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on behalf of herself and others similarly situated

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

ALBERTO FLORES, an individual on behalf
of himself and all others similarly situated,

Plaintiff,

vs.

DEL REAL, LLC d/b/a DEL REAL FOODS,
a California limited liability company; and
DOES 1 through 50, inclusive,

Defendants.

Case No.: CVRI2306466

CLASS ACTION

Assigned for All Purposes To:

Hon. Harold Hopp
Dept.: 1

**FIRST AMENDED CLASS ACTION
COMPLAINT FOR:**

1. Failure to Pay Minimum Wages;
2. Failure to Pay Wages and Overtime Under Labor Code § 510;
3. Meal Period Liability Under Labor Code § 226.7;
4. Rest-Break Liability Under Labor Code § 226.7;
5. Violation of Labor Code § 226(a);
6. Violation of Labor Code § 203;
7. Violation of Labor Code § 204;
8. Failure to Keep Required Payroll Records under Labor Code §§ 1174 and 1174.5;
9. Failure to Reimburse Necessary Business Expenses § 2802;
10. Failure to Produce Requested Employment Records Under Labor Code §§ 226(b), 1198.5;
11. Violation of Business & Professions Code § 17200 *et seq.*; and
12. Penalties under PAGA, Labor Code § 2698

DEMAND FOR JURY TRIAL

INTRODUCTION

1. Plaintiff ALBERTO FLORES (“Plaintiff”) brings this action on behalf of herself and the Class Members who are defined as “all current and former employees within the State of California who, at any time from four (4) years prior to the filing of this lawsuit, are or were employed as non-exempt hourly employees by Defendants DEL REAL, LLC d/b/a DEL REAL FOODS, a California limited liability company, and DOES 1 through 50” (all defendants being collectively referred to herein as “Defendants”).

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

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

THE PARTIES

A. The Plaintiff

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

B. The Defendants

5. Defendant DEL REAL, LLC is a California limited liability company and is registered with the California Secretary of State. Defendant DEL REAL, LLC has been the employer listed on the wage statements and employment records issued to Plaintiff during the relevant time period that Plaintiff was employed with Defendants. Upon information and belief, Defendant DEL REAL, LLC, employs Class Members either directly or through staffing agencies.

6. The true names and capacities, whether individual, corporate, associate, or whatever else, of the Defendants sued herein as Does 1 through 50, inclusive, are currently unknown to Plaintiff, who therefore sue these Defendants by such fictitious names under Code of

1 Civil Procedure § 474. Plaintiff is informed and believes and thereon alleges that Defendants
2 designated herein as Does 1 through 50, inclusive, and each of them, are legally responsible in
3 some manner for the unlawful acts referred to herein. Plaintiff will seek leave of court to amend
4 this Complaint to reflect the true names and capacities of the Defendants designated herein as
5 Does 1 through 50 when their identities become known.

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

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

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

22 **JURISDICTION AND VENUE**

23 10. This Court has jurisdiction over this Action pursuant to California Code of Civil
24 Procedure § 410.10 and California Business & Professions Code § 17203. This Action is brought
25 as a Class Action on behalf of similarly situated Class Members of Defendants pursuant to
26 California Code of Civil Procedure § 382. Venue as to Defendants is also proper in this judicial
27 district pursuant to California Code of Civil Procedure § 395 *et seq.* Upon information and belief,
28 the obligations and liabilities giving rise to this lawsuit occurred in part in Riverside County.

Defendants maintain and operate facilities in Riverside County and employs Plaintiff and other Class Members in Riverside County, while doing business throughout California.

FACTUAL BACKGROUND

11. Class Members consistently worked at Defendants behest without being paid all wages due. Class Members were either not paid by Defendants for all hours worked or were not paid at the appropriate minimum, regular and overtime rates. Plaintiff also contends that Defendants failed to pay Class Members all wages due and owing, including by requiring off the clock work, failing to incorporate non-discretionary bonuses, commissions and/or shift differentials into the regular rate of pay used to calculate and pay for overtime pay, sick pay, and meal and rest break premiums, unlawfully rounding to their detriment, failing to provide meal and rest breaks, failing to furnish accurate wage statements, failing to timely pay wages including final wages, failing to maintain accurate records, and failing to reimburse necessary business expenses all in violation of various provisions of the California Labor Code and applicable Wage Orders.

12. During the course of Class Members' employment with Defendants, they were not paid all wages they were owed, including for all work performed resulting in off the clock work. Class Members were required to perform pre-shift and post-shift off the clock work which they were not compensated for despite being subject to Defendants' control. Specifically, Class Members were required wait in line in order to clock in and participate in calls with their supervisors off-the-clock. Moreover, Defendants would contact Class Members on days they were not scheduled to work resulting in further off the clock work.

