

Joseph Lavi, Esq. (SBN 209776)
Vincent C. Granberry, Esq. (SBN 276483)
Jeffrey D. Klein, Esq. (SBN 297296)
Alexander J. Curry, Esq. (SBN 346207)
LAVI & EBRAHIMIAN, LLP
8889 W. Olympic Boulevard, Suite 200
Beverly Hills, California 90211
Telephone: (310) 432-0000
Facsimile: (310) 432-0001
Email: jlavi@lelawfirm.com
vgranberry@lelawfirm.com
jklein@lelawfirm.com
acurry@lelawfirm.com

ELECTRONICALLY FILED
Superior Court of California
County of Ventura
09/24/2026

K. Bieker
Executive Officer and Clerk

By:  Deputy Clerk
Ashley Pekarek

Attorneys for Plaintiff ALFONSO ROCHA,
on behalf of himself and current and former aggrieved employees

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF VENTURA**

ALFONSO ROCHA, on behalf of himself and
current and former aggrieved employees

Plaintiff,

vs.

C & W CONSTRUCTION SPECIALTIES, INC.;
and DOES 1 to 100, inclusive,

Defendants.

Case No.: 2026CUE073567

PAGA ACTION

**PLAINTIFF ALFONSO ROCHA'S
COMPLAINT FOR:**

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

COMES NOW Plaintiff ALFONSO ROCHA ("Plaintiff"), who alleges and complains
against Defendants C & W CONSTRUCTION SPECIALTIES, INC.; 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; failure to authorize or permit all legally required and/or compliant meal
2 periods or pay meal period premium wages; failure to authorize or permit all legally required and/or
3 compliant rest periods or pay rest period premium wages; indemnification for all necessary
4 expenditures or losses incurred by employees in direct consequence of discharging their duties;
5 statutory penalties for failure to provide accurate wage statements; statutory waiting time penalties
6 in the form of continuation wages for failure to timely pay employees all wages due upon separation
7 of employment. Plaintiff experienced these violations personally, as well as is informed and believes
8 other aggrieved employees did as well. Plaintiff seeks on a representative basis, following notice
9 to the Labor and Workforce Development Agency, civil penalties, reasonable attorneys' fees
10 pursuant to Labor Code section 2699(g)(1) and costs brought on behalf of Plaintiff, the State of
11 California, and others aggrieved.

12 **II. JURISDICTION AND VENUE**

13 2. This Court has jurisdiction over the claims of Plaintiff and all other current and
14 former aggrieved California-based hourly non-exempt employees because Plaintiff's lawsuit seeks
15 civil penalties on behalf of herself, all other current and former aggrieved California-based hourly
16 non-exempt employees, and the State of California in excess of thirty-five thousand dollars
17 (\$35,000); Defendants employed Plaintiff and all other current and former aggrieved California-
18 based hourly non-exempt employees; and the injuries to Plaintiff and all other current and former
19 aggrieved California-based hourly non-exempt employees occurred in locations throughout
20 California, including but not limited to Ventura County, at 2419 Palma Drive, Ventura, California
21 93003.

22 **III. PARTIES**

23 3. Plaintiff brings this action as a representative of the Labor and Workforce
24 Development Agency on behalf of himself and other current and former employees subject to
25 violations of the Labor Code. The named Plaintiff and the persons on whose behalf this action is
26 filed include current, former and/or future employees of Defendants who work, worked, or will work
27 for Defendants as direct employees as well as temporary employees employed through temp
28 agencies as hourly non-exempt employees in California. At all times mentioned herein, the currently

1 named Plaintiff is and was domiciled and a resident and citizen of California and was employed by
2 Defendants in an hourly position at Defendants' location in Ventura County since in or around
3 December of 2023.

4 4. Plaintiff is informed and believes and thereon alleges that Defendant C & W
5 CONSTRUCTION SPECIALTIES, INC. is authorized to do business within the State of California
6 and is doing business in the State of California and/or that Defendants DOES 1-50 are, and at all
7 times relevant hereto were persons acting on behalf of Defendant C & W CONSTRUCTION
8 SPECIALTIES, INC. in the establishment of, or ratification of, the aforementioned illegal wage and
9 hour practices or policies. Defendant C & W CONSTRUCTION SPECIALTIES, INC. operates in
10 Ventura County and employed Plaintiff and aggrieved employees in Ventura County, including but
11 not limited to, at 2419 Palma Drive, Ventura, California 93003.

