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FILED
Superior Court of California
County of Los Angeles
02/05/2024

David W. Slayton, Executive Officer / Clerk of Court
By: M. Arellanes Deputy

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

ALEJANDRO HARO, individually, and on
behalf of other members of the general public
similarly situated;

Plaintiff,

v.

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

Defendants.

Case No.: 22STCV33431

**FIRST AMENDED CLASS ACTION
COMPLAINT FOR DAMAGES**

- (1) Violation of California Labor Code §§ 510 and 1198 (Unpaid Overtime);
- (2) Violation of California Labor Code §§ 226.7 and 512(a) (Unpaid Meal Period Premiums);
- (3) Violation of California Labor Code § 226.7 (Unpaid Rest Period Premiums);
- (4) Violation of California Labor Code §§ 1194 and 1197 (Unpaid Minimum Wages);
- (5) Violation of California Labor Code §§ 201 and 202 (Final Wages Not Timely Paid);
- (6) Violation of California Labor Code § 226(a) (Non-Compliant Wage Statements);
- (7) Violation of California Labor Code §§ 2800 and 2802 (Unreimbursed Business Expenses);
- (8) Collection of Due and Unpaid Wages per California Labor Code § 229;
- (9) Violation of California Labor Code § 2698, *et seq.* (Private Attorneys General Act of 2004);
- (10) Violation of California Business & Professions Code § 17200, *et seq.*

DEMAND FOR JURY TRIAL

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

JURISDICTION AND VENUE

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

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

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

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

PARTIES

5. Plaintiff ALEJANDRO HARO is an individual residing in the State of California, County of Orange.

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1 6. Defendant ARMADA SHIPPING LLC, at all times herein mentioned, is and was,
2 upon information and belief, a California limited liability company, and at all times herein
3 mentioned, was and is, an employer whose employees are engaged throughout the State of
4 California, including the County of Los Angeles.

5 7. At all relevant times, Defendant ARMADA SHIPPING LLC was the “employer”
6 of Plaintiff within the meaning of all applicable laws and statutes.

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

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

23 10. Defendants ARMADA SHIPPING LLC and DOES 1 through 100 will
24 hereinafter collectively be referred to as “Defendants.”

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

5 **CLASS ACTION ALLEGATIONS**

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

9 13. The proposed class is defined as follows:

10 All current and former hourly-paid or non-exempt employees of Defendants
11 within the State of California at any time during the period from October 13,
12 2018, through January 4, 2024 or the date the number of workweeks increases
13 ten percent (10%) above the estimated 11,600 figure, whichever date occurs
14 first.

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

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

18 a. Numerosity: The class members are so numerous that joinder of all class
19 members is impracticable. The membership of the entire class is
20 unknown to Plaintiff at this time. However, the class is estimated to be
21 greater than two hundred fifty (250) individuals and the identity of such
22 membership is readily ascertainable by inspection of Defendants'
23 employment records.

24 b. Typicality: Plaintiff's claims are typical of all other class members'
25 claims as demonstrated herein. Plaintiff will fairly and adequately protect
26 the interests of the other class members with whom he has a well-defined
27 community of interest.
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1 c. Adequacy: Plaintiff will fairly and adequately protect the interests of
2 each class member, with whom he has a well-defined community of
3 interest and typicality of claims, as demonstrated herein. Plaintiff has no
4 interest that is antagonistic to the other class members. Plaintiff's
5 attorneys, the proposed class counsel, are versed in the rules governing
6 class action discovery, certification, and settlement. Plaintiff has
7 incurred, and during the pendency of this action will continue to incur,
8 costs and attorneys' fees, that have been, are, and will be necessarily
9 expended for the prosecution of this action for the substantial benefit of
10 each class member.