13. Moreover, Defendants failed to maintain a timekeeping system that records clock in and clock out times to the real minute. Defendants instructed Class Members to manually record only the hours they were scheduled to work rather than the hours they actually worked under Defendants control. As a result, Defendants had a consistent policy and practice of unlawfully rounding hours worked to the detriment of the Class Members. Rather than paying Class Members for all hours and minutes they actually worked, Defendants followed a uniform policy and practice of rounding all time entries to the nearest quarter-hour or half-hour (i.e. to the nearest 15-minute or 30-minute time increment), and generally did so to the detriment of the Class

1 Members, and Plaintiff contend this policy is not neutral and resulted, over time, to the detriment
2 of the Class Members by systematically under-compensating them. Rather than reflecting the
3 actual hours worked by Class Members, the time entries were rounded and reduced to reflect the
4 scheduled work time rather than the actual hours worked. These unlawfully rounded time entries
5 were inputted into Defendants' payroll system from which wage statements and payroll checks
6 were created.

7 14. By implementing policies, programs, practices, procedures and protocols which
8 resulted in off the clock work and also rounded the hours worked by Class Members down to their
9 detriment and systematically failed to pay for all hours worked, Defendants' willful actions
10 resulted in the systematic underpayment of wages to Class Members, including underpayment of
11 overtime pay to Class Members over the relevant time period. For example, the above described
12 off the clock work addressed above caused Plaintiff to begin receiving overtime pay later than
13 they should have.

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

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

26 17. Therefore, from at least four (4) years prior to the filing of this lawsuit and
27 continuing to the present, Defendants had a consistent policy or practice of failing to pay Class
28 Members for all hours worked, and failing to pay minimum wages for all time worked, as required

1 by California law. Defendants thus failed to pay Class Members at least minimum wages for all
2 the time they worked for Defendants in violation of the Labor Code and applicable IWC Wage
3 Orders as the actual times when Class Members were under the control and direction of
4 Defendants was under reported in the hours reflected on the timekeeping records. Furthermore,
5 Defendants' willful actions resulted in the systematic underpayment of wages to Class Members,
6 including underpayment of overtime pay to Class Members over a period of time.

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

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

26 20. On the occasions when Class Members worked over 10 hours in a shift, Defendants
27 also failed to provide them with a second, uninterrupted, timely and duty-free meal period. As a
28 result, Defendants' failure to provide Class Members with all legally required off-duty, unpaid

meal periods and all the legally required off-duty, paid rest periods is and will be evidenced by Defendants' business records, or lack thereof. Defendants also failed to pay Class Members "premium pay," i.e. one hour of wages at each Class Member's effective hourly rate of pay, for each meal period or rest break that Defendants failed to provide or deficiently provided.

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

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

- (a) Class Members were not provided full thirty-minute duty free meal periods for work days in excess of five (5) hours and were not compensated one (1) hour's wages in lieu thereof, all in violation of, among others, Labor Code §§ 226.7, 512, and the applicable Industrial Welfare Commission Wage Order(s);
- (b) Class Members were not provided second full thirty-minute duty free meal periods for work days in excess of ten (10) hours;
- (c) Class Members were required to work through at least part of their daily meal period(s);
- (d) Meal periods were provided after five (5) hours of continuous work during a shift;
- (e) Class Members were restricted in their ability to leave the premises for their thirty-minute meal period; and
- (f) Class Members were restricted in their ability to take a full thirty-minute meal period.

23. Class Members were also not authorized and permitted to take lawful rest periods,

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

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

- 10 (a) Class Members were required to work without being provided a minimum
11 ten (10) minute rest period for every four (4) hours or major fraction
12 thereof worked and were not compensated one (1) hour of pay at their
13 regular rate of compensation for each workday that a rest period was not
14 provided;
- 15 (b) Class Members were not authorized and permitted to take timely rest
16 periods for every four hours worked, or major fraction thereof;
- 17 (c) Class Members were required to stay on premises during rest periods; and
- 18 (d) Class Members were required to remain on-duty during rest periods or
19 otherwise had their rest periods interrupted by work demands.

20 25. Defendants also consistently failed to issue accurate itemized wage statements as
21 required by Labor Code § 226(a). Specifically, the wage statements do not list all applicable
22 hourly rates or total hours worked, in effect during the pay period. Thus, the wage statements do
23 not comply with Labor Code § 226(a)(2) and § 226(a)(9). Additionally, the wage statements given
24 to Class Members failed to incorporate non-discretionary bonuses, commissions and/or shift
25 differentials into the regular rate of pay used to calculate and pay for overtime pay, sick pay, and
26 meal and rest break premiums. Thus, the wage statements do not provide accurate hourly rates for
27 overtime and the statements do not comply with Labor Code § 226(a)(9). Moreover, the wage
28 statements given to Class Members failed to accurately account for unpaid wages and overtime

1 because Defendants had unlawfully rounded time entries to the detriment of the Class Members
2 and their actual hours worked were under-reported due to off the clock work. Additionally, the
3 wage statements given to Class Members failed to accurately account for premium pay for
4 deficiently provided meal periods and rest breaks.

