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Attorneys for Plaintiff JORGE QUINTERO,  
on behalf of himself and current and former aggrieved employees

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

JORGE QUINTERO, on behalf of himself and  
current and former aggrieved employees

Plaintiff,

vs.

NEILL AIRCRAFT CO.; and DOES 1 to 100,  
inclusive,

Defendants.

Case No.: ~~26STCV27411~~

**PAGA ACTION**

**PLAINTIFF JORGE QUINTERO'S  
COMPLAINT FOR:**

- CIVIL PENALTIES PURSUANT  
TO THE PRIVATE ATTORNEYS  
GENERAL ACT OF 2004  
("PAGA"), LABOR CODE  
SECTIONS 2698, ET SEQ.**

**COMES NOW** Plaintiff JORGE QUINTERO ("Plaintiff"), who alleges and complains  
against Defendants NEILL AIRCRAFT CO.; and DOES 1 to 100, inclusive (collectively  
"Defendants") as follows:

**I. INTRODUCTION**

1. This is a Private Attorneys General Act of 2004, Labor Code §§ 2698, *et seq.*  
("PAGA") representative action brought by Plaintiff on behalf of the State of California, himself  
and other current and former aggrieved employees of Defendants who worked as hourly non-exempt  
employees in California during the relevant time period seeking civil penalties associated with  
Defendants' violation of the Labor Code based on Defendants' failure to pay wages for all hours

1 worked at minimum wage and all overtime hours worked at the overtime rate of pay; failure to  
2 authorize or permit all legally required and/or compliant meal periods or pay meal period premium  
3 wages; failure to authorize or permit all legally required and/or compliant rest periods or pay rest  
4 period premium wages; statutory penalties for failure to timely produce requested employment  
5 records; statutory penalties for failure to timely pay earned wages during employment; statutory  
6 penalties for failure to provide accurate wage statements; statutory waiting time penalties in the  
7 form of continuation wages for failure to timely pay employees all wages due upon separation of  
8 employment. Plaintiff experienced these violations personally, as well as is informed and believes  
9 other aggrieved employees did as well. Plaintiff seeks on a representative basis, following notice  
10 to the Labor and Workforce Development Agency, civil penalties, reasonable attorneys' fees  
11 pursuant to Labor Code section 2699(g)(1) and costs brought on behalf of Plaintiff, the State of  
12 California, and others aggrieved.

## 13 **II. JURISDICTION AND VENUE**

14 2. This Court has jurisdiction over the claims of Plaintiff and all other current and  
15 former aggrieved California-based hourly non-exempt employees because Plaintiff's lawsuit seeks  
16 civil penalties on behalf of herself, all other current and former aggrieved California-based hourly  
17 non-exempt employees, and the State of California in excess of thirty-five thousand dollars  
18 (\$35,000); Defendants employed Plaintiff and all other current and former aggrieved California-  
19 based hourly non-exempt employees; and the injuries to Plaintiff and all other current and former  
20 aggrieved California-based hourly non-exempt employees occurred in locations throughout  
21 California, including but not limited to Los Angeles County, at 1260 West 15<sup>th</sup> Street, Long Beach,  
22 California 90813.

## 23 **III. PARTIES**

24 3. Plaintiff brings this action as a representative of the Labor and Workforce  
25 Development Agency on behalf of himself and other current and former employees subject to  
26 violations of the Labor Code. The named Plaintiff and the persons on whose behalf this action is  
27 filed include current, former and/or future employees of Defendants who work, worked, or will work  
28 for Defendants as direct employees as well as temporary employees employed through temp

1 agencies as hourly non-exempt employees in California. At all times mentioned herein, the currently  
2 named Plaintiff is and was domiciled and a resident and citizen of California and was employed by  
3 Defendants in an hourly position at Defendants' location in Los Angeles from in or around March  
4 24, 2025, until on or around February 19, 2026.

5 4. Plaintiff is informed and believes and thereon alleges that Defendant NEILL  
6 AIRCRAFT CO. is authorized to do business within the State of California and is doing business in  
7 the State of California and/or that Defendants DOES 1-50 are, and at all times relevant hereto were  
8 persons acting on behalf of Defendant NEILL AIRCRAFT CO. in the establishment of, or  
9 ratification of, the aforementioned illegal wage and hour practices or policies. Defendant NEILL  
10 AIRCRAFT CO. operates in Los Angeles County and employed Plaintiff and aggrieved employees  
11 in Los Angeles County, including but not limited to, at 1260 West 15<sup>th</sup> Street, Long Beach,  
12 California 90813.