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

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

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

24 a. Whether Defendants' failure to pay wages, without abatement or
25 reduction, in accordance with the Labor Code, was willful;

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- 1 b. Whether Defendants failed to pay their hourly-paid or non-exempt
2 employees within the State of California for all hours worked and missed
3 meal periods and rest breaks in violation of the law;
- 4 c. Whether Defendants required Plaintiff and the other class members to
5 work over eight (8) hours per day and/or over forty (40) hours per week
6 and failed to pay the legally required overtime compensation to Plaintiff
7 and the other class members;
- 8 d. Whether Defendants properly calculated the regular rate for Plaintiff and
9 the other class members who worked overtime and earned incentive pay
10 and sick leave pay;
- 11 e. Whether Defendants deprived Plaintiff and the other class members of
12 meal and/or rest periods or required Plaintiff and the other class members
13 to work during meal and/or rest periods without compensation;
- 14 f. Whether Defendants failed to pay minimum wages to Plaintiff and the
15 other class members for all hours worked;
- 16 g. Whether Defendants failed to pay all wages due to Plaintiff and the other
17 class members within the required time upon their discharge or
18 resignation;
- 19 h. Whether Defendants failed to timely pay all wages due to Plaintiff and
20 the other class members during their employment;
- 21 i. Whether Defendants complied with wage reporting as required by the
22 Labor Code, including, *inter alia*, section 226;
- 23 j. Whether Defendants failed to reimburse Plaintiff and the other class
24 members for necessary business-related expenses and costs;
- 25 k. Whether Defendants' conduct was willful or reckless;
- 26 l. Whether Defendants engaged in unfair business practices in violation of
27 Business & Professions Code section 17200, *et seq.*;
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1 m. The appropriate amount of damages, restitution, and/or monetary
2 penalties resulting from Defendants' violation of the law; and

3 n. Whether Plaintiff and the other class members are entitled to
4 compensatory damages pursuant to the Labor Code.

5 **GENERAL ALLEGATIONS**

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

8 18. Defendants, jointly and severally, employed Plaintiff as an hourly-paid non-
9 exempt employee during the relevant time period in the State of California.

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

13 20. Defendants exercised sufficient authority over the terms and conditions of
14 Plaintiff's and the other class members' employment for them to be joint employers of
15 Plaintiff and the other class members.

16 21. Defendants directly hired and paid wages and benefits to Plaintiff and the other
17 class members.

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

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

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

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1 25. Plaintiff is informed and believes, and based thereon alleges, that Defendants
2 knew or should have known that Plaintiff and the other class members were entitled to receive
3 certain wages for overtime compensation and that Plaintiff and the other class members were
4 not receiving wages for overtime compensation.

5 26. Plaintiff is informed and believes, and based thereon alleges, that Defendants
6 failed to provide Plaintiff and the other class members the required rest and meal periods
7 during the relevant time period as required under the Industrial Welfare Commission Wage
8 Orders and thus they are entitled to any and all applicable penalties.

9 27. Plaintiff is informed and believes, and based thereon alleges, that Defendants
10 knew or should have known that Plaintiff and the other class members were entitled to receive
11 all timely and complete meal periods or payment of one additional hour of pay at Plaintiff's
12 and the other class members' regular rates of pay when a meal period was missed, late or
13 interrupted, and that Plaintiff and the other class members did not receive all timely and proper
14 meal periods or payment of one additional hour of pay at their regular rates of pay when a
15 meal period was missed.

16 28. Plaintiff is informed and believes, and based thereon alleges, that Defendants
17 knew or should have known that Plaintiff and other class members were entitled to receive all
18 timely rest periods without interruption or payment of one additional hour of pay at Plaintiff's
19 and the other class members' regular rates of pay when a rest period was missed, late or
20 interrupted, and that Plaintiff and the other class members did not receive all rest periods or
21 payment of one additional hour of pay at their regular rates of pay when a rest period was
22 missed.

23 29. Plaintiff is informed and believes, and based thereon alleges, that Defendants
24 knew or should have known that Plaintiff and the other class members were entitled to receive
25 at least minimum wages for compensation and that Plaintiff and the other class members were
26 not receiving at least minimum wages for all hours worked.

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

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

12 32. Plaintiff is informed and believes, and based thereon alleges, that Defendants
13 knew or should have known that Plaintiff and the other class members were entitled to
14 reimbursement for necessary business-related expenses.

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

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

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

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

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

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

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

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

16 41. During the relevant time period set forth herein, Defendants failed to reimburse
17 Plaintiff and the other class members for necessary business-related expenses.

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

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

23 44. During the relevant time period, Defendants failed to properly implement an
24 Alternative Workweek Schedule ("AWS") resulting in Plaintiff and the other class members
25 working in excess of eight (8) hours in a day without receiving proper compensation in
26 violation of the AWS.

