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**FILED**  
Superior Court of California  
County of Los Angeles

02/13/2024

David W. Slayton, Executive Officer / Clerk of Court

By: R. Lozano Deputy

**SUPERIOR COURT OF CALIFORNIA**  
**COUNTY OF LOS ANGELES**

EMELINA ORELLANA, an individual, on  
behalf of herself and others similarly situated,

Plaintiff,

vs.

WINIX AMERICA INCORPORATED; WINIX  
GLOBAL, LLC; GET THE VERY BEST  
STAFFING; and DOES 1 through 50, inclusive,

Defendants.

Case No. 23STCV30114

Assigned for all purposes to:  
Hon. Kenneth R. Freeman, Dept. 14

**FIRST AMENDED CLASS AND  
REPRESENTATIVE ACTION  
COMPLAINT**

1. Failure to Pay All Wages;
2. Failure to Provide Meal Periods or Compensation;
3. Failure to Permit Rest Periods or Provide Compensation;
4. Failure to Provide Accurate Itemized Wage Statements;
5. Waiting Time Penalties;
6. Violation of the Unfair Competition Law; and
7. Violation of the Private Attorneys General Act of 2004

Action Filed: December 8, 2023  
Trial Date: None set

**DEMAND FOR JURY TRIAL**

1 Plaintiff EMELINA ORELLANA (“Plaintiff”), individually, and on behalf of all others  
2 similarly situated, brings this First Amended Class and Representative Action Complaint  
3 (“Complaint”) against Defendants WINIX AMERICA INCORPORATED, GET THE VERY BEST  
4 STAFFING, and DOES 1 through 50, inclusive (collectively, “Defendants”), and alleges as follows:

### 5 **INTRODUCTION**

6 1. Plaintiff brings this putative class action pursuant to Code of Civil Procedure Section  
7 382 against Defendants, on behalf of herself individually and a putative class of California citizens  
8 who are and were employed by Defendants as non-exempt employees throughout California during  
9 the Class Period (collectively the “Class” or “Class Members”). The term Class Period is defined as  
10 four (4) years and 178 days prior to the filing of this action to the date of class certification, which  
11 includes the period of time in which the applicable statutes of limitation were tolled between April 6,  
12 2020 and October 1, 2020, pursuant to the California Rules of Court, Appendix I, Emergency Rule 9.

13 2. Plaintiff also brings this representative action pursuant to the PAGA, Labor Code  
14 sections 2698 *et seq.*, against Defendants, on behalf of herself individually and other aggrieved  
15 employees who are and were employed by Defendants throughout California during the PAGA Period.  
16 The term PAGA Period is defined as one (1) year prior to Plaintiff’s notice of labor code violations to  
17 the Labor and Workforce Development Agency (“LWDA”) and Defendants until judgment.

18 3. Defendant WINIX AMERICA INCORPORATED and WINIX GLOBAL, LLC are a  
19 manufacturer, retailer, wholesaler, and/or distributor of home appliances such as air purifiers in  
20 California.

21 4. Defendant GET THE VERY BEST STAFFING owns and operates a staffing company  
22 in California.

23 5. Plaintiff alleges that Defendants have engaged in a systematic pattern of wage and hour  
24 violations under the California Labor Code, the Industrial Welfare Commission (“IWC”) Wage  
25 Orders, and California Business and Professions Code that have damaged Plaintiff and Class  
26 Members, and contribute to Defendants’ deliberate unfair competition.

27 6. Plaintiff is informed and believes, and thereon alleges, that Defendants have violated  
28 and continue to violate state wage and hour laws by, among other things:

- (a) failing to pay all wages (including sick pay, vacation pay, and minimum, regular, and overtime wages);
- (b) failing to provide lawful meal periods or compensation in lieu thereof;
- (c) failing to authorize or permit rest breaks or provide compensation in lieu thereof;
- (d) failing to provide accurate itemized wage statements; and
- (e) failing to pay all wages due upon separation of employment.

7. Plaintiff seeks monetary relief against Defendants on behalf of herself and the putative class to recover, among other things, unpaid wages, liquidated damages, restitution, interest, attorneys' fees, costs, and penalties pursuant to Labor Code Sections 201-204, 206, 210, 218.6, 226, 226.3, 226.7, 227.3, 246, 246.5, 248.5, 256, 510, 512, 558, 1174, 1174.5, 1182.12, 1194, 1194.2, 1197, 1197.1, 1198, 2698 *et seq.*, 2699.3, 2699.5, 2810.3, and California Code of Civil Procedure Section 1021.5.

#### **JURISDICTION AND VENUE**

8. This is a class action pursuant to California Code of Civil Procedure Section 382 and representative action pursuant to Labor Code Sections 2698 *et. seq.* ("PAGA"). The monetary damages, restitution, penalties, and other amounts sought by Plaintiff exceeds the minimal jurisdictional limits of the Superior Court and will be established according to proof at trial.

9. 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 causes, except those given by statutes to other courts. The statutes under which this action is brought do not specify any other basis for jurisdiction. All claims alleged herein arise under California law for which Plaintiff seeks relief authorized by California law.

10. This Court has jurisdiction over all Defendants because, upon information and belief, they 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.

11. Venue is proper in this Court under Code of Civil Procedure Sections 395(a) and 395.5 because, upon information and belief, Defendants reside, transact business, maintain offices, and/or have an agent or agents in this county, and the acts and omissions alleged herein took place in this

1 county.

2 **PARTIES**

3 12. Plaintiff is a California citizen. Defendants employed Plaintiff as a non-exempt  
4 employee during the Class Period. During her employment with Defendants, Plaintiff's job duties  
5 consisted of, *inter alia*, inspecting equipment and products, cleaning, and reconditioning products such  
6 as air purifiers. Plaintiff's employment with Defendants ended within one (1) year of the filing of this  
7 action.

8 13. Plaintiff is informed, believes and thereon alleges that, at all relevant times Defendant  
9 Winix America Incorporated ("WAI") was and is a manufacturer, retailer, wholesaler, and/or  
10 distributor of home appliances such as air purifiers. WAI is and was a Illinois corporation. WAI was  
11 a "client employer" within the meaning of Labor Code Section 2810.3. Plaintiff is informed, believes  
12 and thereon alleges that WAI operates in California including in Los Angeles County. Plaintiff is  
13 further informed, believes and thereon alleges that, at all relevant times, WAI regularly conducted and  
14 conducts business within the State of California and derives substantial revenues from services  
15 performed in California. Plaintiff is informed, believes and thereon alleges that, at all relevant times,  
16 WAI was and is an employer subject to California state wage and hour laws.