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

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

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

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

FIRST CAUSE OF ACTION

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

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

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

10. During Plaintiff's employment and continuing through the present, Plaintiff alleges Defendants violated Labor Code sections 201, 202, 203, 204, 223, 226, 226.7, 510, 512, 1194, 1197, 2802, and the applicable Wage Orders.

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

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

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

14. In this case, Plaintiff and other current and former aggrieved California-based hourly non-exempt employees worked more minutes per shift than Defendants credited them with having worked. Specifically, Defendants failed to pay Plaintiff and other current and former aggrieved California-based hourly non-exempt employees all wages at the applicable minimum wage for all hours worked due to Defendants' policies, practices, and/or procedures including, but not limited

1 to:

2 (a) Requiring Plaintiff and other current and former aggrieved California-based hourly
3 non-exempt employees to remain on-duty after clocking- out for their meal breaks resulting in
4 untimely uninterrupted, duty-free meal breaks of at least 30 minutes for every five hours worked.

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

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

14 17. **Failure to pay wages to hourly non-exempt employees for workdays that**
15 **Defendants failed to provide legally required and compliant meal periods and/or failure to**
16 **pay period premium wages:** Plaintiff and other current and former aggrieved California-based
17 hourly non-exempt employees regularly worked shifts of more than five (5) hours in length and
18 shifts of more than ten (10) hours in length.

19 18. California law requires an employer to authorize or permit an employee an
20 uninterrupted meal period of no less than thirty (30) minutes in which the employee is relieved of
21 all duties and the employer relinquishes control over the employee's activities prior to the
22 employee's sixth hour of work. Labor Code sections 226.7, 512, and 1198; Wage Order 16 at §11;
23 *Brinker Rest. Corp. v. Super Ct. (Hohnbaum)* (2012) 53 Cal.4th 1004. An employer may not employ
24 an employee for a work period of more than ten (10) hours per day without providing the employee
25 with a second such meal period of not less than thirty (30) minutes prior to the start of the eleventh
26 hour of work. *Id.* If the employee is not relieved of all duty during a meal period, the meal period
27 shall be considered an "on duty" meal period and counted as time worked. A paid "on duty" meal
28 period is only permitted when: (1) the nature of the work prevents an employee from being relieved

1 of all duty; and (2) the parties have a written agreement agreeing to on-duty meal periods.

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

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

10 (a) Requiring Plaintiff and other current and former aggrieved California-based hourly
11 non-exempt employees to remain on-duty after clocking- out for their meal breaks resulting in
12 untimely uninterrupted, duty-free meal breaks of at least 30 minutes for every five hours worked;

13 (b) Failing to provide Plaintiff and other current and former aggrieved California-based
14 hourly non-exempt employees a second uninterrupted duty-free meal period of no less than thirty
15 (30) minutes for each workday that Plaintiff and other current and former aggrieved California-
16 based hourly non-exempt employees work shifts over ten (10) hours.

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

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

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

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

5 25. California law requires every employer to authorize and permit an employee a rest
6 period of ten (10) net minutes for every four (4) hours worked or major fraction thereof. Labor Code
7 section 226.7; Wage Order 16 at §12. Under California law, “[e]mployees are entitled to 10 minutes’
8 rest for shifts from three and one-half to six hours in length, 20 minutes for shifts of more than six
9 hours up to 10 hours, 30 minutes for shifts of more than 10 hours up to 14 hours, and so on.” *Brinker*
10 *Restaurant Corp. v. Sup. Ct. (Hohnbaum)* (2012) 53 Cal.4th 1004, 1029; Labor Code section 226.7;
11 Wage Order 16 at §12. Rest periods, insofar as practicable, shall be in the middle of each work
12 period. Wage Order 16 at §12. Additionally, the rest period requirement ““obligates employers to
13 permit – and authorizes employees to take – off-duty rest periods.” *Augustus v. ABM Security*
14 *Services, Inc.* (2016) 2 Cal.5th 257, 269. That is, during rest periods employers must relieve
15 employees of all duties and relinquish control over how employees spend their time. *Id.*

16 26. If the employer fails to authorize or permit a required rest period, the employer must
17 pay the employee one (1) hour of pay at the employee’s regular rate of pay for each workday the
18 employer did not authorize or permit a legally required rest period. Labor Code section 226.7; Wage
19 Order 16 at § 12.