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

FIRST CAUSE OF ACTION

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

(Against ARMADA SHIPPING LLC and DOES 1 through 100)

46. Plaintiff incorporates by reference the allegations contained in Paragraphs 1 through 45, and each and every part thereof with the same force and effect as though fully set forth herein.

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

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

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

50. Labor Code section 510 codifies the right to overtime compensation at one-and-one-half times the regular hourly rate for hours worked in excess of eight (8) hours in a day or forty (40) hours in a week or for the first eight (8) hours worked on the seventh day of work, and overtime compensation at twice the regular hourly rate for hours worked in excess of twelve (12) hours in a day or in excess of eight (8) hours in a day on the seventh day of work.

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

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

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

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

12 **SECOND CAUSE OF ACTION**

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

14 **(Against ARMADA SHIPPING LLC and DOES 1 through 100)**

15 55. Plaintiff incorporates by reference the allegations contained in paragraphs 1
16 through 54, and each and every part thereof with the same force and effect as though fully set
17 forth herein.

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

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

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

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

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

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

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

24 63. During the relevant time period set forth herein, Plaintiff and the other class
25 members who were scheduled to work for a period of time in excess of twelve (12) hours were
26 required to work for periods longer than ten (10) hours without an uninterrupted meal period
27 of not less than thirty (30) minutes and/or without a rest period.
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64. During the relevant time period set forth herein, Defendants intentionally and willfully required Plaintiff and the other class members to work during meal periods and failed to compensate Plaintiff and the other class members the full meal period premium for work performed during meal periods.

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

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

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

THIRD CAUSE OF ACTION

(Violation of California Labor Code § 226.7)

(Against ARMADA SHIPPING LLC and DOES 1 through 100)

68. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 67, and each and every part thereof with the same force and effect as though fully set forth herein.

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

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

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

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

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

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

17 75. Defendants’ conduct violates applicable IWC Wage Orders and Labor Code
18 section 226.7.

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

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1 **FOURTH CAUSE OF ACTION**

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

3 **(Against ARMADA SHIPPING LLC and DOES 1 through 100)**

4 77. Plaintiff incorporates by reference the allegations contained in paragraphs 1
5 through 76, and each and every part thereof with the same force and effect as though fully set
6 forth herein.

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

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

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

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

21 **FIFTH CAUSE OF ACTION**

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

23 **(Against ARMADA SHIPPING LLC and DOES 1 through 100)**

24 82. Plaintiff incorporates by reference the allegations contained in paragraphs 1
25 through 81, and each and every part thereof with the same force and effect as though fully set
26 forth herein.

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

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

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

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

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

SIXTH CAUSE OF ACTION

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

(Against ARMADA SHIPPING LLC and DOES 1 through 100)

88. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 87, and each and every part thereof with the same force and effect as though fully set forth herein.

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

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

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

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

25 93. Plaintiff and the other class members are entitled to recover from Defendants the
26 greater of their actual damages caused by Defendants' failure to comply with Labor Code
27 section 226(a), or an aggregate penalty not exceeding four thousand dollars per employee.
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1 94. Plaintiff and the other class members are also entitled to injunctive relief to
2 ensure compliance with this section, pursuant to Labor Code section 226(g).

3 **SEVENTH CAUSE OF ACTION**

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

5 **(Against ARMADA SHIPPING LLC and DOES 1 through 100)**

6 95. Plaintiff incorporates by reference the allegations contained in paragraphs 1
7 through 94, and each and every part thereof with the same force and effect as though fully set
8 forth herein.

9 96. During the relevant time period set forth herein, Labor Code sections 2800 and
10 2802 provide that an employer must reimburse its employee for all necessary expenditures
11 incurred by the employee in direct consequence of the discharge of his or her job duties or in
12 direct consequence of his or her obedience to the directions of the employer.

13 97. Defendants have intentionally and willfully failed to reimburse Plaintiff and the
14 other class members for all necessary business-related expenses and costs.

15 98. Pursuant to Labor Code sections 2800 and 2802, Plaintiff and the other class
16 members are entitled to recover from Defendants their business-related expenses and costs
17 incurred during the course and scope of their employment, plus interest accrued from the date
18 on which the employee incurred the necessary expenditures at the same rate as judgments in
19 civil actions in the State of California.