17 14. Plaintiff is informed, believes and thereon alleges that, at all relevant times Defendant  
18 Winix Global, LLC ("WGL") was and is a manufacturer, retailer, wholesaler, and/or distributor of  
19 home appliances such as air purifiers. WGL is and was a California limited liability company. WGL  
20 was a "client employer" within the meaning of Labor Code Section 2810.3. Plaintiff is informed,  
21 believes and thereon alleges that WGL operates in California including in Los Angeles County.  
22 Plaintiff is further informed, believes and thereon alleges that, at all relevant times, WGL regularly  
23 conducted and conducts business within the State of California and derives substantial revenues from  
24 services performed in California. Plaintiff is informed, believes and thereon alleges that, at all relevant  
25 times, WAI was and is an employer subject to California state wage and hour laws.

26 15. Plaintiff is informed, believes and thereon alleges that, at all relevant times Defendant  
27 Get The Very Best Staffing ("GTVBS") owns and operates a staffing company in California, including  
28 in Los Angeles County. Plaintiff is informed, believes and thereon alleges that GTVBS supplied WAI

1 and WGL (collectively, “Winix”) with workers to perform labor within Winix’s usual course of  
2 business. GTVBS was a “labor contractor” within the meaning of Labor Code Section 2810.3. Plaintiff  
3 is further informed, believes and thereon alleges that, at all relevant times, GTVBS regularly  
4 conducted and conducts business within the State of California and derives substantial revenues from  
5 services performed in California. Plaintiff is informed, believes and thereon alleges that, at all relevant  
6 times, GTVBS was and is an employer subject to California state wage and hour laws.

7 16. Plaintiff is informed and believes, and thereon alleges that at all times hereinafter  
8 mentioned, Defendants were and are subject to the Labor Code and IWC Wage Orders as employers,  
9 whose employees were and are engaged throughout this county and the State of California.

10 17. Defendants continue to employ non-exempt employees within California.

11 18. Defendant DOES 1 through 50, are sued under fictitious names pursuant to Code of  
12 Civil Procedure Section 474 because Plaintiff does not know their true names or capacities. Plaintiff  
13 will seek leave of court to amend this Complaint and serve such fictitiously named Defendants when  
14 their names and capacities are ascertained.

15 19. Plaintiff is informed and believes, and thereon alleges, that DOES 1 through 50 are or  
16 were the partners, agents, owners, shareholders, managers, or employees of Defendants at all relevant  
17 times.

18 20. Plaintiff is informed and believes, and thereon alleges, that each Defendant acted in all  
19 respects pertinent to this action as the agent of the other Defendant, carried out a joint scheme, business  
20 plan, or policy in all respects pertinent hereto, and the acts of each Defendant are legally attributable  
21 to the other Defendants.

22 21. Plaintiff is informed and believes, and thereon alleges, that each Defendant directly or  
23 indirectly, through agents or other persons or entities, employed or otherwise exercised control over  
24 the wages, hours, and working conditions of Plaintiff. Furthermore, each Defendant in all respects  
25 acted as the employer and/or joint employer of Plaintiff and the Class Members.

26 22. Plaintiff is informed and believes, and thereon alleges, that each and all of the acts and  
27 omissions alleged herein were performed by, or are attributable to, Defendants and/or DOES 1 through  
28 50, acting as the agent, alter ego, agent, servant, joint venturer, co-conspirator, and/or partner for the

1 other, within a common enterprise and legal authority to act on the other's behalf. The acts of any and  
2 all Defendants were in accordance with, and represent, the official policy of Defendants.

3 23. At all relevant times, Defendants, and each of them, acted within the scope of such  
4 agency or employment, or ratified each and every act or omission complained of herein. At all relevant  
5 times, Defendants, and each of them, aided and abetted the acts and omissions of each and all the other  
6 Defendants in proximately causing the damages herein alleged.

7 24. Plaintiff is informed and believes, and thereon alleges, that each of said Defendants is  
8 in some manner intentionally, negligently, and/or otherwise responsible for the acts, omissions,  
9 occurrences, and transactions alleged herein.

### 10 **CLASS ALLEGATIONS**

11 25. Plaintiff brings this class action pursuant to Code of Civil Procedure Section 382 on  
12 behalf of herself and all others similarly situated who were injured by Defendants' violations of the  
13 Labor Code, Business and Professions Code Sections 17200, *et seq.*, and IWC Wage Orders during  
14 the Class Period.

15 26. Plaintiff's proposed Class consists of and is defined as follows:

#### 16 Class

17 All current and former non-exempt California citizens employed by Defendants in the  
18 State of California within four (4) years and 178 days prior to the commencement of  
19 this action to the date of class certification.

20 27. Plaintiff also seeks to certify the following Subclass:

#### 21 Waiting Time Subclass

22 All Class Members who separated from their employment with Defendants at any time  
23 within three (3) years prior to the filing of this action to the date of class certification  
24 ("Subclass" or "Waiting Time Subclass").

25 28. Members of the Class and Subclass described above will be collectively referred to as  
26 "Class Members."

27 29. Plaintiff reserves the right to modify or re-define the Class or Subclass, establish  
28 additional subclasses, or modify or re-define any class or subclass definition as appropriate based on

1 investigation, discovery, and specific theories of liability.

2 30. There is a well-defined community of interest in this litigation and the proposed Class  
3 and Subclass are readily ascertainable.

4 31. **Commonality:** This action has been brought and may properly be maintained as a class  
5 action under the California Code of Civil Procedure Section 382 because there are common questions  
6 of law and fact as to the Class Members that predominate over any questions affecting only individual  
7 members including, but not limited to, the following:

- 8 (a) Whether Defendants paid Plaintiff and Class Members all wages (including vacation  
9 pay, sick pay and minimum, regular, and overtime wages) for all hours worked;
- 10 (b) Whether Defendants required Plaintiff and Class Members to work off-the-clock  
11 without compensation;
- 12 (c) Whether Defendants compensated Plaintiff and Class Members for donning and  
13 doffing time;
- 14 (d) Whether Defendants unlawfully deducted meal periods from Plaintiff's and Class  
15 Members' time worked;
- 16 (e) Whether Defendants rounded meal periods;
- 17 (f) Whether Defendants' policies and practices violated California's quota laws by  
18 enacting quotas or production demands in violation of the Labor Code and IWC Wage  
19 Orders;
- 20 (g) Whether Defendants provided Plaintiff and Class Members with compliant meal  
21 periods or paid compensation in lieu thereof;
- 22 (h) Whether Defendants authorized and permitted compliant rest breaks to Plaintiff and  
23 Class Members or paid compensation in lieu thereof;
- 24 (i) Whether Defendants failed to provide Plaintiff and Class Members with accurate  
25 itemized wage statements;
- 26 (j) Whether Defendants failed to timely pay Class Members all wages due immediately  
27 upon termination or within 72 hours of resignation;
- 28 (k) Whether Defendants' conduct was willful or reckless; and

1 (l) Whether Defendants engaged in unfair business practices in violation of Business and  
2 Professions Code Sections 17200, *et seq.*

3 32. There is a well-defined community of interest. Further, Plaintiff and Class Members  
4 have suffered common injuries as a result of Defendants' systemic employment policies and practices.  
5 Looking to Defendants' employment policies and practices, the Court can adjudicate the lawfulness  
6 of those policies and practices on a class-wide basis, according to proof, and issue an award to Plaintiff  
7 and Class Members accordingly. In addition, answers to common questions raised in this Complaint  
8 will advance resolution of each individual Class Member's claims.