13 5. Plaintiff is informed and believes and thereon alleges that Defendants DOES 1  
14 through 50 are corporations, or are other business entities or organizations of a nature unknown to  
15 Plaintiff that employed Plaintiff and aggrieved California non-exempt employees, permitted  
16 Plaintiff and aggrieved employees to work, and exercised control over the wages, hours and working  
17 conditions of employment of Plaintiff and aggrieved employees.

18 6. Plaintiff is informed and believes and thereon alleges that Defendants DOES 51  
19 through 100 are individuals unknown to Plaintiff. Each of the individual defendants is sued  
20 individually and in his or her capacity as an agent, shareholder, owner, representative, manager,  
21 supervisor, independent contractor and/or employee of each defendant who violated or caused to be  
22 violated the minimum wage and overtime provisions of the Labor Code and/or any provision of the  
23 Industrial Welfare Commission's wage orders regulating hours and days of work.

24 7. Plaintiff is unaware of the true names of Defendants DOES 1 through 100. Plaintiff  
25 sues said defendants by said fictitious names, and will amend this complaint when the true names  
26 and capacities are ascertained or when such facts pertaining to liability are ascertained, or as  
27 permitted by law or by the Court. Plaintiff is informed and believes that each of the fictitiously  
28 named defendants is in some manner responsible for the events and allegations set forth in this

1 complaint.

2 8. Plaintiff makes the allegations in this complaint without any admission that, as to  
3 any particular allegation, Plaintiff bears the burden of pleading, proving, or persuading and Plaintiff  
4 reserves all of Plaintiff's right to plead in the alternative.

5 **FIRST CAUSE OF ACTION**

6 **CIVIL PENALTIES PURSUANT TO THE PRIVATE ATTORNEYS GENERAL ACT OF**  
7 **2004, LABOR CODE SECTIONS 2698, ET SEQ.**

8 **(Against all Defendants by Plaintiff on behalf of Themselves, the State of California, and**  
9 **Other Current and Former Aggrieved Employees)**

10 9. Plaintiff incorporates all paragraphs above as though fully set forth herein.

11 10. During Plaintiff's employment and continuing through the present, Plaintiff alleges  
12 Defendants violated Labor Code sections 201, 202, 203, 204, 223, 226, 226.7, 510, 512, 1194, 1197,  
13 1198.5, and the applicable Wage Orders.

14 11. Specifically, Defendants have committed the following violations of California  
15 Labor Code:

16 12. **Failure to pay wages for all hours worked at the legal minimum wage:**  
17 Defendants employed many of their employees, including Plaintiff, as hourly non-exempt  
18 employees. In California, an employer is required to pay hourly employees for all "hours worked,"  
19 which includes all time that an employee is under control of the employer and all time the employee  
20 is suffered and permitted to work. This includes the time an employee spends, either directly or  
21 indirectly, performing services which inure to the benefit of the employer.

22 13. Labor Code sections 1194 and 1197 require an employer to compensate employees  
23 for all "hours worked" at least at a minimum wage rate of pay as established by the IWC and the  
24 Wage Orders.

25 14. In this case, Plaintiff and other current and former aggrieved California-based hourly  
26 non-exempt employees worked more minutes per shift than Defendants credited them with having  
27 worked. Specifically, Defendants failed to pay Plaintiff and other current and former aggrieved  
28 California-based hourly non-exempt employees all wages at the applicable minimum wage for all

1 hours worked due to Defendants' policies, practices, and/or procedures including, but not limited  
2 to:

3 (a) Automatically deducting 30 minutes from Plaintiff's and other current and former  
4 aggrieved California-based hourly non-exempt employees' daily hours worked and attributing that  
5 time to a meal break despite that Defendants routinely failed to provide Plaintiff and other current  
6 and former aggrieved California-based hourly non-exempt employees with meal breaks and/or duty-  
7 free meal breaks.

8 15. Therefore, Defendants suffered, permitted, and required Plaintiff and other current  
9 and former aggrieved California-based hourly non-exempt employees to be subject to Defendants'  
10 control without paying wages for that time. This resulted in Plaintiff and other current and former  
11 aggrieved California-based hourly non-exempt employees working time for which they were not  
12 compensated any wages, in violation of Labor Code sections 1194 and 1197 and the applicable  
13 Wage Order.

