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and on behalf of all employees similarly situated

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN BERNARDINO

ROBERTO GOMEZ, as an individual and on
behalf of all employees similarly situated,

Plaintiff,

v.

SIGMA COMPANIES INTERNATIONAL
CORP., a Delaware corporation; and DOES 1
through 50, inclusive,

Defendants.

Case No. CIVSB2404346

**Amended as a matter of right, pursuant to
Labor Code Section 2699.3(a)(2)(c)**

FIRST AMENDED COMPLAINT

1. Violation of Labor Code §§ 204, 246, 510, 1194, 1198 (Failure to Pay All Wages and Sick Pay);
2. Violation of Labor Code §§ 226.7, 512 (Failure to Provide Meal Periods);
3. Violation of Labor Code § 226.7 (Failure to Provide Rest Periods);
4. Violation of Labor Code § 226, (Failure to Keep Accurate Itemized Wage Statements);
5. Violation of Labor Code §§ 201-203, (Failure to Pay Wages Upon Termination of Employment);
6. Violation of Labor Code § 2802 (Failure to Reimburse for Necessary Expenditures);
7. Violation of Bus. & Prof. Code § 17200 et seq. (Unfair Business Practices); and
8. Violation of the Private Attorneys General Act, Labor Code sections 2698, et seq

DEMAND FOR JURY TRIAL

1 Plaintiff ROBERTO GOMEZ (hereinafter referred to as “Plaintiff”) on behalf of himself
2 and all others similarly situated, and as representative of the State of California and the Labor and
3 Workforce Development Agency (“LWDA”), based upon facts that either have evidentiary
4 support or are likely to have evidentiary support after a reasonable opportunity for further
5 investigation and discovery, complains and alleges as follows:

6 **INTRODUCTION**

7 1. This is a class action brought on behalf of Plaintiff and the class he seeks to
8 represent (“Class” or “Class Members”). Class Members consist of all non-exempt, hourly-paid
9 employees currently and/or formerly employed by SIGMA COMPANIES INTERNATIONAL
10 CORP. in the State of California during the Class Period. The term “Class Period” is defined as
11 four (4) years prior to the filing of this Complaint through the date final judgment is entered.
12 Plaintiff reserves the right to amend this Complaint to reflect a different “Class Period” or “Class”
13 as further discovery is conducted.

14 2. Plaintiff, individually and on behalf of the class he seeks to represent, seeks relief
15 against SIGMA COMPANIES INTERNATIONAL CORP. (“Defendant”) for Defendant’s
16 failure to pay all wages due in violation of Labor Code Sections 204, 510 and 1194, including
17 regular and overtime wages as well as paid sick leave in violation of Labor Code Section 246;
18 failure to provide meal periods or compensation in lieu thereof pursuant to Labor Code Sections
19 226.7 and 512, the applicable Industrial Welfare Commission Wage Orders, and Code of
20 Regulations, Title 8, Section 11000 et seq.; failure to provide rest periods or compensation in lieu
21 thereof pursuant to Labor Code Sections 226.7 and 512, the applicable Industrial Welfare
22 Commission Wage Orders, and Code of Regulations, Title 8, Section 11000 et seq.; failure to
23 provide accurate itemized wage statements upon payment of wages pursuant to Labor Code
24 Sections 226, subdivision (a), 1174, and 1175; failure to reimburse for necessary expenditures
25 pursuant to Labor Code Section 2802; and failure to pay wages of terminated or resigned
26 employees pursuant to Labor Code Sections 201, 202, 203.

1 3. Plaintiff seeks equitable remedies in the form of declaratory relief and injunctive
2 relief, and relief under Business and Professions Code Section 17200 et seq. for unfair business
3 practices.

4 4. At all relevant times herein, Defendant has consistently maintained and enforced
5 against Plaintiff and Class the following unlawful practices and policies:

6 (a) willfully refusing to pay Plaintiff and Class for all hours worked, including
7 regular and overtime and paid sick leave;

8 (b) willfully refusing to permit Plaintiff and Class from taking meal periods or
9 compensation in lieu thereof;

10 (c) willfully refusing to permit Plaintiff and Class from taking rest periods or
11 compensation in lieu thereof;

12 (d) willfully refusing to maintain accurate records and to furnish to Plaintiff and
13 Class accurate itemized wage statements upon payment of wages;

14 (e) willfully refusing to compensate certain members of the Class wages due and
15 owing at the time of Class Members' employment with Defendant ended;
16 and;

17 (f) willfully refusing to reimburse Plaintiff and Class for necessary
18 expenditures.