9 33. **Numerosity:** The Class Members are so numerous that joinder of all members is  
10 impractical. Although the members of the entire Class and Subclass are unknown to Plaintiff at this  
11 time, on information and belief, the class is estimated to be greater than 100 individuals.

12 34. **Ascertainability:** The identities of the Class Members are readily ascertainable by  
13 inspection of Defendants' employment and payroll records.

14 35. **Typicality:** The claims (or defenses, if any) of Plaintiff are typical of the claims of the  
15 Class Members because Defendants' failure to comply with the provisions of California's wage and  
16 hour laws entitled each Class Member to similar pay, benefits, and other relief. The injuries sustained  
17 by Plaintiff are also typical of the injuries sustained by Class Members because they arise out of and  
18 are caused by Defendants' common course of conduct as alleged herein.

19 36. **Adequacy:** Plaintiff will fairly and adequately represent and protect the interests of all  
20 Class Members because it is in Plaintiff's best interest to prosecute the claims alleged herein to obtain  
21 full compensation and penalties due to Plaintiff and the Class Members. Plaintiff's attorneys, as  
22 proposed class counsel, are competent and experienced in litigating large employment class actions  
23 and versed in the rules governing class action discovery, certification, and settlement. Plaintiff has  
24 incurred and, throughout the duration of this action, will continue to incur attorneys' fees and costs  
25 that have been and will be necessarily expended for the prosecution of this action for the substantial  
26 benefit of the Class Members.

27 37. **Superiority:** The nature of this action makes use of class action adjudication superior  
28 to other methods. A class action will achieve economies of time, effort, and expense as compared with



separate lawsuits and will avoid inconsistent outcomes because the same issues can be adjudicated in the same manner for the entire Class and Subclass at the same time. If appropriate, this Court can, and is empowered to, fashion methods to efficiently manage this case as a class action.

38. **Public Policy Considerations:** Employers in the State of California violate employment and labor laws every day. Current employees are often afraid to assert their rights out of fear of direct or indirect retaliation. Former employees are fearful of bringing actions because they believe their former employers might damage their future endeavors through negative references and/or other means. Class actions provide class members who are not named in the complaint with a type of anonymity that allows for the vindication of their rights while affording them privacy protections.

## GENERAL ALLEGATIONS

39. At all relevant times mentioned herein, Defendants employed Plaintiff and other persons as non-exempt employees at Defendants' locations within California. Defendants employed Plaintiff in a non-exempt position during her employment and continue to employ Plaintiff and other non-exempt employees within California.

40. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or should have known that they imposed systematic quota and production demands on Plaintiff and Class Members which violated the rights of employees pursuant to Labor Code Sections 2100 *et. seq.* Defendants had a duty to ensure its production demands did not interfere with Plaintiff and Class Members right to lawful meal periods, rest periods, bathroom breaks, and/or expose them to safety hazards. Defendants willfully, knowingly, and intentionally failed to establish quotas that did not harm Plaintiff and Class Members all in order to increase Defendants' profits without concern for employee safety or compliance with the Labor Code and IWC Wage Orders.

41. Plaintiff is informed and believes, and thereon alleges, that at all times herein mentioned, Defendants were advised by skilled lawyers, employees, and other professionals who were knowledgeable about California's wage and hour laws, employment and personnel practices, and the requirements of California law.

42. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or should

1 have known they had a duty to compensate Plaintiff and Class Members, and Defendants had the  
2 financial ability to pay such compensation but willfully, knowingly and intentionally failed to do so  
3 all in order to increase Defendants' profits.

4 43. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or should  
5 have known that Plaintiff and Class Members were entitled to receive at least minimum wages, wages  
6 at their regular rate of pay, and overtime wages, and that they were not receiving minimum, regular,  
7 and overtime wages for all work that was required to be performed. Plaintiff is informed and believes,  
8 and thereon alleges, that Plaintiff and Class Members regularly worked in excess of eight (8) hours  
9 and/or over 40 hours per workweek. Specifically, in violation of the Labor Code and IWC Wage  
10 Orders, Defendants failed to provide all required sick pay and vacation pay to Class Members. In  
11 addition, Defendants prohibited Plaintiff and Class Members from clocking in for their shifts until five  
12 (5) minutes before their scheduled shifts and thus failed to compensate the time spent under  
13 Defendants' control that preceded the five (5) minute before Plaintiff's and Class Members' scheduled  
14 start time. Further, Defendants failed to provide Plaintiff and Class Members compensation for  
15 donning and doffing time which was generally done while at the worksite (e.g., at their lockers) before  
16 their scheduled shifts. In addition, Defendants automatically deducted Plaintiff's and Class Members'  
17 purported 30 minute meal periods from their time worked even when meal periods were missed and/or  
18 short. Defendants also required Plaintiff and other Class Members to work-off-the-clock without  
19 compensation. As such, Defendants failed to pay Plaintiff and other Class Members minimum, regular,  
20 and overtime wages for all hours worked in violation of the Labor Code and IWC Wage Orders.

21 44. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or should  
22 have known that Plaintiff and Class Members were entitled to receive a timely, off-duty, uninterrupted  
23 30-minute meal period for every five (5) hours of work, or payment of one (1) additional hour of pay  
24 at their regular rate of pay when they did not receive a compliant meal period. In violation of the  
25 Labor Code and IWC Wage Orders, Plaintiff and Class Members had their meal periods missed, late,  
26 interrupted, rounded, shortened, automatically deducted, on-duty, and/or restricted to the worksite due  
27 to Defendants' work demands, understaffing, policies, and practices. Specifically, Plaintiff's and Class  
28 Members' 30-minute meal periods were rounded and automatically deducted regardless of whether a

1 compliant meal period was taken. For example, Defendants failed to record Plaintiff's and Class  
2 Members' meal periods and simply deducted 30 minute meal periods from their time worked. In  
3 addition, Defendants regularly scheduled Plaintiff's and Class Members' meal periods after the fifth  
4 hour of work, resulting in late meal periods. Defendants failed to compensate Plaintiff and other Class  
5 Members with an additional hour of pay at their regular rate for every day in which they suffered a  
6 meal period violation. As such, Defendants failed to provide Plaintiff and other Class Members all  
7 required meal periods or premium pay, in violation of the Labor Code and IWC Wage Orders.

