and (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee pursuant to Labor Code § 226, amongst other statutory requirements. Defendants knowingly and intentionally failed to provide

1 Class Members with such timely and accurate wage and hour statements.

2 84. Class Members suffered injury as a result of Defendants' knowing and intentional
3 failure to provide them with the accurate wage and hour statements as required by law and are
4 presumed to have suffered injury and be entitled to penalties under Labor Code § 226(e), as the
5 Defendants have failed to provide wage statements with accurate and complete information as
6 required by any one or more of items Labor Code § 226 (a)(1) to (9), inclusive, and Class
7 Members cannot promptly and easily determine from the wage statement alone one or more of the
8 following: (i) The amount of the gross wages or net wages paid to the employee during the pay
9 period or any of the other information required to be provided on the itemized wage statement
10 pursuant to items (2) to (4), inclusive, (6), and (9) of subdivision (a), (ii) Which deductions the
11 employer made from gross wages to determine the net wages paid to the employee during the pay
12 period, (iii) The name and address of the employer and, (iv) The name of the employee and only
13 the last four digits of his or her social security number or an employee identification number other
14 than a social security number. For purposes of Labor Code § 226(e) "promptly and easily
15 determine" means a reasonable person [i.e. an objective standard] would be able to readily
16 ascertain the information without reference to other documents or information.

17 85. Therefore, as a direct and proximate cause of Defendants' violation of Labor Code
18 § 226(a), Class Members suffered injuries, including among other things confusion over whether
19 they received all wages owed them, the difficulty and expense involved in reconstructing pay
20 records, and forcing them to make mathematical computations to analyze whether the wages paid
21 in fact compensated them correctly for all hours worked.

22 86. Pursuant to Labor Code §§ 226(a) and 226(e) and 1174, and the applicable IWC
23 Wage Order, paragraph 7(B), Class Members are entitled to recover the greater of all actual
24 damages or fifty dollars (\$50) for the initial pay period in which a violation occurs and one
25 hundred dollars (\$100) for each violation in a subsequent pay period, not exceeding an aggregate
26 penalty of four thousand dollars (\$4,000). They are also entitled to an award of costs and
27 reasonable attorneys' fees.

28 ///

SIXTH CAUSE OF ACTION
VIOLATION OF LABOR CODE § 203
(Against All Defendants)

87. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in full herein.

88. Numerous Class Members are no longer employed by Defendants; they either quit Defendants' employ or were fired therefrom.

89. Defendants failed to pay these Class Members all wages due and certain at the time of termination or within seventy-two (72) hours of resignation.

90. The wages withheld from these Class Members by Defendants remained due and owing for more than thirty (30) days from the date of separation from employment.

91. Defendants failed to pay Class Members without abatement, all wages as defined by applicable California law. Specifically, Class Members were not paid all regular and overtime wages because Defendants failed to pay for all hours worked by requiring off the clock work. Moreover, Defendants failed to pay premium wages owed for unprovided meal periods and rest periods, as further detailed in this Complaint. Defendants' failure to pay said wages within the required time was willful within the meaning of Labor Code § 203.

92. Defendants' failure to pay wages, as alleged entitles these Class Members to penalties under Labor Code § 203, which provides that an employee's wages shall continue until paid for up to thirty (30) days from the date they were due.

SEVENTH CAUSE OF ACTION
VIOLATION OF LABOR CODE § 204
(Against All Defendants)

93. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in full herein.

94. Labor Code § 204 instructs that: "All wages, ...earned by any person in any employment are due and payable twice during each calendar month, on days designated in advance by the employer as the regular paydays. Labor performed between the 1st and 15th days,

1 inclusive, of any calendar month shall be paid for between the 16th and the 26th day of the month
2 during which the labor was performed, and labor performed between the 16th and the last day,
3 inclusive, of any calendar month, shall be paid for between the 1st and 10th day of the following
4 month.” Additionally, the requirements of this section shall be deemed satisfied by the payment of
5 wages for weekly, biweekly, or semimonthly payroll if the wages are paid not more than seven
6 calendar days following the close of the payroll period.” As detailed above, Defendants
7 maintained a consistently applied policy and practice of not paying all wages earned between the
8 1st and 15th days of a month between the 16th and 26th day and failed to pay all wages earned
9 between the 16th and the last day of the month between the 1st and 10th day of the following month.
10 Defendants similarly failed to pay all wages earned by not more than seven calendar days
11 following the close of the payroll period. These failures all arose from either Defendants’ failure to
12 pay for all hours worked or failure to pay all earned commission wages.