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

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

22 28. Moreover, Defendants required Plaintiff and Aggrieved Employees to sign
23 employment contracts with provisions that are prohibited by law. Labor Code § 432.5 states "no
24 employer, or agent, or manager, superintendent, or officer thereof, shall require any employee or
25 applicant for employment to agree, in writing, to any term or condition which is known by such
26 employer, or agent, manager, superintendent, or officer thereof to be prohibited by law."
27 Additionally, Defendants violated Labor Code § 925 which states "an employer shall not require
28 an employee who primarily resides and works in California, as a condition of employment, to

1 agree to a provision that would do either of the following: (1) require the employee to adjudicate
2 outside of California a claim arising in California or (2) deprive the employee of the substantive
3 protection of California law with respect to a controversy arising in California.” Here, Defendants
4 require, as a condition of employment, that Plaintiff and other Aggrieved Employees sign an
5 agreement which includes numerous terms that are prohibited by law, including but not limited to
6 the following:

7 A) “I agree that during my employment, I will not accept employment by, or perform any
8 work, consulting, or other services, for any other business entity or for remuneration of
9 any kind, without written approval by the Company’s President. During the term of my
10 employment, I will not, directly, or indirectly, engage in or be concerned with any other
11 business competitive with the Company, whether as a partner, employee, creditor,
12 shareholder or otherwise, except that I may invest in any company so long as I only am a
13 passive investor and my ownership interest does not exceed five percent of the company’s
14 value assets, or voting rights.”

15 29. The provision of Defendants’ agreement, as described above, that Plaintiff and all
16 Aggrieved Employees were required to sign as a condition of employment, explicitly violate
17 several provisions of California law and public policy. As a result of the acts alleged above,
18 Plaintiff seeks penalties under Labor Code § 2699, et seq. because of Defendants’ violation of
19 Labor Code § 432.5.

20 30. From at least four (4) years prior to filing this lawsuit and continuing to the present,
21 Defendants have thus also had a consistent policy of failing to provide Class Members with their
22 records pertaining to their employment, upon reasonable request within twenty-one calendar days
23 from the date of the request.

24 31. From at least four (4) years prior to filing this lawsuit and continuing to the present
25 Defendants have thus also had a consistent policy of failing to provide Class Members with a copy
26 of their personnel records, upon reasonable request, within thirty (30) calendar days from the date
27 of the request.

28 32. Additionally, pursuant to the Occupational Safety and Health Administration,

1 employers must keep the thermostat between 68 and 78 degrees Fahrenheit. California Wage
2 Order 8 states: “the temperature maintained in each work area shall provide reasonable comfort
3 consistent with industry-wide standards for the nature of the process and the work performed.
4 Where the nature of the employment requires a temperature of less than 60 degrees Fahrenheit, a
5 heated room shall be provided to which employees may retire for warm, and such room shall be
6 maintained at not less than 68 degrees Fahrenheit. A temperature of not less than 68 degrees
7 Fahrenheit shall be maintained in the toilet rooms, resting rooms, and change rooms during hours
8 of use.” Here, the temperature in the workplace was above what is legally allowed.

9 33. In light of the foregoing, Plaintiff and Class Members bring this action pursuant to,
10 *inter alia*, Labor Code §§ 201, 202, 203, 204, 210, 226, 226.3, 226.7, 432.5, 510, 512, 558, 558.1,
11 925, 1174, 1174.5, 1182.12, 1185, 1194, 1194.2, 1197, 1198, 1199, 2802, 2698 et seq. and
12 California Code of Regulations, Title 8, section 11000 *et seq.*

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

17 **CLASS ALLEGATIONS**

18 35. Plaintiff seeks to represent the Subclasses composed of and defined as follows:

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

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

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

27 d. Subclass 4. Rest Break Subclass. All Class Members who were subject to
28 Defendants’ policy and/or practice of failing to authorize and permit Class Members to take

uninterrupted, duty-free, 10-minute rest periods for every four hours worked, or major fraction thereof, and failing to pay one hour of pay at the Class Member's regular rate of pay in lieu thereof.

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

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

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

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

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

j. Subclass 10. Failure To Produce Requested Employment Records Subclass. All Class members who, within the applicable limitations period, were denied the right to inspect and receive all of their payroll records, timecards, and personnel records.

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

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

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

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

13 **A. Numerosity**

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

19 40. Accounting for employee turnover during the relevant time period increases this
20 number substantially. Plaintiff alleges that Defendants’ employment records will provide
21 information as to the number and location of all Class Members.

22 **B. Commonality**

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

- 26 a. Whether Defendants failed to pay Class Members minimum wages;
- 27 b. Whether Defendants failed to pay Class Members wages for all hours worked;
- 28 c. Whether Defendants failed to pay Class Members overtime as required under Labor

Code § 510;

- d. Whether Defendants violated Labor Code §§ 226.7 and 512, and the applicable IWC Wage Orders, by failing to provide Class Members with requisite meal periods or premium pay in lieu thereof;
- e. Whether Defendants violated Labor Code §§ 226.7, and the applicable IWC Wage Orders, by failing to authorize and permit Class Members to take requisite rest breaks or provide premium pay in lieu thereof;
- f. Whether Defendants violated Labor Code § 226(a) by providing Class Members with inaccurate wage statements;
- g. Whether Defendants violated Labor Code §§ 201, 202, and 203 by failing to pay wages and compensation due and owing at the time of termination of employment;
- h. Whether Defendants' conduct was willful;
- i. Whether Defendants violated Labor Code § 226 and § 1174 and the IWC Wage Orders by failing to maintain accurate records of Class Members' earned wages and work periods;
- j. Whether Defendants violated Labor Code § 1194 by failing to compensate all Class Members during the relevant time period for all hours worked, whether regular or overtime;
- k. Whether Defendants violated Labor Code § 204 by failing to timely pay wages;
- l. Whether Defendants violated Labor Code § 2802 by failing to reimburse all necessary business expenses Defendants required them to incur in performing their job duties;
- m. Whether Defendants failed to provide copies personnel and employment records in a timely fashion upon reasonable request.
- m. Whether Defendants violated Business and Professions Code § 17200 *et seq.*; and
- n. Whether Class Members are entitled to equitable relief pursuant to Business and Professions Code § 17200 *et seq.*