8         45. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or should  
9 have known that Plaintiff and Class Members were entitled to receive a 10-minute, off-duty,  
10 uninterrupted rest period for every four (4) hours worked, or major fraction thereof, or payment of one  
11 (1) additional hour of pay at their regular rate of pay when they were not permitted to take a compliant  
12 rest period. In violation of the Labor Code and IWC Wage Orders, Defendants failed to provide  
13 compliant rest breaks to Plaintiff and Class Members due to its excessive work demands,  
14 understaffing, policies, and practices as mentioned above. As such, Plaintiff and Class Members  
15 regularly had their rest breaks missed, shortened, late, on-duty, restricted to the worksite, and/or  
16 interrupted. Specifically, Defendants interrupted Plaintiff's and Class Members' rest breaks with work  
17 related tasks. In addition, Defendants failed to provide rest breaks during the middle of each work  
18 period. Further, Defendants failed to compensate Plaintiff and other Class Members with an additional  
19 hour of pay at their regular rate for every day in which they suffered a rest period violation. As such,  
20 Defendants failed to provide Plaintiff and other Class Members all required rest periods or premium  
21 pay, in violation of the Labor Code and IWC Wage Orders.

22         46. Plaintiff is informed and believes, and thereon alleges, that Defendants knew or should  
23 have known that Plaintiff and Waiting Time Subclass Members who separated from their employment  
24 with Defendants during the statutory period were entitled to timely payment of all wages due. In  
25 violation of the Labor Code and IWC Wage Orders, Plaintiff and Waiting Time Class Members did  
26 not receive payment of all wages owed upon separation within the permissible time period due to,  
27 *inter alia*, Defendants' failure to pay all wages including sick pay, vacation pay, minimum, straight  
28 time, and overtime wages, and failure to pay meal and rest period premiums to Class Members.

47. Plaintiff is informed and believes, and thereon alleges that Defendants knew or should have known that Plaintiff and Class Members were entitled to receive complete and accurate wage statements. In violation of the Labor Code and IWC Wage Orders, Plaintiff and Class Members were not furnished with complete and accurate wage statements that show all of the information required by Labor Code Section 226, including, but not limited to, the gross and net wages earned, the total hours worked, all applicable hourly rates in effect during the pay period, and the corresponding number of hours worked at each hourly rate.

**FIRST CAUSE OF ACTION**  
**FAILURE TO PAY ALL WAGES**  
**(AGAINST ALL DEFENDANTS)**

48. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as though fully set forth herein.

49. At all times herein relevant, Defendants had a duty to comply with Labor Code Sections 204, 206, 227.3, 246, 246.5, 510, 1182.12, 1194, 1194.2, 1197, 1198, the applicable IWC Wage Orders, and all applicable local minimum wage ordinances in effect throughout California.

50. Labor Code Section 204 and the IWC Wage Orders require timely payment of all wages owed on regularly scheduled paydays at least twice during each calendar month, on days designated in advance by the employer as the regular paydays. All wages in earned in excess of the normal work period must be paid no later than the payday for the next regular payroll period.

51. Labor Code Section 206 provides that in case of a dispute over wages, the employer shall pay, without condition and promptly under the Labor Code all wages conceded due, leaving to the employee all remedies he/she is otherwise entitled to as to any balance claimed.

52. The IWC Wage Orders define “hours worked” as “the time during which an employee is subject to the control of an employer and includes all time the employee is suffered or permitted to work, whether or not required to do so.”

53. Labor Code section 227.3 requires employers to pay terminated employees for their unused paid vacation time at their final rate of pay.

54. Labor Code Sections 246 and 246.5 provides for minimum requirements and

1 protections with respect to sick days.

2 55. Labor Code Section 510 and the IWC Wage Orders require that employers pay  
3 employees for all overtime hours at a rate of one and one-half times the employee's regular rate of pay  
4 for hours worked in excess of eight (8) hours in one (1) workday, 40 hours in one (1) workweek, and  
5 after the first eight hours on the seventh consecutive workday in one (1) workweek. Labor Code  
6 Section 510 and the IWC Wage Orders further require that employers pay employees double their  
7 regular rate of pay for hours work in excess of 12 hours in a workday and after eight hours on the  
8 seventh consecutive workday in one (1) workweek. Labor Code Section 510 requires payment of  
9 overtime wages at one and one half times the "regular rate of pay," which includes all forms of  
10 remuneration earned by the employee.

11 56. Labor Code Section 1182.12 sets forth the minimum hourly wage that must be paid to  
12 all employees in California for all hours worked. Local minimum wage ordinances, may provide for  
13 higher minimum wage rates that must be paid to employees for all hours worked in those locales where  
14 each local ordinance is in effect. Labor Code Section 1197 affirms that it is unlawful to pay less than  
15 the state or local minimum wage, whichever is higher, for any hour of work.

16 57. Labor Code Section 1194 requires that employers pay employees at least the legal  
17 minimum wage rate for all hours worked, notwithstanding any agreement to work for a lesser wage.  
18 Labor Code Section 1194 further authorizes any employee receiving less than the legal minimum wage  
19 applicable to the employee to recover in a civil action the unpaid balance of the full amount of wages,  
20 along with interest thereon, reasonable attorneys' fees and costs of suit.

21 58. Labor Code Section 1194.2 authorizes the recovery of liquidated damages in an amount  
22 equal to the wages unlawfully unpaid and interest thereon for unpaid wage violations.

23 59. Labor Code Section 1198 prohibits employers from employing for longer hours or less  
24 favorable conditions than those set forth in the Labor Code, IWC Wage Orders, or as otherwise set by  
25 the Labor Commissioner.

26 60. During the relevant time period, Defendants failed to pay Plaintiff and Class Members  
27 all wages due, including sick pay, vacation pay, and minimum, regular, and overtime wages, auto-  
28 deducted and rounded non-compliant meal periods, and failed to compensate donning and doffing time

1 and off-the-clock work, among other things.

2 61. In violation of California law, Defendants have knowingly and willfully refused to  
3 perform their obligations and compensate Plaintiff and Class Members for all wages earned as alleged  
4 above.

5 62. Defendants' failure to pay Plaintiff and Class Members all earned minimum, regular,  
6 and overtime wages in accordance with Labor Code Sections 204, 206, 227.3, 246, 246.5, 510,  
7 1182.12, 1194, 1194.2, 1197, and 1198, the applicable IWC Wage Orders, and all applicable local  
8 minimum wage ordinances in effect throughout California, Plaintiff and Class Members are entitled  
9 to recover the full amount of unpaid wages, liquidated damages, prejudgment interest, and statutory  
10 penalties, along with attorneys' fees and costs in amounts that will be established at trial.