14 16. Employee is further informed and believes, and based thereon alleges, that  
15 Employer's conduct above that gave rise to such violations was malicious, fraudulent, or oppressive.  
16 Employer would further be liable for civil penalties pursuant to Labor Code section  
17 2699(f)(2)(B)(ii).

18 17. **Failure to pay wages for overtime hours worked at the overtime rate of pay**  
19 **and/or failure to pay overtime wages at the proper rate of pay:** Defendants employed many of  
20 their employees, including Plaintiff, as hourly non-exempt employees. In California, an employer  
21 is required to pay hourly employees for all "hours worked," which includes all time that an employee  
22 is under control of the employer and all time the employee is suffered and permitted to work. This  
23 includes the time an employee spends, either directly or indirectly, performing services that inure to  
24 the benefit of the employer.'

25 18. Labor Code sections 510 and 1194 require an employer to compensate employees a  
26 higher rate of pay for hours worked in excess of eight (8) hours in a workday, in excess of forty (40)  
27 hours in a workweek, and on any seventh consecutive day of work in a workweek:

28 Any work in excess of eight (8) hours in one workday, any work in excess of forty (40) hours  
in any one (1) workweek, and the first eight (8) hours worked on the seventh day of work in

any one (1) workweek, shall be compensated at the rate of no less than one-and-one-half (1.5) times the regular rate of pay for an employee. Any work in excess of twelve (12) hours in one (1) day shall be compensated at the rate of no less than twice the regular rate of pay for an employee. In addition, any work in excess of eight (8) hours on any seventh day of a workweek shall be compensated at the rate of no less than twice the regular rate of pay of an employee.

Labor Code section 510.

19. In this case, Defendants failed to pay Plaintiff and other current and former aggrieved California-based hourly non-exempt employees overtime wages for all overtime hours worked due to Defendants' policies, practices, and/or procedures including, but not limited to:

(a) Automatically deducting 30 minutes from Plaintiff's and other current and former aggrieved California-based hourly non-exempt employees' daily hours worked and attributing that time to a meal break despite that Defendants routinely failed to provide Plaintiff and other current and former aggrieved California-based hourly non-exempt employees with meal breaks and/or duty-free meal breaks.

20. Employee is further informed and believes, and based thereon alleges, that Employer's conduct above that gave rise to such violations was malicious, fraudulent, or oppressive. Employer would further be liable for civil penalties pursuant to Labor Code section 2699(f)(2)(B)(ii).

21. The foregoing policies, practices, and/or procedures resulted in time during each workday that Plaintiff and other current and former aggrieved California-based hourly non-exempt employees were under the control of Defendants but were not compensated. To the extent that the foregoing uncompensated time occurred when Plaintiff and other current and former aggrieved California-based hourly non-exempt employees worked more than eight (8) hours in a workday, more than forty (40) hours in a workweek, and/or seven (7) days in a workweek, Defendants failed to pay them at their overtime rate of pay for overtime hours worked, in violation of Labor Code sections 510, 1194 and 1198, and the applicable Wage Order.

22. **Failure to pay wages to hourly non-exempt employees for workdays that Defendants failed to provide legally required and compliant meal periods and/or failure to pay period premium wages:** Plaintiff and other current and former aggrieved California-based hourly non-exempt employees regularly worked shifts of more than five (5) hours in length and

1 shifts of more than ten (10) hours in length.

2       23. California law requires an employer to authorize or permit an employee an  
3 uninterrupted meal period of no less than thirty (30) minutes in which the employee is relieved of  
4 all duties and the employer relinquishes control over the employee's activities prior to the  
5 employee's sixth hour of work. Labor Code sections 226.7, 512, and 1198; Wage Order 1 at §11;  
6 *Brinker Rest. Corp. v. Super Ct. (Hohnbaum)* (2012) 53 Cal.4th 1004. An employer may not employ  
7 an employee for a work period of more than ten (10) hours per day without providing the employee  
8 with a second such meal period of not less than thirty (30) minutes prior to the start of the eleventh  
9 hour of work. *Id.* If the employee is not relieved of all duty during a meal period, the meal period  
10 shall be considered an "on duty" meal period and counted as time worked. A paid "on duty" meal  
11 period is only permitted when: (1) the nature of the work prevents an employee from being relieved  
12 of all duty; and (2) the parties have a written agreement agreeing to on-duty meal periods.