13 95. All wages due and owing to Plaintiff and the Class Members, including as required
14 under Labor Code § 510, were therefore not timely paid by Defendants, as addressed in detail
15 above. Additionally, wages required by Labor Code § 1194 and other sections became due and
16 payable to each Class Member in each pay period that he or she was not provided with a meal
17 period or rest period or paid straight or overtime wages or commissions to which he or she was
18 entitled.

19 96. Defendants thus violated Labor Code § 204 by systematically refusing to pay
20 wages due under the Labor Code, as addressed above. Additionally, under paragraph 4(B) of the
21 applicable IWC Wage Orders, employers are required “to pay each employee, on the established
22 payday for the period involved, not less than the applicable minimum wage for all hours worked in
23 the payroll period, ...” Under Labor Code § 1198, “[t]he employment of any employee for longer
24 hours than those fixed by the order or under conditions of labor prohibited by the order is
25 unlawful.” Plaintiff and the Class Members may therefore pursue damages and penalties for
26 violations of Labor Code § 204 and paragraph 4(B) of the applicable IWC Wage Orders, including
27 penalties under paragraph 20 of the applicable IWC Wage Orders.

28 97. As a result of the unlawful acts of Defendants, Plaintiff and Class Members seek to

1 represent they have been deprived of wages in amounts to be determined at trial, and they are
2 entitled to recovery of such amounts, plus interest and penalties thereon, attorneys' fees, and costs,
3 pursuant to Labor Code § 210, 218.5, 1194 and 1198, and paragraphs 4(B) and 20 of the
4 applicable IWC Wage Orders.

5 **EIGHTH CAUSE OF ACTION**

6 **FAILURE TO KEEP REQUIRED PAYROLL RECORDS UNDER LABOR CODE § 1174**
7 **AND 1174.5**

8 **(Against All Defendants)**

9 98. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
10 full herein.

11 99. California Labor Code § 1174 requires that all employers shall keep accurate time
12 and wage records for all employees. California Labor Code § 1174.5 further requires that any
13 employee suffering injury due to a willful violation of the aforementioned obligations may seek
14 damages, including civil penalties, from the employer.

15 100. During the course of Plaintiff's and Class Members' employment,
16 Defendants consistently failed to maintain accurate time and wage records for Plaintiff and Class
17 Members as required by California Labor Code § 1174 by failing to pay Plaintiff and Class
18 Members proper wages, overtime, and premium pay as discussed above.

19 101. Accordingly, Defendants are liable for civil penalties pursuant to the
20 California Labor Code § 1174.5 for the three (3) years prior to the filing of this Complaint.

21 **NINTH CAUSE OF ACTION**

22 **REIMBURSEMENT OF NECESSARY EXPENDITURES UNDER LABOR CODE § 2802**

23 **(Against All Defendants)**

24 102. Plaintiff re-alleges and incorporates all preceding paragraphs as though set
25 forth in full herein.

26 103. Under Labor Code § 2802(a) an employer must indemnify its employees for
27 all necessary expenditures or losses incurred by the employee in direct consequence of the
28 discharge of his or her duties, or of his or her obedience to the directions of the employer.

1 104. Defendants have regularly required Plaintiff to incur business expenses in
2 the course of performing her required job duties for Defendants including for cell phone expenses,
3 mileage, and equipment including stethoscopes and masks. Upon information and belief, Class
4 Members incurred similar costs. These expenses incurred by Plaintiff and Class Members were
5 necessary and required of them in performing their assigned job duties, but Defendants failed to
6 reimburse Class Members for all such necessary expenditures, thus entitling them to
7 reimbursement according to proof as required under Labor Code § 2802 and the applicable
8 provisions of the IWC Wage Orders, paragraph 9.

9 105. As a result of the unlawful acts of Defendants, Class Members have been
10 deprived of reimbursement in amounts to be determined at trial; they are entitled to recovery of
11 such amounts, plus interest and penalties thereon, attorneys' fees, and costs.

12 **TENTH CAUSE OF ACTION**
13 **VIOLATION OF LABOR CODE § 246**
14 **(Against All Defendants)**

15 106. Plaintiff re-alleges and incorporate all preceding paragraphs, as though set
16 forth in full herein.