20 **EIGHTH CAUSE OF ACTION**

21 **(Collection of Due and Unpaid Wages per Labor Code § 229)**

22 **(Against ARMADA SHIPPING LLC and DOES 1 through 100)**

23 99. Plaintiff incorporates by reference the allegations contained in paragraphs 1
24 through 98, and each and every part thereof, with the same force and effect as though fully set
25 forth herein.

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27 ///

1 **Failure to Pay Minimum Wage**

2 100. During the relevant time period set forth herein, Labor Code sections 1194, 1197,
3 and 1197.1 provide that the minimum wage to be paid to employees, and the payment of a lesser
4 wage than the minimum so fixed, is unlawful.

5 101. During the relevant time period set forth herein, Defendants failed to pay
6 minimum wages to Plaintiff and the other class members as required, pursuant to Labor Code
7 sections 1194, 1197, and 1197.1.

8 102. Defendants' failure to pay Plaintiff and the other class members the minimum
9 wage as required violates Labor Code sections 1194, 1197, and 1197.1. Pursuant to those
10 sections, Plaintiff and the other class members are entitled to recover the unpaid balance of their
11 minimum wage compensation as well as interest, costs, and attorneys' fees, and liquidated
12 damages in an amount equal to the wages unlawfully unpaid and interest thereon.

13 **Failure to Pay Overtime**

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

18 104. The applicable IWC Wage Order provides that Defendants are and were required
19 to pay Plaintiff and the other class members employed by Defendants, and working more than
20 eight (8) hours in a day or more than forty (40) hours in a workweek, at the rate of time-and-
21 one-half for all hours worked in excess of eight (8) hours in a day or more than forty (40) hours
22 in a workweek.

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

26 ///

27 ///

1 106. Labor Code section 510 codifies the right to overtime compensation at one-and-
2 one-half times the regular hourly rate for hours worked in excess of eight (8) hours in a day or
3 forty (40) hours in a week or for the first eight (8) hours worked on the seventh day of work,
4 and to overtime compensation at twice the regular hourly rate for hours worked in excess of
5 twelve (12) hours in a day or in excess of eight (8) hours in a day on the seventh day of work.

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

9 108. During the relevant time period set forth herein, Defendants intentionally and
10 willfully failed to pay overtime wages owed to Plaintiff and the other class members as required
11 by the law.

12 109. Defendants' failure to pay Plaintiff and the other class members the unpaid
13 balance of overtime compensation, as required by the laws, violates the provisions of Labor
14 Code sections 510 and 1198 and is unlawful.

15 110. Pursuant to Labor Code section 1194, Plaintiff and the other class members are
16 entitled to recover unpaid overtime compensation, as well as interest, costs, and attorneys' fees.

17 **Failure to Pay Meal Premiums**

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

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

27 ///

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

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

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

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

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

26 ///

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

5 119. During the relevant time period set forth herein, Defendants failed to pay Plaintiff
6 and the other class members the full meal period premium due pursuant to Labor Code section
7 226.7.

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

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

14 **Failure to Pay Rest Premiums**

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

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

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

27 ///

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

4 126. During the relevant time period set forth herein, Defendants failed to pay Plaintiff
5 and the other class members the full rest period premium due pursuant to Labor Code section
6 226.7.

7 127. Defendants' conduct violates applicable IWC Wage Orders and Labor Code
8 section 226.7.

9 128. Pursuant to the applicable IWC Wage Orders and Labor Code section 226.7(b),
10 Plaintiff and the other class members are entitled to recover from Defendants one additional
11 hour of pay at the employee's regular rate of compensation for each workday that the rest period
12 was not provided.

13 129. Plaintiff and the other class members seek these due and unpaid wages pursuant
14 to Labor Code section 229, which includes minimum wage, overtime wages and premium
15 wages.

16 **NINTH CAUSE OF ACTION**

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

18 **(Against ARMADA SHIPPING LLC and DOES 1 through 100)**

19 130. Plaintiff incorporates by reference the allegations contained in paragraphs 1
20 through 129, and each and every part thereof with the same force and effect as though fully
21 set forth herein.