13       24. If an employer fails to provide an employee a meal period in accordance with the  
14 law, the employer must pay the employee one (1) hour of pay at the employee's regular rate of pay  
15 for each workday that a legally required and compliant meal period was not provided. Labor Code  
16 sections 226.7 and 1198; Wage Order 1 at §11.

17       25. In this case, Defendants failed to authorize or permit legally required and compliant  
18 meal periods to Plaintiff and other current and former aggrieved California-based hourly non-  
19 exempt employees due to Defendants' policies, practices, and/or procedures, including but not  
20 limited to:

21               (a) Failing to provide Plaintiff and other current and former aggrieved California-based  
22 hourly non-exempt employees timely, uninterrupted, duty-free meal breaks of at least 30 minutes  
23 for every five hours worked, due to work demands; and

24               (b) Automatically deducting 30 minutes from Plaintiff's and other current and former  
25 aggrieved California-based hourly non-exempt employees' daily hours worked and attributing that  
26 time to a meal break despite that Defendants routinely failed to provide Plaintiff and other current  
27 and former aggrieved California-based hourly non-exempt employees with meal breaks and/or duty-  
28 free meal breaks.

1           26.       Additionally, Plaintiff alleges that Defendants maintained a policy, practice, and/or  
2 procedure of failing to compensate Plaintiff and other current and former aggrieved California-based  
3 hourly non-exempt employees one (1) hour of pay at their regular rate of pay for each workday that  
4 Plaintiff and other current and former aggrieved California-based hourly non-exempt employees did  
5 not receive legally required and compliant meal periods, in violation of Labor Code section 226.7.

6           27.       Defendants' foregoing policies, practices, and/or procedures resulted in Plaintiff and  
7 other current and former aggrieved California-based hourly non-exempt employees not receiving  
8 wages to compensate them for workdays during which Defendants did not provide them with meal  
9 periods in compliance with California law.

10          28.       Employee is further informed and believes, and based thereon alleges, that  
11 Employer's conduct above that gave rise to such violations was malicious, fraudulent, or oppressive.  
12 Employer would further be liable for civil penalties pursuant to Labor Code section  
13 2699(f)(2)(B)(ii).

14          29.       **Failure to pay wages to hourly non-exempt employees for workdays that**  
15 **Defendants failed to provide legally required and compliant rest periods and/or failure to pay**  
16 **rest period premium:** Plaintiff and other current and former aggrieved California-based hourly  
17 non-exempt employees regularly worked shifts of more than three-and-a-half (3.5) hours.

18          30.       California law requires every employer to authorize and permit an employee a rest  
19 period of ten (10) net minutes for every four (4) hours worked or major fraction thereof. Labor Code  
20 section 226.7; Wage Order 1 at §12. Under California law, "[e]mployees are entitled to 10 minutes'  
21 rest for shifts from three and one-half to six hours in length, 20 minutes for shifts of more than six  
22 hours up to 10 hours, 30 minutes for shifts of more than 10 hours up to 14 hours, and so on." *Brinker*  
23 *Restaurant Corp. v. Sup. Ct. (Hohnbaum)* (2012) 53 Cal.4th 1004, 1029; Labor Code section 226.7;  
24 Wage Order 1 at §12. Rest periods, insofar as practicable, shall be in the middle of each work period.  
25 Wage Order 1 at §12. Additionally, the rest period requirement "“obligates employers to permit –  
26 and authorizes employees to take – off-duty rest periods.” *Augustus v. ABM Security Services, Inc.*  
27 (2016) 2 Cal.5th 257, 269. That is, during rest periods employers must relieve employees of all  
28 duties and relinquish control over how employees spend their time. *Id.*

1           31.     If the employer fails to authorize or permit a required rest period, the employer must  
2 pay the employee one (1) hour of pay at the employee's regular rate of pay for each workday the  
3 employer did not authorize or permit a legally required rest period. Labor Code section 226.7; Wage  
4 Order 1 at § 12.