17 107. Labor Code Section 246(i) requires that employers notify employees each
18 pay period of the paid sick leave they have available for use. Pursuant to Labor Code §246(i), "An
19 employer shall provide an employee with written notice that sets forth the amount of paid sick
20 leave available, or paid time off leave an employer provides in lieu of sick leave, for use on either
21 the employee's itemized wage statement described in Section 226 or in a separate writing provided
22 on the designated pay date with the employee's payment of wages. If an employer provides
23 unlimited paid sick leave or unlimited paid time off to an employee, the employer may satisfy this
24 section by indicating on the notice or the employee's itemized wage statement 'unlimited.'"

25 108. Defendants failed to provide required California paid sick days and further
26 failed to distribute and maintain required documentation concerning how many sick days were
27 available, in violation of Labor Code §§246, 246(a), 246(b)(1), and 247.5.

28 109. Additionally and upon information and belief, Defendants have failed to

provide COVID-19 supplemental sick leave to the Class members during the relevant time period, including by failing to provide two work weeks of COVID-19 supplemental paid sick leave as required under Labor Code §§ 248.1 and 248.2 and including damages and penalties as these sections are enforced through Labor Code § 248.5, which requires that: “If paid sick days were unlawfully withheld, the dollar amount of paid sick days withheld from the employee multiplied by three, or two hundred fifty dollars (\$250), whichever amount is greater, but not to exceed an aggregate penalty of four thousand dollars (\$4,000), shall be included in the administrative penalty.”

110. Plaintiffs accordingly seek this relief available for Defendants' failure to provide Employees with all their required and earned sick days and all their COVID-19 supplemental sick leave in violation of Labor Code §§ 246, 248.1, 248.2, and the civil and statutory penalties available and applicable under Labor Code §§ 246, 248.1, 248.2, 248.5, 558, 1194.2, 1197.1, 1198, 1199, and 2699(f)(2), and also for attorneys' fees and costs pursuant to Labor Code § 2699(g)(1).

ELEVENTH CAUSE OF ACTION

VIOLATION OF BUSINESS & PROFESSIONS CODE § 17200 *ET SEQ.*

(Against All Defendants)

111. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in full herein.

112. Plaintiff, on behalf of herself, Class Members, and the general public, brings this claim pursuant to Business & Professions Code § 17200 *et seq.* The conduct of Defendants as alleged in this Complaint has been and continues to be unfair, unlawful, and harmful to Class Members and the general public. Plaintiff seeks to enforce important rights affecting the public interest within the meaning of Code of Civil Procedure § 1021.5.

113. Plaintiff is a “person” within the meaning of Business & Professions Code § 17204, has suffered injury, and therefore has standing to bring this cause of action for injunctive relief, restitution, and other appropriate equitable relief.

114. Business & Professions Code § 17200 *et seq.* prohibits unlawful and unfair

1 business practices. By the conduct alleged herein, Defendants' practices were deceptive and
2 fraudulent in that Defendants' policy and practice failed to provide the required amount of
3 compensation for missed meal and rest breaks, and failed to adequately compensate Class
4 Members for all hours worked, due to systematic business practices as alleged herein that cannot
5 be justified, pursuant to the applicable California Labor Code and Industrial Welfare Commission
6 requirements in violation of California Business and Professions Code §§ 17200, *et seq.*, and for
7 which this Court should issue injunctive and equitable relief, pursuant to California Business &
8 Professions Code § 17203, including restitution of wages wrongfully withheld.

9 115. Wage-and-hour laws express fundamental public policies. Paying
10 employees their wages and overtime, providing them with meal periods and rest breaks, etc., are
11 fundamental public policies of California. Labor Code § 90.5(a) articulates the public policies of
12 this State vigorously to enforce minimum labor standards, to ensure that employees are not
13 required or permitted to work under substandard and unlawful conditions, and to protect law-
14 abiding employers and their employees from competitors who lower costs to themselves by failing
15 to comply with minimum labor standards.

16 116. Defendants have violated statutes and public policies. Through the conduct
17 alleged in this Complaint Defendants have acted contrary to these public policies, have violated
18 specific provisions of the Labor Code, and have engaged in other unlawful and unfair business
19 practices in violation of Business & Professions Code § 17200 *et seq.*; which conduct has deprived
20 Plaintiff, and all persons similarly situated, and all interested persons, of the rights, benefits, and
21 privileges guaranteed to all employees under the law.