22 131. The Private Attorneys General Act of 2004 ("PAGA") expressly establishes that
23 any provision of the Labor Code which provides for a civil penalty to be assessed and collected
24 by the California Labor and Workforce Development Agency ("LWDA"), or any of its
25 departments, divisions, commissions, boards, agencies, or employees for a violation of the
26 Labor Code, may be recovered through a civil action brought by an aggrieved employee on
27 behalf of himself or herself, and other current or former employees.
28

1 132. On December 11, 2023, Plaintiff provided written notice to the LWDA and
2 Defendants of the specific provisions of the Labor Code he contends were violated and the
3 theories supporting his contentions. Attached hereto as **Exhibit 1** and incorporated by
4 reference is a copy of the December 11, 2023 written notice to the LWDA. Plaintiff believes
5 that on or about February 14, 2024, the sixty-five (65) day notice period will expire, and the
6 LWDA will not take any action to investigate or prosecute this matter. Plaintiff exhausted the
7 statutory time period to bring this action.

8 133. Plaintiff and the other hourly-paid or non-exempt employees are “aggrieved
9 employees” as defined by Labor Code section 2699(c) in that they are of all current and former
10 hourly-paid or non-exempt employees of Defendants within the State of California at any time
11 during the period from December 11, 2022, through January 4, 2024 or the date the number
12 of workweeks increases ten percent (10%) above the estimated 11,600 figure, whichever date
13 occurs first, and one or more of the alleged violations was committed against them.

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

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

19 135. As a policy and practice, Defendants routinely required Plaintiff and the other
20 aggrieved current and former employees to work off-the-clock and failed to compensate
21 Plaintiff and the other aggrieved current and former employees for all hours worked, resulting
22 in a failure to pay all minimum wages and overtime wages, where applicable.

23 136. As a policy and practice, Defendants failed to include non-discretionary
24 incentive pay and shift differentials in Plaintiff and the other aggrieved current and former
25 employees’ regular rate of pay for purposes of calculating overtime compensation and paid
26 sick leave, resulting in a failure to pay overtime wages and paid sick leave at the proper rate,
27 where applicable.
28

137. As a policy and practice, Defendants failed to properly implement an AWS, resulting in Plaintiff and the other aggrieved current and former employees to routinely work in excess of eight (8) hours in a day without receiving proper compensation in violation of the AWS.

Failure to Provide Meal Periods and Rest Breaks

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

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

140. As a policy and practice, Defendants failed to include non-discretionary incentive pay and shift differentials in Plaintiff and the other aggrieved current and former employees' regular rate of pay for purposes of meal and rest period premium payments.

Failure to Timely Pay Wages During Employment

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

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

Failure to Timely Pay Wages Upon Termination

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

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

Failure to Provide Complete and Accurate Wage Statements

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

146. As a result of Defendants' various Labor Code violations, Defendants failed to keep accurate records regarding Plaintiff and the other aggrieved current and former employees. For example, Defendants failed in their affirmative obligation to keep accurate records regarding Plaintiff and the other aggrieved current and former employees' gross wages earned, total hours worked, all deductions, net wages earned, and all applicable hourly rates and the number of hours worked at each hourly rate.

Failure to Provide and Properly Pay Paid Sick Days

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

148. As a policy and practice, Defendants failed to provide Plaintiff and other aggrieved current and former employees with paid sick days at the proper rate of pay pursuant to Labor Code section 246 *et seq.*

Failure to Reimburse Business Expenses

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

///

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

Penalties

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

- a. Penalties under Labor Code section 2699 in the amount of a hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation, and two hundred dollars (\$200) for each aggrieved employee per pay period for each subsequent violation;
- b. Penalties under Code of Regulations Title 8 section 11040 in the amount of fifty dollars (\$50) for each aggrieved employee per pay period for the initial violation, and one hundred dollars (\$100) for each aggrieved employee per pay period for each subsequent violation;
- c. Penalties under Labor Code section 210 in addition to, and entirely independent and apart from, any other penalty provided in the Labor Code in the amount of a hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation, and two hundred dollars (\$200) for each aggrieved employee per pay period for each subsequent violation;
- d. Penalties under Labor Code section 1197.1 in the amount of a hundred dollars (\$100) for each aggrieved employee per pay period for the initial violation, and two hundred fifty dollars (\$250) for each aggrieved employee per pay period for each subsequent violation;

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e. Any and all additional penalties as provided by the Labor Code and/or other statutes; and

f. Attorneys' fees and costs pursuant to Labor Code sections 210, 1194, and 2699, and any other applicable statute.