5           32.     In this case, Defendants failed to authorize or permit all legally required and  
6 compliant rest periods to Plaintiff and other current and former aggrieved California-based hourly  
7 non-exempt employees due to Defendants' policies, practices, and/or procedures including, but not  
8 limited to:

9                 (a) Failing to provide Plaintiff and other current and former aggrieved California-based  
10 hourly non-exempt employees with net ten (10) minute rest breaks for every four (4) hours worked  
11 or major fraction thereof, due to work demands.

12           33.     Additionally, Plaintiff alleges that Defendants maintained a policy, practice, and/or  
13 procedure of failing to compensate Plaintiff and other current and former aggrieved California-based  
14 hourly non-exempt employees with one (1) hour of pay at their regular rate of pay for each workday  
15 they did not receive legally required and compliant rest periods, in violation of Labor Code section  
16 226.7.

17           34.     Defendants' foregoing policies, practices, and/or procedures resulted in Plaintiff and  
18 other current and former aggrieved California-based hourly non-exempt employees not receiving  
19 wages to compensate them for workdays in which Defendants did not provide them with rest periods  
20 in compliance with California law.

21           35.     Employee is further informed and believes, and based thereon alleges, that  
22 Employer's conduct above that gave rise to such violations was malicious, fraudulent, or oppressive.  
23 Employer would further be liable for civil penalties pursuant to Labor Code section  
24 2699(f)(2)(B)(ii).

25           36.     **Failure to produce requested employment records:** An employer must afford  
26 current and former employees the right to inspect or receive a copy of records pertaining to their  
27 employment, upon reasonable request to the employer. Labor Code section 226(b). An employer  
28 who receives a request to inspect or receive a copy of records pertaining to a current or former

1 employee must comply with the request as soon as practicable, but no later than twenty-one (21)  
2 calendar days from the date of the request. Labor Code section 226(c). Additionally, every current  
3 and former employee, or his or her representative, has the right to inspect and receive a copy of the  
4 personnel records that the employer maintains relating to the employee's performance or to any  
5 grievance concerning the employee. Labor Code section 1198.5(a). Upon written request from a  
6 current or former employee or his or her representative, an employer must make the contents of  
7 those personnel records available for inspection or provide a copy of the personnel records to the  
8 current or former employee, or his or her representative, not later than thirty (30) calendar days from  
9 the date the employer receives the written request, subject to some limited exceptions. Labor Code  
10 §1198.5(b)(1). Failure to comply with these requests allows for a civil penalty seven hundred fifty  
11 dollars (\$750), pursuant to Labor Code sections 1198.5(k) and 226(f).

12 37. On April 28, 2026, Plaintiff sent a written request through his counsel to Defendants  
13 for his payroll records, timecards, and personnel records pursuant to Labor Code sections 226 and  
14 1198.5. However, Defendants failed to timely produce the requested employment records, in  
15 violation of Labor Code sections 226 and 1198.5.

16 38. Plaintiff is informed and believes and thereon alleges that other similarly situated  
17 employees also sent written requests for their employment records, but Defendants failed to timely  
18 produce the required and requested records, in violation of Labor Code sections 226 and 1198.5.

19 39. Plaintiff also believes these failures were malicious, fraudulent, or oppressive.  
20 Employer would further be liable for civil penalties pursuant to Labor Code section  
21 2699(f)(2)(B)(ii).

22 40. **Failure to timely pay earned wages during employment:** In California, wages  
23 must be paid at least twice during each calendar month on days designated in advance by the  
24 employer as regular paydays, subject to some exceptions. Labor Code section 204(a). Wages earned  
25 between the 1st and 15th days, inclusive, of any calendar month must be paid between the 16th and  
26 the 26th day of that month and wages earned between the 16th and the last day, inclusive, of any  
27 calendar month must be paid between the 1st and 10th day of the following month. *Id.* Other payroll  
28 periods such as those that are weekly, biweekly, or semimonthly, must be paid within seven (7)

1 calendar days following the close of the payroll period in which wages were earned. Labor Code  
2 section 204(d).

3 41. As a derivative of Plaintiff's claims above, Plaintiff alleges that Defendants failed to  
4 timely pay Plaintiff's and other current and former aggrieved California-based hourly non-exempt  
5 employees' earned wages (including minimum wages, overtime wages, meal period premium wages  
6 and/or rest period premium wages), in violation of Labor Code section 204. Defendants'  
7 aforementioned policies, practices, and/or procedures resulted in their failure to pay Plaintiff's and  
8 other current and former aggrieved California-based hourly non-exempt employees' their earned  
9 wages within the applicable time frames outlined in Labor Code section 204.