19 5. On information and belief, Defendant was on actual and constructive notice of
20 the improprieties alleged herein and intentionally refused to rectify their unlawful policies.
21 Defendant's violations, as alleged above, during all relevant times herein were willful and
22 deliberate.

23 6. At all relevant times, Defendant was and is legally responsible for all of the
24 unlawful conduct, policies, practices, acts and omissions as described in each and all of the
25 foregoing paragraphs as the employer of Plaintiff and Class. Further, Defendant is responsible
26 for each of the unlawful acts or omissions complained of herein under the doctrine of
27 "respondeat superior".
28

1 7. Plaintiff further brings this action as a representative of the State of California
2 and the Labor and Workforce Development Agency (“LWDA”) to recover civil penalties
3 pursuant to the Private Attorneys General Act (“PAGA”), Labor Code sections 2698, et seq.,
4 for violations of numerous Labor Code provisions, including, but not limited to, sections 201-
5 203, 204, 226, 226.7, 246, 510, 512, 1174, 1194, and 2802, as well as violations of the
6 applicable Wage Order.

7 **JURISDICTION AND VENUE**

8 8. Venue is proper in this judicial district and in the County of San Bernardino,
9 California because Defendant maintained its location and/or transacted business in this county,
10 the obligations and liability arise in this county, and work was performed by members of the
11 proposed class made the subject of this action in this county.

12 9. The wages, statutory penalties, monetary damages and restitution sought by
13 Plaintiff exceed the minimal jurisdictional limits of the Superior Court and will be established
14 according to proof at trial. This Court has jurisdiction over this action pursuant to the California
15 Constitution, article VI, Section 10. The statutes under which this action is brought do not specify
16 any other basis for jurisdiction.

17 10. The California Superior Court has jurisdiction in the matter because the individual
18 claims are under the seventy-five thousand dollars (\$75,000.00) jurisdictional threshold for
19 Federal Court and the five million dollars (\$5,000,000.00) aggregate jurisdictional threshold for
20 Federal Court and, upon information and belief, Plaintiff and Defendant are residents of,
21 domiciled in, or otherwise subject to jurisdiction in the State of California. Further, there is no
22 federal question at issue as the issues herein are based solely on California statutes and law
23 including the Labor Code, Industrial Welfare Commission (“IWC”) Wage Orders, the Code of
24 Civil Procedure, the Rules of Court, and the Business and Professions Code.

25 **THE PARTIES**

26 **A. Plaintiff**

27 11. Plaintiff, at all relevant times herein, was Defendant’s employee and was entitled
28 to compensation for all hours worked, including regular time and overtime compensation, and

penalties from Defendant. Plaintiff was employed by Defendant as a non-exempt, hourly paid employee during the Class Period. Specifically, Plaintiff worked as a painter from approximately October 2017 to October 2023, primarily in San Bernardino County. Each of the Class Members are identifiable, current and/or former similarly situated persons who were employed in non-exempt hourly positions in California by Defendant during the Class Period.

B. Defendant

12. Plaintiff is informed and believes, and based thereon alleges, that Defendant is a corporation doing business in California. Defendant manufactures and sells water and wastewater equipment. On information and belief, Defendant was and/or is the employer of Plaintiff and Class during the Class Period. Plaintiff also alleges that Defendant is conducting business in good standing in California.

13. Plaintiff is ignorant of the true names, capacities, relationships and extent of participation in the conduct herein alleged of the Defendants sued herein as DOES 1 through 50, inclusive, but on information and belief alleges that these Defendants are legally responsible for the payment of overtime compensation, rest and meal period compensation, and wages to Plaintiff and Class by virtue of their unlawful practices, and therefore sues these Defendants by such fictitious names. Plaintiff will amend this complaint to allege the true names and capacities of each DOE Defendants when ascertained.