C. Typicality

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

5 **D. Adequacy of Representation**

6 43. Plaintiff will fairly and adequately represent and protect the interest of the Class
7 Members. Counsel who represents Class Members are experienced and competent in litigating
8 employment class actions.

9 **E. Superiority of Class Action**

10 44. A class action is superior to other available means for the fair and efficient
11 adjudication of this controversy. Individual joinder of all Class Members is not practicable, and
12 questions of law and fact common to all Class Members predominate over any questions affecting
13 only individual Class Members. Each Class Member has been damaged and is entitled to recovery
14 by reason of Defendants' illegal policies or practices of failing to compensate Class Members
15 properly.

16 45. As to the issues raised in this case, a class action is superior to all other methods for
17 the fair and efficient adjudication of this controversy, as joinder of all Class Members is
18 impracticable and many legal and factual questions to be adjudicated apply uniformly to all Class
19 Members. Further, as the economic or other loss suffered by vast numbers of Class Members may
20 be relatively small, the expense and burden of individual actions makes it difficult for the Class
21 Members to individually redress the wrongs they have suffered. Moreover, in the event
22 disgorgement is ordered, a class action is the only mechanism that will permit the employment of
23 a fluid fund recovery to ensure that equity is achieved. There will be relatively little difficulty in
24 managing this case as a class action, and proceeding on a class-wide basis will permit Class
25 Members to vindicate their rights for violations they endured which they would otherwise be
26 foreclosed from receiving in a multiplicity of individual lawsuits that would be cost prohibitive to
27 them.

28 46. Class action treatment will allow those persons similarly situated to litigate their

1 claims in the manner that is most efficient and economical for the parties and the judicial system.
2 Plaintiff is unaware of any difficulties in managing this case that should preclude class treatment.
3 Plaintiff contemplates the eventual issuance of notice to the proposed Class Members that would
4 set forth the subject and nature of the instant action. The Defendants' own business records can be
5 utilized for assistance in the preparation and issuance of the contemplated notices. To the extent
6 that any further notice is required additional media and/or mailings can be used.

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

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

21 **FIRST CAUSE OF ACTION**

22 **FAILURE TO PAY MINIMUM WAGES**

23 **(Against All Defendants)**

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

26 50. Defendants failed to pay Class Members minimum wages for all hours worked.
27 Defendants had a consistent policy of misstating Class Members' time records and failing to pay
28 Class Members for all hours worked. Additionally, Defendants failed to incorporate non-

1 discretionary bonuses, commissions and/or shift differentials into the regular rate of pay used to
2 calculate and pay overtime. Additionally, Class Members would work hours and not receive
3 wages, including as alleged above in connection with off the clock work and unlawful rounding of
4 hours. Defendants, and each of them, have intentionally and improperly changed, adjusted and/or
5 modified the hours of Class Members, which resulted in off the clock work and underpayment of
6 all wages owed to Class Members over a period of time, while benefiting Defendants. During the
7 relevant time period, Defendants thus regularly failed to pay minimum wages to Class Members,
8 to their detriment. Additionally, Defendants had a consistent policy of failing to pay Class
9 Members for hours worked during alleged meal and rest periods for which Class Members were
10 consistently denied, as also addressed herein. Defendants' uniform pattern of unlawful wage and
11 hour practices manifested, without limitation, applicable to the Class as a whole, as a result of
12 implementing a uniform policy and practice that denied accurate compensation to Class Members
13 as to minimum wage pay.

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

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

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

23 54. The minimum wage provisions of California Labor Code are enforceable by private
24 civil action pursuant to Labor Code § 1194(a) which states: "Notwithstanding any agreement to
25 work for a lesser wage, any employee receiving less than the legal minimum wage or the legal
26 overtime compensation applicable to the employee is entitled to recover in a civil action the
27 unpaid balance of the full amount of this minimum wage or overtime compensation, including
28 interest thereon, reasonable attorney's fees and costs of suit."

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

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

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

19 58. In addition to restitution for all unpaid wages, pursuant to California Labor Code §
20 1197.1, Class Members are entitled to recover a penalty of \$100.00 for the initial failure to timely
21 pay each employee minimum wages, and \$250.00 for each subsequent failure to pay each
22 employee minimum wages.

23 59. Pursuant to California Labor Code § 1194.2, Class Members are further entitled to
24 recover liquidated damages in an amount equal to wages unlawfully unpaid and interest thereon.