10 42. Plaintiff also believes these failures were malicious, fraudulent, or oppressive.  
11 Employer would further be liable for civil penalties pursuant to Labor Code section  
12 2699(f)(2)(B)(ii).

13 43. **Secret payment of lower wages than designated by statute:** Labor Code section  
14 223 provides that, where any statute or contract requires an employer to maintain the designated  
15 wage scale, it shall be unlawful to secretly pay a lower wage while purporting to pay the wage  
16 designated by statute or contract. By engaging in the unlawful conduct alleged herein, including by  
17 failing to: pay overtime wages at the applicable legal overtime rate, meal break premiums and lawful  
18 sick pay at the employees' regular rate of pay, as established by Labor Code sections 226.7, 246,  
19 510, 1194 and sections 11 and 12 of the applicable IWC Wage Orders, as incorporated by Labor  
20 Code section 1198, the Defendant secretly paid a lower wage than designated by statute while  
21 purporting to pay the wages designated by statute, in violation of Labor Code section 223.

22 44. Plaintiff also believes these failures were malicious, fraudulent, or oppressive.  
23 Employer would further be liable for civil penalties pursuant to Labor Code section  
24 2699(f)(2)(B)(ii).

25 45. **Failure to provide complete and accurate wage statements:** Labor Code section  
26 226, subdivision (a). Labor Code section 226(a) provides, *inter alia*, that, upon paying an employee  
27 his or her wages, the employer must "furnish each of his or her employees ... an itemized statement  
28 in writing showing (1) gross wages earned, (2) total hours worked by the employee, except for any

1 employee whose compensation is solely based on a salary and who is exempt from payment of  
2 overtime under subdivision (a) of Section 515 or any applicable order of the Industrial Welfare  
3 Commission, (3) the number of piece-rate units earned and any applicable piece rate if the employee  
4 is paid on a piece-rate basis, (4) all deductions, provided, that all deductions made on written orders  
5 of the employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive  
6 dates of the pay period for which the employee is paid, (7) the name of the employee and his or her  
7 social security number, (8) the name and address of the legal entity that is the employer, and (9) all  
8 applicable hourly rates in effect during the pay period and the corresponding number of hours  
9 worked at each hourly rate by the employee.”

10 46. As a derivative of Plaintiff’s allegations above, Defendants’ failure to pay Plaintiff  
11 and other current and former aggrieved California-based hourly non-exempt employees all wages  
12 earned (including minimum wages, overtime wages, meal period premium wages, and/or rest period  
13 premium wages) rendered Plaintiff’s and other current and former aggrieved California-based  
14 hourly non-exempt employees’ wage statements inaccurate, in violation of Labor Code section  
15 226(a)(1, 2, 5 & 9).

16 47. Plaintiff believes these failures were willful and intentional.

17 48. Plaintiff also believes these failures were malicious, fraudulent, or oppressive.  
18 Employer would further be liable for civil penalties pursuant to Labor Code section  
19 2699(f)(2)(B)(ii).

20 49. **Failure to pay employees all wages due at time of termination/resignation:** An  
21 employer is required to pay all unpaid wages timely after an employee’s employment ends. The  
22 wages are due immediately upon termination (Labor Code section 201) or within seventy-two (72)  
23 hours of resignation (Labor Code section 202).

24 50. As a derivative of Plaintiff’s allegations above, because Defendants failed to pay  
25 Plaintiff and other current and former aggrieved California-based hourly non-exempt employees all  
26 their earned wages (including minimum wages, overtime wages, meal period premium wages,  
27 and/or rest period premium wages), Defendants failed to pay those employees timely after each  
28 employee’s termination and/or resignation, in violation of Labor Code sections 201, 202, and 203.

1           51.     Plaintiff believes these failures were willful and intentional.

2           52.     Plaintiff also believes these failures were malicious, fraudulent, or oppressive.  
3 Employer would further be liable for civil penalties pursuant to Labor Code section  
4 2699(f)(2)(B)(ii).

5           53.     Labor Code sections 2699, subdivisions (a) and (g) authorize an aggrieved employee,  
6 on behalf of himself or herself and other current or former employees, to bring a civil action to  
7 recover civil penalties against all Defendants pursuant to the procedures specified in Labor Code  
8 section 2699.3.