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

15. Plaintiff is informed and believes, and based thereon alleges, that each Defendant acted in all respects as the agent, servant, partner, joint venture, alter-ego, employee, proxy, managing agent, and/or principal of the Defendant, and in performing the actions mentioned below was acting, at least in part, within the course and scope of that authority as such agent, proxy, servant, partner, joint venture, employee, alter-ego, managing agent, and/or principal with

1 permission and consent of the Defendant. Plaintiff also alleges the acts of each Defendant are
2 legally attributable to the other Defendant.

3 16. Plaintiff is informed and believes, and based thereon alleges, that each of the
4 Defendant sued herein was, at all times relevant hereto, the employer, owner, shareholder,
5 principal, joint venture, proxy, agent, employee, supervisor, representative, manager, managing
6 agent, joint employer and/or alter-ego of the remaining Defendant, and was acting, at least in part,
7 within the course and scope of such employment and agency, with the express and implied
8 permission, consent, and knowledge, approval and/or ratification of the other Defendant.

9 **ADMINISTRATIVE PREREQUISITE**

10 17. On January 31, 2024, prior to filing this complaint, Plaintiff gave written notice
11 by electronically filing the notice with the Labor Workforce Development Agency (“LWDA”)
12 (LWDA Case No. LWDA-1008431-24) and by certified mail to Defendant of the specified
13 provisions alleged to have been violated, including the facts and theories to support the alleged
14 violations as required by Labor Code Section 2699.3.

15 18. A true and correct copy of Plaintiff’s letter sent to the LWDA dated January 31,
16 2024, is attached hereto as “**Exhibit A**”. As of the filing of this complaint, LWDA has not
17 responded to the written notice.

18 19. Under Labor Code Section 2699.3 subsection (a), a plaintiff may bring a cause
19 of action under PAGA only after giving notice to the Labor Workforce Development Agency
20 (“LWDA”) and the employer of the Labor Code Sections alleged to have been violated, and
21 after receiving notice from the LWDA of its intention not to investigate, or after 65 days have
22 passed without notice.

23 20. More than sixty-five (65) days have passed without notice from the LWDA.
24 Accordingly, all administrative prerequisites to filing this action have been fulfilled.

25 **GENERAL ALLEGATIONS**

26 21. Plaintiff was employed as a painter from approximately October 2017 to October
27 2023.

1 22. Labor Code Section 1194 provides that notwithstanding any agreement to work
2 for a lesser wage, an employee receiving less than the legal overtime compensation is entitled to
3 recover in a civil action the unpaid balance of his or her overtime compensation, including interest
4 thereon, reasonable attorneys' fees, and costs of suit.

5 23. Labor Code Section 204 requires employers to pay employees all earned wages
6 two times per month on days designated in advance by the employer as regular paydays.
7 Pursuant to Labor Code Section 204 (a) labor performed between the 1st and 15th days,
8 inclusive, of any calendar month shall be paid for between the 16th and the 26th day of the
9 month during which the labor was performed, and labor performed between the 16th and the last
10 day, inclusive, of any calendar month, shall be paid for between the 1st and 10th day of the
11 following month. Pursuant to Labor Code Section 204 (d) the requirements of this Section shall
12 be deemed satisfied by the payment of wages for weekly, biweekly, or semimonthly payroll if
13 the wages are paid not more than seven calendar days following the close of the payroll period.
14 Plaintiff and Class were also entitled to be paid twice a month at their regular rates, including all
15 meal period premium wages owed, rest period premium wages owed, and wages owed for hours
16 worked. Defendant systematically failed and refused to pay the employees all wages due, and
17 failed to pay those wages twice a month, in that employees were not paid all wages for all meal
18 periods not provided by Defendant, all wages for all rest periods not authorized and permitted by
19 Defendant, and all wages for all hours worked.

20 24. Further, Business and Professions Code Section 17203 provides that any person
21 who engages in unfair competition may be enjoined in any court of competent jurisdiction.
22 Business and Professions Code Section 17204 provides that any person who has suffered actual
23 injury and has lost money or property as a result of the unfair competition may bring an action in
24 a court of competent jurisdiction.

25 25. During all, or a portion of the Class Period, Plaintiff and each member of the Class
26 was employed by Defendant in the State of California.