22 117. Defendants' conduct, as alleged above, constitutes unfair competition in
23 violation of the Business & Professions Code § 17200 *et seq.*

24 118. Defendants, by engaging in the conduct herein alleged, by failing to pay
25 wages and overtime, failing to provide meal periods and rest breaks, etc., either knew or in the
26 exercise of reasonable care should have known that their conduct was unlawful; therefore their
27 conduct violates the Business & Professions Code § 17200 *et seq.*

28 119. By the conduct alleged herein, Defendants have engaged and continue to

engage in a business practice which violates California and federal law, including but not limited to, the applicable Industrial Wage Order(s), the California Code of Regulations, and the California Labor Code including Sections 203, 204, 226, 226.7, 512, 1194, 1197, and 1198, for which this Court should issue declaratory and other equitable relief pursuant to California Business & Professions Code § 17203 as may be necessary to prevent and remedy the conduct held to constitute unfair competition, including restitution of wages wrongfully withheld.

120. As a proximate result of the above-mentioned acts of Defendants, Class Members have been damaged, in a sum to be proven at trial.

121. Unless restrained by this Court Defendants will continue to engage in such unlawful conduct as alleged above. Pursuant to the Business & Professions Code, this Court should make such orders or judgments, including the appointment of a receiver, as may be necessary to prevent the use by Defendants or their agents or employees of any unlawful or deceptive practice prohibited by the Business & Professions Code, including but not limited to the disgorgement of such profits as may be necessary to restore Class Members to the money Defendants have unlawfully failed to pay.

TWELFTH CAUSE OF ACTION
VIOLATION OF LABOR CODE § 2698, ET SEQ.
(Against All Defendants)

122. Plaintiff realleges and incorporates all preceding paragraphs, as though set forth in full herein.

123. Plaintiff and the Employees in the Class are also aggrieved employees as defined under Labor Code § 2699(c) in that they suffered the violations alleged in this Complaint and either were or are employed by the alleged violators, Defendants (“Aggrieved Employees”) during the relevant time period.

124. In failing to pay Aggrieved Employees minimum wages and overtime, not providing proper meal and rest periods, failing to provide accurate wage statements, and failing to Pay Employees upon termination or timely upon resignation, all discussed above, Defendants failed to timely pay Aggrieved Employees wages on a semimonthly basis as required under Labor

1 Code § 204. Defendants also failed to maintain records showing accurate hours worked daily and
2 the wages paid to Aggrieved Employees, as required by Labor Code § 1174 and paragraph 7 of the
3 applicable IWC Wage Orders.

4 125. As such, Employees seek wages and penalties under Labor Code §§ 2698
5 and 2699 for Defendants' violation of Labor Code provisions included under Labor Code 2699.5,
6 including the penalty provisions, without limitation, based, inter alia, on the following California
7 Labor Code sections: 201, 202, 203, 204, 226, 226.2, 226.7, 510, 512, 558, 1174, 1174.5, 1185,
8 1194, 1194.1, 1194.2, 1197, 1197.1, 1198, 1199, 2802, and 2698 *et seq.*

9 126. More specifically, after complying with the notice procedures of Labor
10 Code § 2699.3, Plaintiff asserts, as a representative action on behalf of the California Attorney
11 General and other similarly Aggrieved Employees, a PAGA claim for violations of the above
12 addressed underlying claims and seeking penalties as specified by the applicable corresponding
13 provisions, including as follows:

14 (a) Wage Claims: For failure to provide Plaintiff and the Aggrieved Employees all
15 earned regular pay and minimum wages for regular hours worked and for failure to pay overtime
16 premium wages for overtime hours worked under Labor Code §§ 226.2, 510, 1194(a), 1197, and
17 1198, and paragraphs 2(K), 3(A), 4(A), 4(B) and 20 of the applicable IWC Wage Order(s) seeking
18 all civil and statutory penalties available and applicable, and wages, under Labor Code §§ 510,
19 558, 1194.2, 1197.1, 1199, 2699(f)(2), and 2699.5, and also for attorneys' fees and costs pursuant
20 to Labor Code § 2699(g)(1);