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

28 61. Wherefore, Class Members are entitled to recover the unpaid minimum wages

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

SECOND CAUSE OF ACTION

FAILURE TO PAY WAGES AND OVERTIME UNDER LABOR CODE § 510

(Against All Defendants)

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

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

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

65. Defendants had a consistent policy of not paying Class Members wages for all hours worked, including by requiring off the clock work and by unlawfully rounding down actual hours worked as addressed above. Additionally, Defendants failed to incorporate non-discretionary bonuses, commissions and/or shift differentials into the regular rate of pay used to

1 calculate and pay overtime. Defendants, and each of them, have intentionally and improperly
2 rounded, changed, adjusted and/or modified certain employees' hours, including Plaintiff's, in
3 order to avoid paying Class Members all earned and owed straight time and overtime wages and
4 other benefits, in violation of the California Labor Code, the California Code of Regulations and
5 the IWC Wage Orders and guidelines set forth by the Division of Labor Standards and
6 Enforcement. Defendants have also violated these provisions by requiring Class Members to work
7 through portions of their meal period. Therefore, Class Members were not properly compensated,
8 nor were they paid overtime rates for hours worked in excess of eight hours in a given day, and/or
9 forty hours in a given week. Based on information and belief, Defendants did not make available
10 to Class Members a reasonable protocol for correcting time records when Class Members worked
11 overtime hours or to fix incorrect time entries or those that Defendants unlawfully rounded to the
12 Class Members' detriment.

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

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

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

8 69. Class Members have been damaged by these violations of California Labor Code
9 §§ 204 and 510 (and the relevant orders of the Industrial Welfare Commission).

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

16 **THIRD CAUSE OF ACTION**

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

18 **(Against All Defendants)**

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

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

26 73. Defendants failed to provide Class Members with meal periods as required under
27 the Labor Code. Defendants placed their needs over Class Members lawful meal breaks and this
28 resulted in Class Members consistently having to work through their scheduled meal breaks

1 because the demands of the job would not avail them the opportunity to take a lawfully
2 uninterrupted and off-duty meal break. Furthermore, upon information and belief, on the occasions
3 when Class Members worked more than ten (10) hours in a given shift, they did so without
4 receiving a second uninterrupted thirty (30) minute meal period as required by law.

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

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

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

21 **FOURTH CAUSE OF ACTION**

22 **REST-BREAK LIABILITY UNDER LABOR CODE § 226.7**

23 **(Against All Defendants)**

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

26 78. Labor Code §§ 226.7 and paragraph 12 of the applicable IWC Wage Orders
27 provide that employers must authorize and permit all employees to take rest periods at the rate of
28 ten (10) minutes net rest time per four (4) work hours.

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

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

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

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

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

28 ///

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

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

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

86. Defendants failed to provide Class Members with accurate itemized wage statements in writing, as required by the Labor Code. Specifically, the wage statements do not list all applicable hour rates in effect during the pay period. Thus, the wage statements do not comply with Labor Code § 226(a)(9). Additionally, the wage statements given to Class Members failed to incorporate non-discretionary bonuses, commissions and/or shift differentials into the regular rate of pay used to calculate and pay for overtime pay, sick pay, and meal and rest break premiums. Thus, the wage statements do not provide accurate hourly rates for overtime and the statements do not comply with Labor Code § 226(a)(9). Moreover, the wage statements given to Class Members failed to accurately account for unpaid wages and overtime because Defendants had unlawfully rounded time entries to the detriment of the Class Members and their actual hours worked were under-reported due to off the clock work. Additionally, the wage statements given to Class Members failed to accurately account for premium pay for deficiently provided meal periods and rest breaks.

87. Throughout the liability period, Defendants intentionally failed to furnish to Class Members, upon each payment of wages, itemized statements accurately showing: (1) gross wages earned, (2) total hours worked by the employee, (3) the number of piece-rate units earned and any

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

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

24 89. Therefore, as a direct and proximate cause of Defendants' violation of Labor Code
25 § 226(a), Class Members suffered injuries, including among other things confusion over whether
26 they received all wages owed them, the difficulty and expense involved in reconstructing pay
27 records, and forcing them to make mathematical computations to analyze whether the wages paid
28 in fact compensated them correctly for all hours worked.

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

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

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

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

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

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

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

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

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

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

98. Labor Code § 204 instructs that: “All wages, ...earned by any person in any employment are due and payable twice during each calendar month, on days designated in advance by the employer as the regular paydays. Labor performed between the 1st and 15th days, inclusive, of any calendar month shall be paid for between the 16th and the 26th day of the month during which the labor was performed, and labor performed between the 16th and the last day, inclusive, of any calendar month, shall be paid for between the 1st and 10th day of the following month.” Additionally, the requirements of this section shall be deemed satisfied by the payment of wages for weekly, biweekly, or semimonthly payroll if the wages are paid not more than seven calendar days following the close of the payroll period.” As detailed above, Defendants maintained a consistently applied policy and practice of not paying all wages earned between the 1st and 15th days of a month between the 16th and 26th day and failed to pay all wages earned between the 16th and the last day of the month between the 1st and 10th day of the following month. Defendants similarly failed to pay all wages earned by not more than seven calendar days following the close of the payroll period. These failures all arose from either Defendants’ failure to pay for all hours worked or failure to pay all earned commission wages.