27 26. Plaintiff and Class Members were non-exempt employees covered under one or
28 more IWC Wage Order(s), and Labor Code Section 510, and/or other applicable Wage Orders,

1 regulations and statutes, and each Class Member was not subject to an exemption for executive,
2 administrative or professional employees, which imposed obligations on the part of Defendant to
3 pay Plaintiff and Class Members lawful overtime compensation.

4 27. Plaintiff and Class were covered by one or more IWC Wage Order(s), and Labor
5 Code Section 226.7 and other applicable Wage Orders, regulations and statutes which imposed
6 an obligation on the part of Defendant to pay Plaintiff and Class rest and meal period
7 compensation.

8 28. During the Class Period, Defendant were obligated to pay Plaintiff and Class
9 Members overtime compensation for all hours worked in excess of eight (8) hours of work in one
10 (1) day or forty (40) hours in one (1) week and double-time compensation for hours worked in
11 excess of twelve (12) in one (1) day. However, often times Plaintiff and Class Members were
12 required to work overtime in excess of eight (8) hours per workday and in excess of forty (40)
13 hours per workweek but were not paid at the proper overtime rate of pay.

14 29. During the Class Period, Defendant was obligated to pay Plaintiff and Class
15 Members for all hours worked. However, Defendant failed to pay Plaintiff and Class Members
16 for all hours worked at the legally mandated wage rates, including regular wages and overtime
17 wages. Defendant regularly used a system of time rounding in a manner that resulted, over a
18 period of time, in failing to compensate Plaintiff and Class Members properly for all the time
19 they have actually worked, even though the realities of Defendant's operations are such that it
20 is possible, practical, and feasible to count and pay for work time to the minute. Accordingly,
21 Defendant frequently paid Plaintiff and Class Members less than all their work time. Some of
22 this unpaid work also should have been paid at the overtime rate. During the Class Period,
23 Plaintiff and Class Members received additional remuneration in the form of biweekly and
24 semi-annual bonuses. However, Defendant has not compensated Plaintiff and Class Members
25 at the proper overtime rate. Defendant did not include the additional remuneration paid to
26 Plaintiff and Class Members in the regular rate of pay for purposes of calculating overtime rate
27 of pay. Throughout the Class Period, Defendant also maintained a policy and practice of
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1 requiring Plaintiff and Class Members to perform work “off-the-clock”. Defendant required
2 Plaintiff and Class Members to clock out at the end of their shifts and to continue working.
3 Additionally, Plaintiff and Class Members were also required to wash their heavily soiled
4 uniforms after the scheduled shift hours. Starting approximately from March 2020 Defendant
5 required Plaintiff and Class Members to undergo COVID pre-screening prior to clocking in to
6 work but failed to compensate for that time. In maintaining a practice of not paying all wages
7 owed, Defendant failed to maintain accurate records of the hours Plaintiff and Class Members
8 worked. Plaintiff and the Class Members received additional remuneration in the form of gift
9 cards. In doing so, Defendant also failed to maintain accurate records of the hours Plaintiff and
10 the Class Members worked.

11 30. During the Class Period, Defendant was obligated to provide Plaintiff and Class
12 with a work-free meal period within the first five (5) hours of a shift no later than the start of
13 sixth hour of work in a workday, and to allow employees to take their second 30-minute, duty-
14 free meal period no later than the start of the eleventh hour of work in the workday. Here,
15 Defendant wrongfully failed to provide Plaintiff and Class Members with legally compliant meal
16 periods. Defendant regularly required Plaintiff and Class Members to work in excess of five
17 consecutive hours a day without providing a 30-minute, continuous and uninterrupted, duty-free
18 meal period for every five hours of work, or without compensating Plaintiff and Class Members
19 for meal periods that were not provided by the end of the fifth hour of work or tenth hour of work.
20 Plaintiff and Class Members would often times miss or have late, interrupted or short meal
21 periods. Most importantly, Plaintiff and Class Members have never been authorized or taken their
22 second meal periods when they worked more than ten and even twelve hours during one shift.
23 Accordingly, Defendant’s policy and practice was to not provide meal periods to Plaintiff and
24 Class Members in compliance with California law.