20 27. In this case, Defendants failed to authorize or permit all legally required and
21 compliant rest periods to Plaintiff and other current and former aggrieved California-based hourly
22 non-exempt employees due to Defendants’ policies, practices, and/or procedures including, but not
23 limited to:

24 (a) Failing to provide Plaintiff and other current and former aggrieved California-based
25 hourly non-exempt employees with net ten (10) minute rest breaks for every four (4) hours worked
26 or major fraction thereof; and

27 (b) Failing to provide Plaintiff and other current and former aggrieved California-based
28 hourly non-exempt employees a third uninterrupted duty-free rest period of no less than ten (10) net

1 minutes on each workday that Plaintiff and other current and former aggrieved California-based
2 hourly non-exempt employees work shifts over ten (10) hours.

3 28. Additionally, Plaintiff alleges that Defendants maintained a policy, practice, and/or
4 procedure of failing to compensate Plaintiff and other current and former aggrieved California-based
5 hourly non-exempt employees with one (1) hour of pay at their regular rate of pay for each workday
6 they did not receive legally required and compliant rest periods, in violation of Labor Code section
7 226.7.

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

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

15 31. **Failure to Indemnify for Losses and Expenditures Incurred as Part of**
16 **Employment:** California law requires that every employer must indemnify its employees for all
17 necessary expenditures or losses incurred by the employee in discharge of his or her duties or at the
18 obedience of the directions of the employer. Moreover, an employer is prohibited from passing the
19 ordinary business expenses and losses of the employer onto the employee. (Lab. Code, § 2802.)

20 32. Defendants have violated Labor Code Section 2802 by failing to indemnify Plaintiff
21 and other current and former aggrieved California-based non-exempt hourly employees' necessary
22 expenditures they incurred in the discharge of their duties. Specifically, Defendants employed
23 policies, practices, and/or procedures included, but not limited to:

24 (a) Requiring Plaintiff and other current and former aggrieved California-based
25 employees to use their personal cell phone (including both telephone use and cellular data use) for
26 work-related purposes - without reimbursing Plaintiff and other current and former aggrieved
27 California-based employees for such use;

28 (b) Requiring Plaintiff and other current and former aggrieved California-based

1 employees to purchase uniform for work-related purposes - without reimbursing Plaintiff and other
2 current and former aggrieved California-based employees for such use.

3 33. Moreover, Defendants employed policies and procedures which ensured Plaintiff and
4 aggrieved employees would not receive indemnification for their employment related expenses.
5 This practice resulted in Plaintiff and aggrieved employees not receiving such indemnification in
6 compliance with California law.

7 34. Therefore, Defendants are liable to Plaintiff and aggrieved employees for their
8 employment related expenses, including but not limited to costs related to use of their personal cell
9 phones and costs associated with their uniforms pursuant to Labor Code section 2802.

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

13 36. **Failure to timely pay earned wages during employment:** In California, wages
14 must be paid at least twice during each calendar month on days designated in advance by the
15 employer as regular paydays, subject to some exceptions. Labor Code section 204(a). Wages earned
16 between the 1st and 15th days, inclusive, of any calendar month must be paid between the 16th and
17 the 26th day of that month and wages earned between the 16th and the last day, inclusive, of any
18 calendar month must be paid between the 1st and 10th day of the following month. *Id.* Other payroll
19 periods such as those that are weekly, biweekly, or semimonthly, must be paid within seven (7)
20 calendar days following the close of the payroll period in which wages were earned. Labor Code
21 section 204(d).

22 37. As a derivative of Plaintiff's claims above, Plaintiff alleges that Defendants failed to
23 timely pay Plaintiff's and other current and former aggrieved California-based hourly non-exempt
24 employees' earned wages (including minimum wages, meal period premium wages and/or rest
25 period premium wages), in violation of Labor Code section 204. Defendants' aforementioned
26 policies, practices, and/or procedures resulted in their failure to pay Plaintiff's and other current and
27 former aggrieved California-based hourly non-exempt employees' their earned wages within the
28 applicable time frames outlined in Labor Code section 204.