11 63. Plaintiff is informed, believes, and thereon alleges that Defendants, through their  
12 conduct described herein, have committed an "intentional theft of wages in an amount greater than  
13 nine hundred fifty dollars (\$950) from any one employee, or two thousand three hundred fifty dollars  
14 (\$2,350) in the aggregate from two or more employees...in any consecutive 12-month period" within  
15 the meaning of California Penal Code section 487m. Specifically, Defendants have intentionally  
16 deprived Plaintiff and Class Members of wages, as defined in Labor Code section 200, gratuities, as  
17 defined in Labor Code section 350, benefits, or other compensation, by unlawful means, with the  
18 knowledge that the wages, gratuities, benefits, or other compensation is due to Plaintiff and Class  
19 Members under the law. Plaintiff and the Class Members she seeks to represent are thus entitled to  
20 recover from Defendants treble damages and costs, including reasonable attorneys' fees, pursuant to  
21 California Penal Code section 496(c).

22 **SECOND CAUSE OF ACTION**

23 **MEAL PERIOD VIOLATIONS**

24 **(AGAINST ALL DEFENDANTS)**

25 64. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as though  
26 fully set forth herein.

27 65. At all relevant times, Defendants had a duty to comply with Labor Code Sections 226.7  
28 and 512, and the applicable IWC Wage Orders.

1           66. Labor Code Section 512 and the IWC Wage Orders prohibit an employer from  
2 employing any person for a work period of more than five (5) hours per day without providing the  
3 employee with a meal period of not less than 30 minutes (commencing before the employee's fifth  
4 hour of work), except that if the total work period per day is no more than six (6) hours, the meal  
5 period may be waived by mutual consent of the employer and employee. A second meal period of not  
6 less than 30 minutes is required if an employee works more than 10 hours per day and must begin  
7 before the employee's tenth hour of work, except if the total hours worked is no more than 12 hours,  
8 the second meal period may be waived by mutual consent of the employer and employee, but only if  
9 the first meal period was not waived. An employer must relieve an employee of all duties during meal  
10 periods.

11           67. The applicable IWC Wage Orders state that "[u]nless the employee is relieved of all  
12 duty during a 30-minute meal period, the meal period shall be considered an 'on duty' meal period  
13 and counted as time worked."

14           68. Labor Code Section 226.7(b) and the IWC Wage Orders prohibit an employer from  
15 requiring any employee to work during a meal period mandated by any California statute, regulation,  
16 standard or order. If an employer fails to provide an employee with a meal period in accordance with  
17 state law, Labor Code Section 226.7(c) and the IWC Wage Orders require that the employer pay the  
18 employee one (1) additional hour of pay at the employee's regular rate of compensation for each  
19 workday that the meal period is noncompliant.

20           69. During the relevant time period, Plaintiff and Class Members did not receive compliant  
21 meal periods for working more than five (5) hours per day. Specifically, meal periods were late,  
22 interrupted, rounded, auto-deducted, on-duty, short, missed, and/or restricted to the worksite.

23           70. During the relevant time period, Defendants failed to pay Plaintiff and Class Members  
24 meal period premiums for noncompliant meal periods pursuant to Labor Code Section 226.7(b) and  
25 the applicable IWC Wage Order.

26           71. As a result of Defendants' failure to provide compliant meal periods and pay meal  
27 period premiums to Plaintiff and Class Members in accordance with the IWC Wage Orders and Labor  
28 Code Sections 226.7 and 512, Plaintiff and Class Members suffered and continue to suffer a loss of

1 wages and compensation.

2 72. Because Plaintiff and Class Members were and/or are entitled to such meal periods or  
3 “premium pay” in lieu thereof, they are entitled to such payment per shift in an amount according to  
4 proof. To the extent such unpaid premiums are deemed unpaid wages, Plaintiff will also seek pre- and  
5 post-judgment interest as provided by law at 10% per annum, in an amount according to proof.

6 73. Plaintiff is informed, believes, and thereon alleges that Defendants, through their  
7 conduct described herein, have committed an “intentional theft of wages in an amount greater than  
8 nine hundred fifty dollars (\$950) from any one employee, or two thousand three hundred fifty dollars  
9 (\$2,350) in the aggregate from two or more employees...in any consecutive 12-month period” within  
10 the meaning of California Penal Code section 487m. Specifically, Defendants have intentionally  
11 deprived Plaintiff and Class Members of wages, as defined in Labor Code section 200, gratuities, as  
12 defined in Labor Code section 350, benefits, or other compensation, by unlawful means, with the  
13 knowledge that the wages, gratuities, benefits, or other compensation is due to Plaintiff and Class  
14 Members under the law. Plaintiff and the Class Members she seeks to represent are thus entitled to  
15 recover from Defendants treble damages and costs, including reasonable attorneys’ fees, pursuant to  
16 California Penal Code section 496(c).

17 74. Also, pursuant to Code of Civil Procedure Section 1021.5, Plaintiff will seek attorneys’  
18 fees and costs from Defendants in an amount subject to proof and approved by the Court.

19 **THIRD CAUSE OF ACTION**

20 **REST PERIOD VIOLATIONS**

21 **(AGAINST ALL DEFENDANTS)**

22 75. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as though  
23 fully set forth herein.

24 76. At all relevant times, Defendants had a duty to comply with Labor Code Section 226.7  
25 and the applicable IWC Wage Orders.

26 77. The IWC Wage Orders require employers to authorize and permit all employees to take  
27 10-minute duty-free rest periods for each four (4) hours worked, or major fraction thereof.

28 78. If an employer fails to provide an employee with a rest period in accordance with



1 California law, Labor Code Section 226.7(c) and the IWC Wage Orders require that the employer pay  
2 the employee one (1) additional hour of pay at the employee's regular rate of compensation for each  
3 workday that the rest period is noncompliant.

4 79. During the relevant time period, Defendants did not implement a compliant rest break  
5 policy and/or practice. Consequently, Plaintiff and Class Members did not receive a 10 minute rest  
6 period for every four (4) hours worked or major fraction thereof because rest breaks were interrupted,  
7 missed, late, shortened, on-duty, and/or restricted to the worksite.

8 80. During the relevant time period, Defendants failed to pay Plaintiff and Class Members  
9 rest period premiums for noncompliant rest periods pursuant to Labor Code Section 226.7(b) and the  
10 applicable IWC Wage Order.

11 81. As a result of Defendants' failure to provide compliant rest periods and pay rest period  
12 premiums to Plaintiff and Class Members in accordance with the IWC Wage Orders and Labor Code  
13 Sections 226.7 and 516, Plaintiff and Class Members suffered and continue to suffer a loss of wages  
14 and compensation.

15 82. Because Plaintiff and Class Members were and/or are entitled to such rest periods or  
16 "premium pay" in lieu thereof, they are entitled to such payment per shift in an amount according to  
17 proof. To the extent such unpaid premiums are deemed unpaid wages, Plaintiff will also seek pre- and  
18 post-judgment interest as provided by law at 10% per annum, in an amount according to proof.