25 31. Additionally, Defendant were obligated to provide Plaintiff and Class Members
26 with a ten (10) minute rest break for every four (4) hours, or major fraction thereof, worked each
27 day. Defendant prevented Plaintiff and Class Members from taking rest breaks throughout their
28

1 shifts. Defendant, however, wrongfully failed to authorize and permit Plaintiff and Class
2 Members to take timely and duty-free rest periods. Defendant regularly required Plaintiff and
3 Class Members to work in excess of four consecutive hours a day without Defendant authorizing
4 and permitting them to take a 10 minute, continuous and uninterrupted, rest period for every four
5 hours of work (or major fraction of four hours), or without compensating Plaintiff and Class
6 Members for rest periods that were not authorized or permitted. Plaintiff and Class Members
7 would often times miss or have interrupted or short rest periods because of the lack of coverage
8 by other employees during the rest periods. Plaintiff and Class Members have never been
9 authorized and taken their third rest periods when they worked more than eight hours during one
10 shift. Accordingly, Defendant's policy and practice was for Plaintiff and Class Members to work
11 through rest periods and to not authorize or permit them to take any rest periods.

12 32. Furthermore, Defendant failed and/or refused to pay Plaintiff and Class Members
13 one (1) hour's pay at the employees' regular rate of pay as premium compensation for
14 Defendant's failure to provide lawful thirty (30) minute, off-duty meal periods and failure to
15 provide lawful ten (10) minute rest periods within the statutory time frames.

16 33. Defendant also failed to indemnify Plaintiff and Class Members all necessary
17 expenditures incurred in direct discharge of their duties without reimbursement. During the Class
18 Period, Plaintiff and Class Members were required to use their personal cell phones to
19 communicate with their supervisors regarding work but were not compensated for cell phone
20 usage. Plaintiff and Class Members were also required to wash and maintain their uniforms at
21 their own expense. Plaintiff and Class Members incurred these substantial expenses as a direct
22 result of performing their job duties for Defendant, and Defendant has failed to indemnify
23 Plaintiff and Class Members for these employment-related expenses.

24 34. Defendant continues to employ non-exempt, hourly-paid employees within
25 California.

26 35. Plaintiff and Class Members primarily performed non-exempt work, often in
27 excess of the maximum regular rate hours set forth in the applicable IWC Wage Order(s),
28 regulations or statutes, and therefore entitled the Plaintiff and Class Members to overtime

1 compensation at the rate of one and a half times their regular rate of pay and, when applicable,
2 double time compensation as set forth by the applicable IWC Wage Order(s), regulations and/or
3 statutes.

4 36. During the Class Period, Defendant required Plaintiff and Class Members to work
5 regular hours, off the clock hours, and overtime hours without lawful compensation in violation
6 of the applicable IWC Wage Order(s), regulations and statutes, and Defendant: (1) willfully failed
7 and refused, and continue to fail and refuse to pay compensation for all hours worked, including
8 lawful regular time and overtime compensation, to Class Members; and (2) willfully failed and
9 refused, and continue to fail and refuse to pay due and owing wages promptly upon termination
10 of employment to Plaintiff and affected Class Members.

11 37. Class Members who ended their employment with Defendant during the Class
12 Period but were not paid the above due compensation for all hours worked timely upon the
13 termination of their employment as required by Labor Code Sections 201, 202, and 203 are
14 entitled to penalties as provided by Labor Code Section 203.

15 38. Labor Code § 246 (a) an employee who, on or after July 1, 2015, works in
16 California for the same employer for 30 or more days within a year from the commencement of
17 employment is entitled to paid sick days. Labor Code § 246 (i) requires employers to provide an
18 employee with written notice that sets forth the amount of paid sick leave available.

19 39. During the Class Period, Defendant maintained a policy and practice of failing to
20 provide Plaintiff and Class with paid sick leave as well as to provide a written notice of accrued
21 paid sick leave. On information and belief, Defendant's failure to provide an employee with
22 written notice that sets forth the amount of paid sick leave available was not a single, isolated
23 incident, but was instead part of Defendant's policy and practice that applied to Class.