21 (b) Meal and Rest Period Claims: For failure to provide Plaintiff and the Aggrieved
22 Employees off-duty, timely, and unpaid meal periods and failure to authorize and permit them to
23 take off-duty, timely, and paid rest periods, or pay one hour of regular pay in lieu thereof, under
24 Labor Code §§ 512, 1198, and 226.7, and Sections 11, 12(A), and 12(B) of the applicable IWC
25 Wage Order(s) seeking all civil and statutory penalties available and applicable, including under
26 paragraph 20 of the applicable IWC Wage Orders, and wages under Labor Code §§ 226.7, 512,
27 558, including sections 558(a)(1)-(3), 1199, and 2699(f)(2), and also for attorneys' fees and costs
28 pursuant to Labor Code § 2699(g)(1);

1 (c) Inaccurate Wage Statements and Failure to Maintain Records: For failure to
2 provide Plaintiff and Aggrieved Employees with accurate, itemized wage statements and failure to
3 maintain employment records for Plaintiff and Aggrieved Employees under Labor Code §§ 226,
4 1174, and 1198.5, and Sections 7(A), 7(B), and 7(C) of the applicable IWC Wage Order(s)
5 seeking all civil and statutory penalties and wages available and applicable under Labor Code §§
6 226€, 226.3, 558, 1174.5, 1199, 2699(f)(2), and paragraph 20 of the applicable IWC Wage Order,
7 and also for attorneys' fees and costs pursuant to Labor Code § 2699(g)(1). More specifically, by
8 providing inaccurate wage statements and failing to maintain records as required under Labor
9 Code § 226(a), Defendants committed ongoing violations giving rise to civil penalties under Labor
10 Code § 226.3, which in addition to other penalties provided by law, subjects Defendants to "a
11 penalty in the amount of two hundred fifty dollars (\$250) per employee per violation in an initial
12 citation and one thousand dollars (\$1,000) per employee for each violation in a subsequent
13 citation, ..."

14 (d) Failure to Timely Pay Wages: For failure to timely pay all wages owed, including at
15 least semi-monthly and upon separation or termination, under Labor Code §§ 201, 201, 203, 204,
16 226.2, 1197.5, 2926, and 2927 seeking all civil penalties available and applicable, and wages,
17 under Labor Code §§ 201, 202, 203, 210, 558, 1197, 1198, 1199 and 2699(f)(2), and paragraph 20
18 of the applicable IWC Wage Orders, and also for attorneys' fees and costs pursuant to Labor Code
19 § 2699(g)(1);

20 (e) Failure to Reimburse Necessary Business Expenses: For Defendants' failure to
21 reimburse the necessary work related expenses incurred under Labor Code §§ 1197, 1197.1, 1198,
22 and 2802, and Sections 2(K), 4, 9, and 20 of the applicable IWC Wage Order(s), seeking civil
23 penalties available and applicable under Labor Code §§ 221, 1197, 1197.1, 1198, 2802, 2699.5,
24 and 2699(f)(2) and paragraph 9 and 20 of the IWC Wage Orders, and also attorneys' fees and costs
25 pursuant to Labor Code § 2699(g)(1);

26 (f) All Alleged Violations of the IWC Wage Orders and Other Labor Code
27 Sections: For any above addressed violation of the applicable provisions of the IWC Wage
28 Orders, each of which constitute separate violations of Labor Code § 1198 and Labor Code §

1 2699.5, and seeking penalties available and applicable under Labor Code § 2699(f)(2) and
2 paragraph 20 of the applicable IWC Wage Orders, and for attorneys' fees and costs pursuant to
3 Labor Code § 2699(g)(1).

4 127. As also addressed above, Plaintiff, on behalf of the Aggrieved Employees,
5 also seeks the penalties and remedies set forth in Labor Code § 558, which states:

6 (a) Any employer or other person acting on behalf of an employer who violates, or
7 causes to be violated, a section of this chapter or any provision regulating hours and days of work
8 in any order of the Industrial Welfare Commission shall be subject to a civil penalty as follows:
9 (1) For any initial violation, fifty dollars (\$50) for each underpaid employee for each pay period
10 for which the employee was underpaid in addition to an amount sufficient to recover underpaid
11 wages. (2) For any subsequent violation, one hundred dollars (\$100) for each underpaid employee
12 for each pay period for which the employee was underpaid in addition to an amount sufficient to
13 recover underpaid wages. (3) Wages recovered pursuant to this section shall be paid to the affected
14 employee.