TENTH CAUSE OF ACTION

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

(Against ARMADA SHIPPING LLC and DOES 1 through 100)

152. Plaintiff incorporates by reference the allegations contained in paragraphs 1 through 151, and each and every part thereof with the same force and effect as though fully set forth herein.

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

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

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

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

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

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

DEMAND FOR JURY TRIAL

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

PRAYER FOR RELIEF

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

Class Certification

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

As to the First Cause of Action

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

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

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

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

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

As to the Second Cause of Action

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

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

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

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

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

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

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

As to the Third Cause of Action

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

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

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

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

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

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

10 **As to the Fourth Cause of Action**

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

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

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

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

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

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

22 **As to the Fifth Cause of Action**

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

27 ///

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

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

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

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

As to the Sixth Cause of Action

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

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

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

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

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

As to the Seventh Cause of Action

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

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

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

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

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

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

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1 **As to the Eighth Cause of Action**

2 45. That the Court declare, adjudge, and decree that Defendants violated Labor Code
3 sections 226.7, 510, 1194, and 1198 and applicable IWC Wage Orders by willfully failing to
4 pay all wages due and owing to Plaintiff and the other class members;

5 46. For general unpaid wages at minimum wage rates or overtime wage rates, and
6 such general and special damages as may be appropriate;

7 47. For premium wages pursuant to Labor Code section 226.7(b);

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

10 49. For reasonable attorneys' fees and costs of suit incurred herein pursuant to Labor
11 Code sections 218.5 and 1194; and

12 50. For such other and further relief as the court may deem just and proper.
13

14 **As to the Ninth Cause of Action**

15 51. That the Court declare, adjudge, and decree that Defendants violated Labor Code
16 sections 2698, *et seq.*, the PAGA, for civil penalties pursuant to Defendants' violations of
17 Labor Code sections 201, 202, 203, 204, 218.5, 221, 226(a), 226.3, 226.7, 229, 246 *et seq.*,
18 510, 512(a), 558, 1174(d), 1174.5, 1194, 1197, 1197.1, 1198, 2800, and 2802;

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

21 53. For such other and further relief as the Court may deem just and proper.
22

23 **As to the Tenth Cause of Action**

24 54. That the Court declare, adjudge and decree that Defendants violated Business &
25 Professions Code section 17200, *et seq.* by failing to provide Plaintiff and the other class
26 members all overtime compensation due to them, failing to provide all meal and rest periods
27 to Plaintiff and the other class members, failing to pay at least minimum wages to Plaintiff
28 and the other class members, and failing to pay Plaintiff and the other class members' wages

1 timely as required by Labor Code sections 201 and 202;

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

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

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

9 58. For injunctive relief to ensure compliance with this section, pursuant to Business
10 & Professions Code section 17200, *et seq.*; and

11 59. For such other and further relief as the Court may deem just and proper.
12

13 Dated: February 5, 2024

JUSTICE LAW CORPORATION

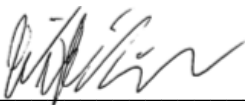
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15 By: 
16 Douglas Han
17 Shunt Tatavos-Gharajeh
18 William Wilkinson
19 *Attorneys for Plaintiff*
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EXHIBIT 1

December 11, 2023

BY U.S. EMAIL/ELECTRONIC SUBMISSION

PAGAfilings@dir.ca.gov

State of California

Labor & Workforce Development Agency

800 Capitol Mall, MIC-55

Sacramento, California 95814

Re: Armada Shipping LLC

Dear Representative:

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

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

ARMADA SHIPPING is a California limited liability company headquartered at 5650 Dolly Avenue Buena Park, California 90621.

ARMADA SHIPPING employed Mr. Haro as an hourly-paid, non-exempt Delivery Driver until in or around May 2021 in the State of California. ARMADA SHIPPING directly controlled the wages, hours, and/or working conditions of Mr. Haro and other aggrieved employees' employment, including direction, retention, scheduling, supervision, and termination.