19 83. Plaintiff is informed, believes, and thereon alleges that Defendants, through their  
20 conduct described herein, have committed an "intentional theft of wages in an amount greater than  
21 nine hundred fifty dollars (\$950) from any one employee, or two thousand three hundred fifty dollars  
22 (\$2,350) in the aggregate from two or more employees...in any consecutive 12-month period" within  
23 the meaning of California Penal Code section 487m. Specifically, Defendants have intentionally  
24 deprived Plaintiff and Class Members of wages, as defined in Labor Code section 200, gratuities, as  
25 defined in Labor Code section 350, benefits, or other compensation, by unlawful means, with the  
26 knowledge that the wages, gratuities, benefits, or other compensation is due to Plaintiff and Class  
27 Members under the law. Plaintiff and the Class Members she seeks to represent are thus entitled to  
28 recover from Defendants treble damages and costs, including reasonable attorneys' fees, pursuant to

1 California Penal Code section 496(c).

2 84. Also, pursuant to Code of Civil Procedure Section 1021.5, Plaintiff will seek attorneys'  
3 fees and costs from Defendants in an amount subject to proof and approved by the Court.

4 **FOURTH CAUSE OF ACTION**

5 **FAILURE TO PROVIDE ACCURATE ITEMIZED WAGE STATEMENTS**

6 **(AGAINST ALL DEFENDANTS)**

7 85. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as though  
8 fully set forth herein.

9 86. At all relevant times, Defendants had a duty to comply with Labor Code Section 226.

10 87. Labor Code Section 226(a) requires that, semimonthly or at the time of each payment  
11 of wages, employers must furnish each employee with an accurate itemized wage statement in writing  
12 that accurately shows (1) gross wages earned, (2) total number of hours worked, (3) the number of any  
13 piece-rate units earned and all applicable piece rates, (4) all deductions made from wages, (5) net  
14 wages earned, (6) the inclusive dates of the pay period, (7) the name and last four digits or employment  
15 identification number of the employee, (8) the name and address of the legal entity that is the  
16 employer, and (9) all applicable hourly rates in effect and the corresponding number of hours worked  
17 at each hourly rate.

18 88. Labor Code Section 226(e)(1) authorizes an employee suffering injury as a result of a  
19 knowing and intentional failure by an employer to provide an accurate itemized wage statement to  
20 recover the greater of all actual damages or \$50 for the initial pay violation and \$100 for each violation  
21 in a subsequent pay period, not to exceed an aggregate penalty of \$4,000 per employee, in addition to  
22 an award of costs and attorneys' fees.

23 89. During the relevant time period, Defendants have knowingly and intentionally failed  
24 to comply with Labor Code Section 226(a) on wage statements that were provided to Plaintiff and  
25 Class Members. The deficiencies include, among other things, Defendants' failure to correctly state  
26 the gross and net wages earned, the total hours worked, all applicable hourly rates in effect during the  
27 pay period, and the corresponding number of hours worked at each hourly rate.

28 90. As a result of Defendants' violation of California Labor Code Section 226(a), Plaintiff

1 and Class Members have suffered injury and damage to their statutorily protected rights. Specifically,  
2 Plaintiff and Class Members have been injured by Defendants' intentional violation of California  
3 Labor Code Section 226(a) because they were denied both their legal right to receive, and their  
4 protected interest in receiving, accurate itemized wage statements under California Labor Code  
5 Section 226(a). Plaintiff has had to file this lawsuit in order to determine the extent of the  
6 underpayment of wages, thereby causing Plaintiff to incur expenses and lost time. Plaintiff would not  
7 have had to engage in these efforts and incur these costs had Defendants provided the accurate wages  
8 earned and number of hours worked at each corresponding pay rate. This has also delayed Plaintiff's  
9 ability to demand and recover the underpayment of wages from Defendants.

10 91. Defendants' violations of California Labor Code Section 226(a) prevented Plaintiff and  
11 Class Members from knowing, understanding and disputing the wages paid to them, and resulted in  
12 an unjustified economic enrichment to Defendants. As a result of Defendants' knowing and intentional  
13 failure to comply with California Labor Code Section 226(a), Plaintiff and Class Members have  
14 suffered an injury, and the exact amount of damages and/or penalties is all in an amount to be shown  
15 according to proof at trial.

16 92. Plaintiff and Class Members are also entitled to injunctive relief under California Labor  
17 Code Section 226(h), compelling Defendants to comply with California Labor Code Section 226, and  
18 seek the recovery of attorneys' fees and costs incurred in obtaining this injunctive relief.

19 **FIFTH CAUSE OF ACTION**

20 **WAITING TIME PENALTIES**

21 **(AGAINST ALL DEFENDANTS)**

22 93. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as though  
23 fully set forth herein.

24 94. At all relevant times, Defendants had a duty to comply with Labor Code Sections 201,  
25 202, and 203. Defendants failed to comply with these final paycheck requirements with respect to  
26 Waiting Time Subclass Members.

27 95. Labor Code Section 201 requires that if an employer discharges an employee, the  
28 wages earned and unpaid at the time of discharge are due and payable immediately.

96. Labor Code Section 202 requires that if “an employee not having a written contract for a definite period” quits, the employee’s wages shall become due and payable no 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.

97. Labor Code Section 203 provides that if an employer willfully fails to pay, without abatement or reduction, any wages of an employee who is discharged or 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 that the wages shall not continue for more than 30 days per employee.

98. During the relevant time period, Defendants willfully failed to pay Waiting Time Subclass Members all their earned wages upon termination including, but not limited to, minimum, regular, and overtime compensation, premium compensation, vacation pay, and/or sick pay either at the time of discharge or within 72 hours of leaving Defendants' employ.

99. As a result of Defendants' failure to timely pay all wages owed to Waiting Time Subclass Members in accordance with Labor Code Sections 201, 202 and 203, Waiting Time Subclass Members are entitled to recover waiting time penalties, prejudgment interest, attorneys' fees, and costs in amounts that will be established at trial.

## **SIXTH CAUSE OF ACTION**

## VIOLATION OF THE UNFAIR COMPETITION LAW

**(AGAINST ALL DEFENDANTS)**

100. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as though fully set forth herein.

101. Defendants' conduct, as alleged herein, has been and continues to be unfair, unlawful and harmful to Plaintiff and Class Members. Plaintiff seeks to enforce important rights affecting the public interest within the meaning of Code of Civil Procedure Section 1021.5.

102. Defendants' activities, as alleged herein, violate California law and constitute unlawful business acts or practices in violation of California Business and Professions Code Sections 17200, *et seq.*

1           103. A violation of Business and Professions Code Sections 17200, *et seq.* may be  
2           predicated on the violation of any state or federal law.