9           54.     Plaintiff has complied with the procedures for bringing suit specified in Labor Code  
10 section 2699.3. On June 23, 2026, Plaintiff filed a PAGA Claim Notice with the LWDA and  
11 provided notice to Defendants by certified mail which provided notice of the specific provisions of  
12 the Labor Code alleged to have been violated, including the facts and theories to support the  
13 violations alleged.

14          55.     Pursuant to Labor Code section 2699.3, the LWDA must give written notice by  
15 certified mail to the parties that it intends to investigate the alleged violations of the Labor Code  
16 within 60 days of the date of the complainant's written notice. The LWDA failed to provide the  
17 parties notice within 60 days of the date of Plaintiff's PAGA Claim Notice that the LWDA intends  
18 to investigate Plaintiff's claims.

19          56.     Pursuant to Labor Code sections 2699(a) and (f), Plaintiff is entitled to recover civil  
20 penalties for Defendants' violations of Labor Code sections 201, 202, 203, 204, 223, 226(a), 226.7,  
21 510, 512, and 1194: During Plaintiff's employment and continuing through the present, preceding  
22 Plaintiff sending the initial PAGA Claim Notice to the LWDA to the present, in the following  
23 amounts:

24               a.     For violations of Labor Code sections 201, 202, 203, 226(a), 226.7, and  
25 1198.5; one hundred dollars (\$100) for each aggrieved employee per pay period for the initial  
26 violation and two hundred dollars (\$200) for each aggrieved employee per pay period for each  
27 subsequent violation [penalty amounts established by Labor Code section 2699(f)(2)].

28               b.     For violations of Labor Code section 226(a), alternatively, two hundred fifty

1 dollars (\$250) for each employee for each pay period for the initial violation, and for each  
2 subsequent violation, one thousand dollars (\$1000) for each underpaid employee for each pay period  
3 [penalty amounts established by Labor Code section 226.3].

4 c. For violations of Labor Code section 510 and 512, fifty dollars (\$50) for each  
5 employee for each pay period for the initial violation, and for each subsequent violation, one  
6 hundred dollars (\$100) for each underpaid employee for each pay period [penalty amounts  
7 established by Labor Code section 558].

8 d. For violations of Labor Code section 204, one hundred dollars (\$100) for  
9 each failure to pay each employee in any initial violation, and for each subsequent violation, or any  
10 willful or intentional violation, two hundred dollars (\$200) for each failure to pay each employee,  
11 plus 25 percent of the amount unlawfully withheld [penalty amounts established by Labor Code  
12 section 210].

13 e. For violations of Labor Code section 223, one hundred dollars (\$100) for  
14 each failure to pay each employee in any initial violation, and for each subsequent violation, or any  
15 willful or intentional violation, two hundred dollars (\$200) for each failure to pay each employee,  
16 plus 25 percent of the amount unlawfully withheld [penalty amounts established by Labor Code  
17 section 225.5].

18 57. Pursuant to Labor Code section 2699(g), Plaintiff is entitled to an award of  
19 reasonable attorneys' fees and costs in connection with his claims for civil penalties.

20 **PRAYER FOR RELIEF**

21 **WHEREFORE, PLAINTIFF, ON BEHALF OF HIMSELF AND ON OTHER AGGRIEVED**  
22 **EMPLOYEES, PRAYS AS FOLLOWS:**

23 **ON THE FIRST CAUSE OF ACTION:**

24 1. That Defendants be found to have violated the provisions of the Labor Code and the  
25 IWC Wages Orders as to the Plaintiff and aggrieved employees;

26 2. For any and all legally applicable penalties during the relevant statute of limitations  
27 subject to any permissible tolling, including but not limited to those recoverable under the California  
28 Labor Code, including but not limited to sections 210, 225.5, 226.3, 558, 2699(f);

1           3.       For attorneys' fees and costs of suit, including but not limited to those recoverable  
2 under California Labor Code section 2699(g); and

3           4.       For such and other further relief, in law and/or equity, as the Court deems just or  
4 appropriate.

5  
6 Dated: August 28, 2026

Respectfully submitted,  
**LAVI & EBRAHIMIAN, LLP**

7  
8 By:

  
\_\_\_\_\_  
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Attorneys for Plaintiff  
JORGE QUINTERO, on behalf of himself  
and current and former aggrieved employees