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

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

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

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

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

During the relevant time period, Mr. Haro and other aggrieved employees routinely worked in excess of 8 hours in a day and 40 hours in a week. Mr. Haro and other aggrieved employees were required to clock in and out using the ADP timeclock on the phones provided by ARMADA SHIPPING. But to properly clock in, Mr. Haro and other aggrieved employees had to retrieve these phones from dispatch, boot them up, load all the apps they used for making deliveries, and then clock in. However, these phones frequently malfunctioned when booting up, thereby delaying the time it took Mr. Haro and other aggrieved employees to clock in. Mr. Haro and other aggrieved employees also experienced delays when logging out of the app after their shifts and had to return their phones to dispatch before leaving. Finally, ARMADA SHIPPING required Mr. Haro and other aggrieved employees to undergo COVID screenings prior to entering the warehouse and attempting to clock in. Yet, ARMADA SHIPPING failed to compensate Mr. Haro and other aggrieved employees for these times spent attempting to clock in, clock out, and participating in screenings. Further, ARMADA SHIPPING failed to properly implement an Alternative Workweek Schedule. Finally, ARMADA SHIPPING would pay Mr. Haro and other aggrieved employees bonuses that were non-discretionary in nature but did not factor these bonuses into their regular rate of pay for purposes of overtime compensation. Mr. Haro and other aggrieved employees were entitled to receive certain wages for minimum and overtime compensation but were not paid for all hours worked.

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

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

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

During the relevant time period, ARMADA SHIPPING frequently prevented employees from receiving compliant meal and rest breaks. Firstly, ARMADA SHIPPING regularly assigned Mr. Haro and other aggrieved employees a high number of deliveries to make and expected them to meet their delivery quotas each shift. As a result, Mr. Haro and other aggrieved employees felt pressured to work through most of their meal and rest breaks to meet their delivery quotas. Secondly, even after the work app automatically clocked Mr. Haro and other aggrieved employees out for meal breaks, ARMADA SHIPPING still expected them to continue performing work that did not require the work app, such as organizing packages. Thirdly, even when Mr. Haro and other aggrieved employees worked shifts that exceeded ten (10) hours in length, ARMADA SHIPPING still did not permit them to take second meal breaks. Fourthly, the work app that clocked Mr. Haro and other aggrieved employees out for meal breaks only served to conceal the several instances of meal break violations. Finally, despite these facts, ARMADA SHIPPING did not have a policy or practice of consistently and properly compensating Mr. Haro and other aggrieved employees all the premium wages they were owed.

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

During the relevant time period, ARMADA SHIPPING failed to pay Mr. Haro and other aggrieved employees all wages, including as a result of uncompensated off-the-clock work,

unpaid sick leave, unpaid overtime wages, and unpaid premium wages for failing to provide legally mandated meal and rest breaks owed within any time period specified by California Labor Code sections 201 through 203. Therefore, ARMADA SHIPPING is liable under California Labor Code section 203.

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

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

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

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

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

underpaid wages; and (3) wages recovered pursuant to this section shall be paid to the affected employee.

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

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

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

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

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

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

During the relevant time period, Mr. Haro and other aggrieved employees incurred various necessary business-related expenses that were not reimbursed by ARMADA SHIPPING. For instance, despite ARMADA SHIPPING providing Mr. Haro and other aggrieved employees work phones, they were still expected to use their personal phones to communicate with supervisors and perform deliveries. This is largely because the work phones ARMADA SHIPPING provided frequently experienced malfunctions, thereby making it nearly impossible to use for work.

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

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

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

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

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

Very truly yours,

JUSTICE LAW CORPORATION

A handwritten signature in black ink, appearing to read 'D. Han', with a stylized flourish at the end.

Douglas Han, Esq.

CC: (By Email Only):

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Counsel for ARMADA SHIPPING, LLC

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PROOF OF SERVICE
1013A(3) CCP

STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

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

On February 7, 2024, I served the foregoing document described as

FIRST AMENDED CLASS ACTION COMPLAINT FOR DAMAGES

for the following case: **Haro v. Armada Shipping LLC**
LWDA/Court Case No.: **LWDA Case No.: CM-999092-23**
Court Case No.: 22STCV33431
Los Angeles County Superior Court

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

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

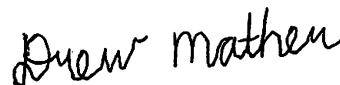
[X] BY ELECTRONIC SUBMISSION

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

[X] STATE

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

Executed on February 7, 2024, at Pasadena, California.



Drew Mather