3           104. Defendants' policies and practices have violated state law in at least the following  
4           respects:

5           (a) Failing to pay all sick pay, vacation pay, and minimum, regular, and overtime wages  
6           due to Plaintiff and Class Members in violation of Labor Code Sections 204, 206,  
7           227.3, 246, 246.5, 510, 1182.12, 1194, 1194.2, 1197, 1198;

8           (b) Failing to provide meal periods without paying Plaintiff and Class Members premium  
9           wages for every day in which a meal period was not provided in violation of Labor  
10          Code Sections 226.7 and 512;

11          (c) Failing to authorize or permit rest breaks without paying Plaintiff and Class Members  
12          premium wages for every day in which a rest break was not authorized or permitted in  
13          violation of Labor Code Section 226.7;

14          (d) Failing to provide Plaintiff and Class Members with accurate itemized wage statements  
15          in violation of Labor Code Section 226; and

16          (e) Failing to timely pay all earned wages to Waiting Time Subclass Members upon  
17          separation of employment in violation of Labor Code Sections 201, 202 and 203.

18          105. Defendants intentionally avoided paying Plaintiff and Class Members wages and  
19          monies, thereby creating for Defendants an artificially lower cost of doing business in order to  
20          undercut their competitors and establish and gain a greater foothold in the marketplace.

21          106. Pursuant to Business and Professions Code Sections 17202, 17203, and 17208, Plaintiff  
22          and Class Members are entitled to restitution of the wages unlawfully withheld and retained by  
23          Defendants during a period that commences four (4) years prior to the filing of this action; an award  
24          of attorneys' fees pursuant to Code of Civil Procedure Section 1021.5 and other applicable laws; and  
25          an award of costs.

26          107. Plaintiff and Class Members are entitled to an injunction, restitution, and other  
27          equitable relief against such unlawful practices to return all funds over which Plaintiff and Class  
28          Members have an ownership interest and to prevent future damage pursuant to Business and

1 Professions Code Sections 17200 *et seq.*

2 **SEVENTH CAUSE OF ACTION**

3 **VIOLATION OF THE PRIVATE ATTORNEYS GENERAL ACT OF 2004**

4 **(Against All Defendants)**

5 108. Plaintiff hereby re-alleges and incorporates by reference all paragraphs above as though  
6 fully set forth herein.

7 109. Under Labor Code section 2699.3(a), a plaintiff may bring a cause of action under  
8 PAGA only after giving the LWDA and the employer notice of the Labor Code sections alleged to  
9 have been violated, and after receiving notice from the LWDA of its intention not to investigate or  
10 after 65 days have passed without notice from the LWDA.

11 110. On December 8, 2023, Plaintiff gave written notice of the specified provisions alleged  
12 to have been violated by Defendants including the facts and theories to support the alleged violations,  
13 as required by Labor Code section 2699.3. This written notice was provided via certified mail to  
14 Defendants and to the LWDA by electronically filing the notice via the Department of Industrial  
15 Relations' website. More than 65 days have passed since Plaintiff submitted her PAGA notice to the  
16 LWDA without a response from the LWDA. Accordingly, Plaintiff may amend the Complaint to add  
17 a PAGA cause of action against Defendants.

18 111. Under Labor Code section 2699.3(a)(2)(C), "Notwithstanding any other provision of  
19 law, a plaintiff may as a matter of right amend an existing complaint to add a cause of action arising  
20 under this part at any time within 60 days of the time periods specified in this part." More than 65 days  
21 have passed since Plaintiff submitted her PAGA notice to the LWDA without notice from the LWDA.  
22 Accordingly, Plaintiff may amend her Complaint as a matter of right within this 60 day period as  
23 specified by Labor Code section 2699.3(a)(2)(C).

24 112. Pursuant to Labor Code section 2699(a), any provision of the Labor Code that provides  
25 for a civil penalty to be assessed and collected by the LWDA or any of its departments, divisions,  
26 commissions, boards, agencies or employees for violation of the code may, as an alternative, be  
27 recovered through a civil action brought by an aggrieved employee on behalf of himself and other  
28 current or former employees pursuant to the procedures specified in Labor Code section 2699.3.

1           113. For all provisions of the Labor Code except those for which a civil penalty is  
2 specifically provided, Labor Code section 2699(f) imposes upon Defendants a penalty of one hundred  
3 dollars (\$100.00) for each aggrieved employee per pay period for the initial violation and two hundred  
4 dollars (\$200.00) for each aggrieved employee per pay period for each subsequent pay period in which  
5 Defendants violated these provisions of the Labor Code.

6           114. Pursuant to Labor Code sections 2699.3 and 2699.5, Plaintiff may seek civil penalties  
7 for any alleged violation of the following provisions: subdivision (k) of Section 96, Sections 98.6, 201,  
8 201.3, 201.5, 201.7, 202, 203, 203.1, 203.5, 204, 204a, 204b, 204.1, 204.2, 205, 205.5, 206, 206.5,  
9 208, 209, and 212, subdivision (d) of Section 213, Sections 221, 222, 222.5, 223, and 224, paragraphs  
10 (1) to (5), inclusive, (7), and (9) of subdivision (a) of Section 226, Sections 226.7, 227, 227.3, 230,  
11 230.1, 230.2, 230.3, 230.4, 230.7, 230.8, and 231, subdivision (c) of Section 232, subdivision (c) of  
12 Section 232.5, Sections 233, 234, 351, 353, and 403, subdivision (b) of Section 404, Sections 432.2,  
13 432.5, 432.7, 435, 450, 510, 511, 512, 513, 551, 552, 601, 602, 603, 604, 750, 751.8, 800, 850, 851,  
14 851.5, 852, 921, 922, 923, 970, 973, 976, 1021, 1021.5, 1025, 1026, 1101, 1102, 1102.5, and 1153,  
15 subdivisions (c) and (d) of Section 1174, Sections 1194, 1197, 1197.1, 1197.5, and 1198, subdivision  
16 (b) of Section 1198.3, Sections 1199, 1199.5, 1290, 1292, 1293, 1293.1, 1294, 1294.1, 1294.5, 1296,  
17 1297, 1298, 1301, 1308, 1308.1, 1308.7, 1309, 1309.5, 1391, 1391.1, 1391.2, 1392, 1683, and 1695,  
18 subdivision (a) of Section 1695.5, Sections 1695.55, 1695.6, 1695.7, 1695.8, 1695.9, 1696, 1696.5,  
19 1696.6, 1697.1, 1700.25, 1700.26, 1700.31, 1700.32, 1700.40, and 1700.47, Sections 1735, 1771,  
20 1774, 1776, 1777.5, 1811, 1815, 2651, and 2673, subdivision (a) of Section 2673.1, Sections 2695.2,  
21 2800, 2801, 2802, 2806, and 2810, subdivision (b) of Section 2929, and Sections 3073.6, 6310, 6311,  
22 and 6399.7.