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

4 39. **Secret payment of lower wages than designated by statute:** Labor Code section
5 223 provides that, where any statute or contract requires an employer to maintain the designated
6 wage scale, it shall be unlawful to secretly pay a lower wage while purporting to pay the wage
7 designated by statute or contract. By engaging in the unlawful conduct alleged herein, including by
8 failing to: pay overtime wages at the applicable legal overtime rate, meal break premiums and lawful
9 sick pay at the employees' regular rate of pay, as established by Labor Code sections 226.7, 246,
10 510, 1194 and sections 11 and 12 of the applicable IWC Wage Orders, as incorporated by Labor
11 Code section 1198, the Defendant secretly paid a lower wage than designated by statute while
12 purporting to pay the wages designated by statute, in violation of Labor Code section 223.

13 40. Plaintiff also believes these failures were malicious, fraudulent, or oppressive.
14 Defendant would further be liable for civil penalties pursuant to Labor Code section
15 2699(f)(2)(B)(ii).

16 41. **Failure to provide complete and accurate wage statements:** Labor Code section
17 226, subdivision (a). Labor Code section 226(a) provides, *inter alia*, that, upon paying an employee
18 his or her wages, the employer must "furnish each of his or her employees ... an itemized statement
19 in writing showing (1) gross wages earned, (2) total hours worked by the employee, except for any
20 employee whose compensation is solely based on a salary and who is exempt from payment of
21 overtime under subdivision (a) of Section 515 or any applicable order of the Industrial Welfare
22 Commission, (3) the number of piece-rate units earned and any applicable piece rate if the employee
23 is paid on a piece-rate basis, (4) all deductions, provided, that all deductions made on written orders
24 of the employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive
25 dates of the pay period for which the employee is paid, (7) the name of the employee and his or her
26 social security number, (8) the name and address of the legal entity that is the employer, and (9) all
27 applicable hourly rates in effect during the pay period and the corresponding number of hours
28 worked at each hourly rate by the employee."

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

43. Plaintiff believes these failures were willful and intentional.

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

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

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

47. Plaintiff believes these failures were willful and intentional.

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

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

50. Plaintiff has complied with the procedures for bringing suit specified in Labor Code section 2699.3. On July 20, 2026, Plaintiff filed a PAGA Claim Notice with the LWDA and

1 provided notice to Defendants by certified mail which provided notice of the specific provisions of
2 the Labor Code alleged to have been violated, including the facts and theories to support the
3 violations alleged.

4 51. Pursuant to Labor Code section 2699.3, the LWDA must give written notice by
5 certified mail to the parties that it intends to investigate the alleged violations of the Labor Code
6 within 60 days of the date of the complainant's written notice. The LWDA failed to provide the
7 parties notice within 60 days of the date of Plaintiff's PAGA Claim Notice that the LWDA intends
8 to investigate Plaintiff's claims.

9 52. Pursuant to Labor Code sections 2699(a) and (f), Plaintiff is entitled to recover civil
10 penalties for Defendants' violations of Labor Code sections 201, 202, 203, 204, 223, 226(a), 226.7,
11 510, 512, and 1194: During Plaintiff's employment and continuing through the present, preceding
12 Plaintiff sending the initial PAGA Claim Notice to the LWDA to the present, in the following
13 amounts:

14 a. For violations of Labor Code sections 201, 202, 203, 226(a), 226.7, and 2802;
15 one hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation and
16 two hundred dollars (\$200) for each aggrieved employee per pay period for each subsequent
17 violation [penalty amounts established by Labor Code section 2699(f)(2)].

18 b. For violations of Labor Code section 226(a), alternatively, two hundred fifty
19 dollars (\$250) for each employee for each pay period for the initial violation, and for each
20 subsequent violation, one thousand dollars (\$1000) for each underpaid employee for each pay period
21 [penalty amounts established by Labor Code section 226.3].

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

26 d. For violations of Labor Code section 204, one hundred dollars (\$100) for
27 each failure to pay each employee in any initial violation, and for each subsequent violation, or any
28 willful or intentional violation, two hundred dollars (\$200) for each failure to pay each employee,

1 plus 25 percent of the amount unlawfully withheld [penalty amounts established by Labor Code
2 section 210].

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

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

10 **PRAYER FOR RELIEF**

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

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

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

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

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

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

23 Dated: September 24, 2026

Respectfully submitted,
LAVI & EBRAHIMIAN, LLP

24
25 By: /s/ Alexander J. Curry
Joseph Lavi, Esq.
26 Vincent C. Granberry, Esq.
Jeffrey D. Klein, Esq.
27 Alexander J. Curry, Esq.
Attorneys for Plaintiff
28 ALFONSO ROCHA, on behalf of himself and
current and former aggrieved employees