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

100. Defendants thus violated Labor Code § 204 by systematically refusing to pay wages due under the Labor Code, as addressed above. Additionally, under paragraph 4(B) of the

1 applicable IWC Wage Orders, employers are required “to pay each employee, on the established
2 payday for the period involved, not less than the applicable minimum wage for all hours worked in
3 the payroll period, ...” Under Labor Code § 1198, “[t]he employment of any employee for longer
4 hours than those fixed by the order or under conditions of labor prohibited by the order is
5 unlawful.” Plaintiff and the Class Members may therefore pursue damages and penalties for
6 violations of Labor Code § 204 and paragraph 4(B) of the applicable IWC Wage Orders, including
7 penalties under paragraph 20 of the applicable IWC Wage Orders.

8 101. As a result of the unlawful acts of Defendants, Plaintiff and Class Members seek to
9 represent they have been deprived of wages in amounts to be determined at trial, and they are
10 entitled to recovery of such amounts, plus interest and penalties thereon, attorneys’ fees, and costs,
11 pursuant to Labor Code § 210, 218.5, 1194 and 1198, and paragraphs 4(B) and 20 of the
12 applicable IWC Wage Orders.

13 EIGHTH CAUSE OF ACTION

14 FAILURE TO KEEP REQUIRED PAYROLL RECORDS UNDER LABOR CODE § 1174 15 AND 1174.5

16 (Against All Defendants)

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

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

23 104. During the course of Plaintiff’s and Class Members’ employment, Defendants
24 consistently failed to maintain accurate time and wage records for Plaintiff and Class Members as
25 required by California Labor Code § 1174 by failing to pay Plaintiff and Class Members proper
26 wages, overtime, and premium pay as discussed above.

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

1 **NINTH CAUSE OF ACTION**

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

3 **(Against All Defendants)**

4 106. Plaintiff re-alleges and incorporates all preceding paragraphs as though set forth in
5 full herein.

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

9 108. Defendants have regularly required Class Members to incur business expenses in the
10 course of performing their required job duties for Defendants including for cell phone expenses and
11 mileage. These expenses incurred by Class Members were necessary and required of them in
12 performing their assigned job duties, but Defendants failed to reimburse Class Members for all such
13 necessary expenditures. Class Members were not reimbursed for those lawful and necessary work
14 related expenses or losses incurred in direct discharge of their job duties during employment with
15 Defendants and at the direction of the Defendants pursuant to Labor Code § 2802(a) and the
16 applicable IWC Wage Orders, paragraph 9.

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

20 **TENTH CAUSE OF ACTION**

21 **FAILURE TO PRODUCE REQUESTED RECORDS, LABOR CODE §§ 226 and 1198**

22 **(Against All Defendants)**

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

25 111. Pursuant to California Labor Code § 226, current and former employees have the
26 right to inspect or receive a copy of their records pertaining to their employment, upon reasonable
27 request to their employer. Under this statute, an employer that receives a request to inspect or
28 receive a copy of records pertaining to a current or former employee must comply with the request

1 as soon as practicable, but no later than twenty-one calendar days from the date of the request.

2 112. Pursuant to California Labor Code § 1198.5(a), every current and former employee,
3 or his or her representative, has the right to inspect and receive a copy of the personnel records
4 that the employer maintains relating to the employee's performance or to any grievance concerning
5 the employee. Under this statute, upon written request from a current or former employee or his or
6 her representative, an employer must make the contents of those personnel records available for
7 inspection or provide a copy of the personnel records to the current or former employee, or his or
8 her representative, not later than thirty calendar days from the date the employer receives the
9 written request, subject to some limited exceptions. Failure to comply with these requests allows
10 for a civil penalty seven hundred fifty dollars (\$750), pursuant to Labor Code §§ 1198.5(k) and
11 226(f).

12 113. Plaintiff sent written requests through his counsel to Defendants for their payroll
13 records, timecards, and personnel records. However, Plaintiff has not received all of his requested
14 records as of the date of this Complaint.

15 114. Defendants violated California Labor Code §§ 226 and 1198.5 by failing to timely
16 produce the required records requested by Plaintiff.

17 115. On information and belief, Defendants' failure to provide Plaintiff with all of his
18 requested employment records is not an isolated incident, but was instead consistent with
19 Defendants' policy and practice that applied to Plaintiff and Employees.

20 116. Pursuant to California Labor Code § 1198.5, Plaintiff and Employees are entitled to
21 a penalty of seven hundred fifty dollars (\$750) from Defendants and attorneys' fees and costs.

22 117. Pursuant to California Labor Code § 226(f), Plaintiff is entitled to a penalty of
23 seven hundred fifty dollars (\$750) from Defendants and attorneys' fees and cost, and the other
24 Class members similarly situated are similarly entitled.

25 **ELEVENTH CAUSE OF ACTION**

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

27 **(Against All Defendants)**

28 118. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in

1 full herein.

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

7 120. Plaintiff is a “person” within the meaning of Business & Professions Code
8 § 17204, has suffered injury, and therefore has standing to bring this cause of action for injunctive
9 relief, restitution, and other appropriate equitable relief.