23           115. Defendants' conduct violates numerous Labor Code sections, including, but not limited  
24 to, the following:

25           116. Violation of Labor Code sections 201-204, 206, 210, 227.3, 246, 246.5, 248.5, 256,  
26 510, 558, 1194, 1197, 1197.1, and 1198 for failure to timely pay all earned wages (including sick pay,  
27 vacation pay, minimum, regular, and overtime wages) owed to Plaintiff and other aggrieved  
28 employees during employment and upon separation of employment as herein alleged;

1           117. Violation of Labor Code sections 226.7 and 512 for failure to provide meal periods to  
2 Plaintiff and other aggrieved employees and failure to pay premium wages for missed meal periods as  
3 herein alleged;

4           118. Violation of Labor Code sections 226.7 for failure to permit rest breaks to Plaintiff and  
5 other aggrieved employees and failure to pay premium wages for missed rest periods as herein alleged;

6           119. Violation of Labor Code sections 226 and 226.3 for failure to provide accurate itemized  
7 wage statements to Plaintiff and other aggrieved employees as herein alleged; and

8           120. Violation of Labor Code sections 1174 and 1174.5 for failure to maintain accurate  
9 records regarding the employment of Plaintiff and other aggrieved employees as herein alleged.

10          121. Labor Code Section 226.3 provides: “[a]ny employer who violates subdivision (a) of  
11 Section 226 shall be subject to a civil penalty in the amount of two hundred fifty dollars (\$250) per  
12 employee per violation in an initial citation and one thousand dollars (\$1,000) per employee for each  
13 violation in a subsequent citation, for which the employer fails to provide the employee a wage  
14 deduction statement or fails to keep the records required in subdivision (a) of Section 226. The civil  
15 penalties provided for in this section are in addition to any other penalty provided by law.”

16          122. Labor Code section 558(a) provides “[a]ny employer or other person acting on behalf  
17 of an employer who violates, or causes to be violated, a section of this chapter or any provision  
18 regulating hours and days of work in any order of the Industrial Welfare Commission shall be subject  
19 to a civil penalty as follows: (1) For any initial violation, fifty dollars (\$50) for each underpaid  
20 employee for each pay period for which the employee was underpaid . . . (2) For each subsequent  
21 violation, one hundred dollars (\$100) for each underpaid employee for each pay period for which the  
22 employee was underpaid.”

23          123. Labor Code Section 1174.5 provides a \$500 penalty for an employer’s failure to  
24 maintain accurate and complete payroll records showing the hours worked daily by and the wages paid  
25 to employees.

26          124. Labor Code section 1197.1 also provides “[a]ny employer or other person acting either  
27 individually or as an officer, agent, or employee of another person, who pays or causes to be paid to  
28 any employee a wage less than the minimum fixed by an applicable state or local law, or by an order



1 of the commission shall be subject to a civil penalty . . . as follows: (1) For any initial violation that is  
2 intentionally committed, one hundred dollars (\$100) for each underpaid employee for each pay period  
3 for which the employee is underpaid . . . (2) For each subsequent violation for the same specific  
4 offense, two hundred fifty dollars (\$250) for each underpaid employee for each pay period for which  
5 the employee is underpaid regardless of whether the initial violation is intentionally committed.

6 125. As set forth above, Defendants have violated numerous provisions of the Labor Code  
7 regulating hours and days of work as well as the IWC Wage Orders. Accordingly, Plaintiff also seeks  
8 the civil penalties set forth in Labor Code sections 558 and 1197.1 for herself, the underpaid  
9 employees, and the State of California.

10 126. Plaintiff is an “aggrieved employee” because she was employed by the alleged violators  
11 and had one or more of the alleged violations committed against her, and therefore is properly suited  
12 to represent the interests of all other aggrieved employees.

13 127. Plaintiff has exhausted the procedural requirements under Labor Code section 2699.3  
14 as to Defendants and is therefore able to pursue a claim for penalties on behalf of herself and all other  
15 aggrieved employees under PAGA.

16 128. Pursuant to Labor Code sections 2699(a), 2699.3 and 2699.5, Plaintiff is entitled to  
17 recover civil penalties, in addition to other remedies, for violations of the Labor Code sections cited  
18 above.

19 129. For bringing this action, Plaintiff is entitled to attorney’s fees and costs incurred herein.

20 **PRAYER FOR RELIEF**

21 Plaintiff, individually and on behalf of all others similarly situated and other Class Members,  
22 other aggrieved employees, and the State of California, prays for relief and judgment against  
23 Defendants, jointly and severally, as follows:

- 24 1. For certification of this action as a class action, including certifying the Class and  
25 Subclass alleged by Plaintiff;
- 26 2. For appointment of Plaintiff Emelina Orellana as the class representative;
- 27 3. For appointment of Torus LLP as class counsel for all purposes;
- 28 4. For compensatory damages in an amount according to proof with interest thereon;

- 1           5.     For economic and/or special damages in an amount according to proof with interest
- 2                 thereon;
- 3           6.     For damages, monetary relief, wages, premiums, benefits and penalties, including
- 4                 interest thereon;
- 5           7.     For waiting time penalties pursuant to Labor Code Section 203;
- 6           8.     For the amounts provided for in Labor Code Section 226.7;
- 7           9.     For liquidated damages pursuant to Labor Code Section 1194.2;
- 8           10.    For statutory penalties to the extent permitted by law, including those pursuant to the
- 9                 Labor Code and IWC Wage Orders;
- 10          11.    For restitution to Plaintiff and Class Members of all money and property unlawfully
- 11                 acquired by Defendants through unfair or unlawful business practices pursuant to
- 12                 Business and Professions Code Sections 17200 *et seq.*;
- 13          12.    For an order requiring Defendants to restore and disgorge all funds to each employee
- 14                 acquired by means of any act or practice declared by this Court to be unlawful, unfair
- 15                 or fraudulent and, therefore, constituting unfair competition under Business and
- 16                 Professions Code Sections 17200, *et seq.*;
- 17          13.    For permanent injunctive relief described in the UCL cause of action;
- 18          14.    For prejudgment interest on all sums recovered pursuant to Labor Code Section 218.6
- 19                 and Civil Code Sections 3287 and 3289, and applicable law;
- 20          15.    For post judgment interest on all amounts awarded to Plaintiff and Class Members as
- 21                 provided by law;
- 22          16.    For recovery of attorneys' fees and costs provided by Labor Code Sections 218.6, 226,
- 23                 1194, 2802, and Code of Civil Procedure Section 1021.5;
- 24          17.    For a declaratory judgment that the practices complained of herein are unlawful under
- 25                 California law;
- 26          18.    Such other equitable relief as the Court may deem proper;
- 27          19.    For PAGA penalties; and

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20. For such other relief as the Court deems just and proper.

Dated: February 13, 2024

TORUS LLP



By: \_\_\_\_\_

Daniel J. Hyun

David Alami

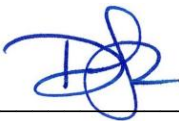
Attorneys for Plaintiff EMELINA ORELLANA

**DEMAND FOR JURY TRIAL**

Plaintiff hereby demands a jury trial with respect to all issues triable by jury.

Dated: February 13, 2024

TORUS LLP



By: \_\_\_\_\_

Daniel J. Hyun

David Alami

Attorneys for Plaintiff EMELINA ORELLANA