15 (b) If upon inspection or investigation the Labor Commissioner determines that a
16 person had paid or caused to be paid a wage for overtime work in violation of any provision of this
17 chapter, or any provision regulating hours and days of work in any order of the Industrial Welfare
18 Commission, the Labor Commissioner may issue a citation. The procedures for issuing,
19 contesting, and enforcing judgments for citations or civil penalties issued by the Labor
20 Commissioner for a violation of this chapter shall be the same as those set out in Section 1197.1.

21 (c) The penalties provided for in this section are in addition to any other civil or
22 criminal penalty provided by law.

23 128. Plaintiff has exhausted her administrative remedies by sending a certified
24 letter to the LWDA and Defendants postmarked on **November 14, 2023**, addressing in detail the
25 specific provisions of the Labor Code Defendants have violated and addressing the facts and legal
26 theories to support the alleged violations and requested penalties. The LWDA has not provided
27 notice of its intent to investigate the alleged violations within 65 calendar days of the postmark
28 date of the letter, and Plaintiff adds this claim seeking penalties under the PAGA for the violations

1 addressed herein and in the PAGA Notice Letter and the original Complaint.

2 **RELIEF REQUESTED**

3 WHEREFORE, Plaintiff prays for the following relief:

- 4 1. For an order certifying this action as a class action;
- 5 2. For compensatory damages in the amount of the unpaid minimum wages for work
6 performed by Class Members and unpaid overtime compensation from at least four (4) years prior
7 to the filing of this action, as may be proven;
- 8 3. For liquidated damages in the amount equal to the unpaid minimum wage and
9 interest thereon, from at least four (4) years prior to the filing of this action, according to proof;
- 10 4. For compensatory damages in the amount of all unpaid wages, including overtime
11 and double-time pay, as may be proven;
- 12 5. For compensatory damages in the amount of the hourly wage made by Class
13 Members for each missed or deficient meal period where no premium pay was paid therefor from
14 four (4) years prior to the filing of this action, as may be proven;
- 15 6. For compensatory damages in the amount of the hourly wage made by Class
16 Members for each day requisite rest breaks were not provided or were deficiently provided where
17 no premium pay was paid therefor from at least four (4) years prior to the filing of this action, as
18 may be proven;
- 19 7. For penalties pursuant to Labor Code § 226(e) for Class Members, as may be
20 proven;
- 21 8. For penalties pursuant to Labor Code § 203 for all Class Members who quit or were
22 fired in an amount equal to their daily wage times thirty (30) days, as may be proven;
- 23 9. For restitution and/or damages for all amounts unlawfully withheld from the wages
24 for all class members in violation of Labor Code § 204, as may be proven;
- 25 10. For restitution and/or damages for all amounts unlawfully withheld from the wages
26 for all Class Members in violation of Labor Code § 2802, as may be proven;
- 27 11. For penalties pursuant to Labor Code § 246, as may be proven;
- 28 12. For restitution for unfair competition pursuant to Business & Professions Code

1 § 17200 *et seq.*, including disgorgement or profits, as may be proven;

2 13. For an order enjoining Defendants and their agents, servants, and employees, and
3 all persons acting under, in concert with, or for them, from acting in derogation of any rights or
4 duties adumbrated in this Complaint;

5 14. For penalties pursuant to Labor Code § 2698 *et seq.*, as may be proven;

6 15. For other wages and penalties under the Labor Code as may be proven;

7 16. For all general, special, and incidental damages as may be proven;

8 17. For an award of pre-judgment and post-judgment interest;

9 18. For an award providing for the payment of the costs of this suit;

10 19. For an award of attorneys' fees; and

11 20. For such other and further relief as this Court may deem proper and just.

12 DATED: January 18, 2024

D.LAW, INC.

13 By: Natalie Haritonian
14 David Yeremian

15 Natalie Haritonian
16 Attorneys for Plaintiff LESLIE BASTIDA
17 BERMUDEZ, and all others similarly
18 situated.
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DEMAND FOR JURY TRIAL

Plaintiff hereby demands trial of her claims by jury to the extent authorized by law.

DATED: January 18, 2024

D.LAW, INC.

By: Natalie Har
David Yeremian
Natalie Haritonian
Attorneys for Plaintiff LESLIE BASTIDA
BERMUDEZ, and all others similarly
situated.

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

CSC - Lawyers Incorporating Service

2710 Gateway Oaks Dr.

*Agent for Service of Process for Glendaele Adventist Medical Center and Adventist Health
Physicians Network*

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

Executed on January 18, 2024, at Glendale, California.


Silvia Pimentel