10 121. Business & Professions Code § 17200 *et seq.* prohibits unlawful and unfair
11 business practices. By the conduct alleged herein, Defendants’ practices were deceptive and
12 fraudulent in that Defendants’ policy and practice failed to provide the required amount of
13 compensation for missed meal and rest breaks, and failed to adequately compensate Class
14 Members for all hours worked, due to systematic business practices as alleged herein that cannot
15 be justified, pursuant to the applicable California Labor Code and Industrial Welfare Commission
16 requirements in violation of California Business and Professions Code §§ 17200, *et seq.*, and for
17 which this Court should issue injunctive and equitable relief, pursuant to California Business &
18 Professions Code § 17203, including restitution of wages wrongfully withheld.

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

26 123. Defendants have violated statutes and public policies. Through the conduct alleged
27 in this Complaint Defendants have acted contrary to these public policies, have violated specific
28 provisions of the Labor Code, and have engaged in other unlawful and unfair business practices in

1 violation of Business & Professions Code § 17200 et seq.; which conduct has deprived Plaintiff,
2 and all persons similarly situated, and all interested persons, of the rights, benefits, and privileges
3 guaranteed to all employees under the law.

4 124. Defendants' conduct, as alleged above, constitutes unfair competition in violation
5 of the Business & Professions Code § 17200 et seq.

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

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

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

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

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

129. Plaintiff realleges and incorporate all preceding paragraphs, as though set forth in full herein.

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

131. In failing to pay Aggrieved Employees minimum wages and overtime, not providing proper meal and rest periods, failing to provide accurate itemized wage statements, and failing to pay Employees wages upon termination or timely upon resignation, all discussed above, Defendants failed to timely pay Aggrieved Employees wages on a semimonthly basis as required under Labor Code § 204. Defendants also failed to maintain records showing accurate hours worked daily and the wages paid to Aggrieved Employees, as required by Labor Code § 1174 and paragraph 7 of the applicable IWC Wage Orders.

132. As such, Employees seek wages and penalties under Labor Code §§ 2698 and 2699 for Defendants’ violation of Labor Code provisions included under Labor Code § 2699.5, including the penalty provisions, without limitation, based, inter alia, on the following California Labor Code sections: 201, 202, 203, 204, 226, 226.2, 226.7, 432.5, 510, 512, 558, 1174, 1174.5, 1185, 1194, 1194.1, 1194.2, 1197, 1197.1, 1198, 1199, and 2698 *et seq.*

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

(a) Wage Claims: For failure to provide Plaintiff and the Aggrieved Employees all earned regular pay and minimum wages for regular hours worked and for failure to pay overtime

1 premium wages for overtime hours worked under Labor Code §§ 226.2, 510, 1194(a), 1197, and
2 1198, and paragraphs 2(K), 3(A), 4(A), 4(B) and 20 of the applicable IWC Wage Order(s) seeking
3 all civil and statutory penalties available and applicable, and wages, under Labor Code §§ 510,
4 558, 1194.2, 1197.1, 1199, 2699(f)(2), and 2699.5, and also for attorneys' fees and costs pursuant
5 to Labor Code § 2699(g)(1);

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

14 (c) Inaccurate Wage Statements and Failure to Maintain Records: For failure to provide
15 Plaintiff and the Aggrieved Employees with accurate, itemized wage statements and failure to
16 maintain employment records for Plaintiff and Aggrieved Employees under Labor Code §§ 226,
17 1174, and 1198.5, and Sections 7(A), 7(B), and 7(C) of the applicable IWC Wage Order(s) seeking
18 all civil and statutory penalties and wages available and applicable under Labor Code §§ 226(e),
19 226.3, 558, 1174.5, 1199, and 2699(f)(2), and paragraph 20 of the applicable IWC Wage Order,
20 and also for attorneys' fees and costs pursuant to Labor Code § 2699(g)(1). More specifically, by
21 providing inaccurate wage statements and failing to maintain records as required under Labor
22 Code § 226(a), Defendants committed ongoing violations giving rise to civil penalties under Labor
23 Code §226.3, which in addition to other penalties provided by law, subjects Defendants to "a
24 penalty in the amount of two hundred fifty dollars (\$250) per employee per violation in an initial
25 citation and one thousand dollars (\$1,000) per employee for each violation in a subsequent
26 citation, ...";

27 (d) Failure to Timely Pay Wages: For failure to timely pay all wages owed, including at
28 least semi-monthly and upon separation or termination, under Labor Code §§ 201, 201, 203, 204,

226.2, 1197.5, 2926, and 2927 seeking all civil penalties available and applicable, and wages, under Labor Code §§ 201, 202, 203, 210, 558, 1197, 1198, 1199 and 2699(f)(2), and paragraph 20 of the applicable IWC Wage Orders, and also for attorneys' fees and costs pursuant to Labor Code § 2699(g)(1);

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

(f) All Alleged Violations of the IWC Wage Orders and Other Labor Code Sections: For any above addressed violation of the applicable provisions of the IWC Wage Orders, each of which constitute separate violations of Labor Code § 1198 and Labor Code § 2699.5, and seeking penalties available and applicable under Labor Code § 2699(f)(2) and paragraph 20 of the applicable IWC Wage Orders, and for attorneys' fees and costs pursuant to Labor Code § 2699(g)(1).

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

(a) 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 Industrial Welfare Commission shall be subject to a civil penalty 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. (3) Wages recovered pursuant to this section shall be paid to the affected employee.

(b) If upon inspection or investigation the Labor Commissioner determines that a

1 person had paid or caused to be paid a wage for overtime work in violation of any provision of this
2 chapter, or any provision regulating hours and days of work in any order of the Industrial Welfare
3 Commission, the Labor Commissioner may issue a citation. The procedures for issuing, contesting,
4 and enforcing judgments for citations or civil penalties issued by the Labor Commissioner for a
5 violation of this chapter shall be the same as those set out in Section 1197.1.

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

8 135. Plaintiff has exhausted his administrative remedies by sending a certified letter to
9 the LWDA and Defendants postmarked on **December 1, 2023**, addressing in detail the specific
10 provisions of the Labor Code Defendants have violated and addressing the facts and legal theories
11 to support the alleged violations and requested penalties. The LWDA has not provided notice of
12 its intent to investigate the alleged violations within 65 calendar days of the postmark date of the
13 letter, and Plaintiff adds this claim seeking penalties under the PAGA for the violations addressed
14 herein and in the PAGA Notice letter and the original Complaint.

15 **RELIEF REQUESTED**

16 WHEREFORE, Plaintiff prays for the following relief:

- 17 1. For an order certifying this action as a class action;
- 18 2. For compensatory damages in the amount of the unpaid minimum wages for work
19 performed by Class Members and unpaid overtime compensation from at least four (4) years prior
20 to the filing of this action, as may be proven;
- 21 3. For liquidated damages in the amount equal to the unpaid minimum wage and
22 interest thereon, from at least four (4) years prior to the filing of this action, according to proof;
- 23 4. For compensatory damages in the amount of all unpaid wages, including overtime
24 and double-time pay, as may be proven;
- 25 5. For compensatory damages in the amount of the hourly wage made by Class
26 Members for each missed or deficient meal period where no premium pay was paid therefor from
27 four (4) years prior to the filing of this action, as may be proven;
- 28 6. For compensatory damages in the amount of the hourly wage made by Class

Members for each day requisite rest breaks were not provided or were deficiently provided where no premium pay was paid therefor from at least four (4) years prior to the filing of this action, as may be proven;

7. For penalties pursuant to Labor Code § 226(e) for Class Members, as may be proven;

8. For penalties pursuant to Labor Code § 203 for all Class Members who quit or were fired in an amount equal to their daily wage times thirty (30) days, as may be proven;

9. For restitution and/or damages for all amounts unlawfully withheld from the wages for all class members in violation of Labor Code § 204, as may be proven;

10. For restitution and/or damages for all amounts unlawfully withheld from the wages for all Class Members in violation of Labor Code § 2802, as may be proven;

11. For restitution for unfair competition pursuant to Business & Professions Code § 17200 *et seq.*, including disgorgement or profits, as may be proven;

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

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

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

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

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

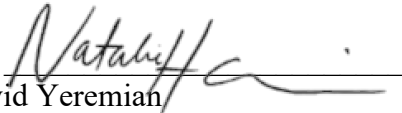
17. For an award providing for the payment of the costs of this suit;

18. For an award of attorneys' fees; and

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

DATED: February 2, 2024

D. LAW, INC.

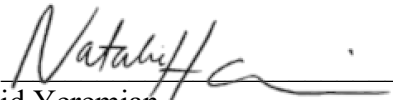
By: 
David Yermian
Natalie Haritoonian
Matthew Carraher
Attorneys for Plaintiff ALBERT FLORES
and all others similarly situated

DEMAND FOR JURY TRIAL

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

DATED: February 2, 2024

DAVID YEREMIAN & ASSOCIATES, INC.

By: 
David Yeremian
Natalie Haritounian
Matthew Carraher
Attorneys for Plaintiff ALBERT FLORES,
and all others similarly situated

PROOF OF SERVICE

STATE OF CALIFORNIA, COUNTY OF LOS ANGELES:

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

On February 2, 2024 I served the foregoing: **FIRST AMENDED CLASS ACTION COMPLAINT** on Interested Parties in this action by placing a true copy thereof, enclosed in a sealed envelope, addressed as follows:

Kaleb N. Berhe

kberhe@foley.com

Christopher G. Ward

kberhe@foley.com

Foley & Lardner LLP

555 South Flower Street | Suite 3300

Los Angeles, CA 90071-2411

Direct: 213.972.4572

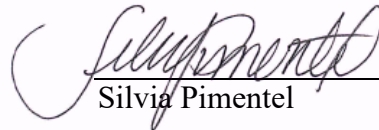
Fax: 213.486.0065

☒ **(BY MAIL)** I placed such envelope with postage thereon fully paid in the United States mail at Glendale, California. I am "readily familiar" with this firm's practice of collecting and processing correspondence for mailing. It is deposited with U.S. Postal Service on that same day in the ordinary course of business. I am aware that on motion of party served, service is presumed invalid if postal cancellation date or postage meter date is more than 1 day after date of deposit for mailing in affidavit.

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

☒ **(STATE)** I certify (or declare) under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Executed on February 2, 2024, at Glendale, California.


Silvia Pimentel