24 40. During the Class Period, Defendant failed to furnish Plaintiff and Class Members
25 with accurate, itemized wage statements showing all applicable hourly rates, and all gross and
26 net wages earned (including correct Defendant's correct legal entity name and address, correct
27 hours worked, correct wages earned for hours worked, correct overtime hours worked, correct
28 wages for meal periods that were not provided in accordance with California law, correct

1 wages for rest periods that were not authorized and permitted to take in accordance with
2 California law). As a result of these violations of California Labor Code § 226(a), Plaintiff and
3 Class Members are owed the amounts provided for in California Labor Code § 226(e),
4 including actual damages.

5 41. Defendant knew or should have known that Plaintiff and Class members were
6 entitled to receive accurate wage statements, which would include meal break premiums, and/or
7 rest break premiums, as required by Labor Code 226.

8 42. Defendant knew or should have known that Plaintiff and Class Members were
9 entitled to timely payment of all wages earned upon termination. Plaintiff and Class Members did
10 not receive payment of all wages, including but not limited to, meal and rest break premiums, in
11 violation of the Labor Code.

12 **CLASS ALLEGATIONS**

13 43. Plaintiff brings this action on behalf of himself and all other similarly situated
14 persons as a class action pursuant to Code of Civil Procedure Section 382. The Class is composed
15 of and defined as follows:

- 16 (a) All persons who are employed or have been employed by Defendant in the
17 State of California, and who, within the four (4) years of the filing of this
18 Complaint to the present, have worked as non-exempt employees and were not
19 paid all wages owed, including but not limited to the legally requisite regular
20 time rate, overtime rate and/or double-time rate and paid sick leave;
- 21 (b) All persons who are employed or have been employed by Defendant in the
22 State of California, and who, within the four (4) years of the filing of this
23 Complaint to the present, have worked as non-exempt employees and have not
24 been provided a meal period for shifts in excess of five (5) hours within the
25 first five (5) hours such shifts, and were not provided one (1) hour's pay for
26 each day during which a lawful meal period was not provided;
- 27 (c) All persons who are employed or have been employed by Defendant in the
28 State of California, and who, within the four (4) years of the filing of this

1 Complaint to the present, have worked as non-exempt employees and have not
2 been provided a rest period for every four (4) hours, or major fraction thereof,
3 worked per day, and were not provided compensation of one (1) hour's pay for
4 each day on which such rest period(s) was not provided;

5 (d) All persons who are employed or have been employed by Defendant in the
6 State of California, and who, within the four (4) years of the filing of this
7 Complaint to the present, have worked as non-exempt employees and have not
8 been reimbursed expenditures in discharge of their duties;

9 (e) All persons who are employed or have been employed by Defendant in the
10 State of California, and who, within the three (3) years of the filing of this
11 Complaint to the present, have worked as non-exempt employees and have
12 been terminated or resigned, and have not been paid wages pursuant to Labor
13 Code Section 203 and are owed restitution and waiting time penalties for
14 unpaid wages;

15 (f) All persons who are employed or have been employed by Defendant in the
16 State of California, and who, within the one (1) year of the filing of this
17 Complaint to the present have worked as non-exempt employees and were not
18 provided an accurate payroll record or wage statement as required under Labor
19 Code Sections 226 and 1174;

20 (g) All persons who are employed or have been employed by Defendant in the
21 State of California, and who, within the four (4) years of the filing of this
22 Complaint to the present, have worked as non-exempt employees and were
23 subjected to unlawful and unfair business practices within the meaning of
24 California's Unfair Competition Law and who suffered injury, including lost
25 money, as a result of Defendant's unlawful and unfair business practices.

26 44. Throughout discovery in this litigation, Plaintiff may find it appropriate and/or
27 necessary to amend the definition of the Class. Plaintiff will formally define and designate a class
28 definition at such time when Plaintiff seeks to certify the Class alleged in this Complaint.

1 45. This action has been brought and may be maintained as a class action pursuant to
2 Code of Civil Procedure Section 382 because there is a well-defined common interest of many
3 persons and it is impractical to bring them all before the court.

4 46. The Court should permit this action to be maintained as a class action pursuant to
5 Code of Civil Procedure Section 382 because:

- 6 (a) The questions of law and fact common to Class predominate over any
7 question affecting only individual class members;
- 8 (b) A class action is superior to any other available method for the fair and
9 efficient adjudication of the claims of the Class members;
- 10 (c) Class is so numerous that it is impractical to bring all members of the
11 Class before the Court;
- 12 (d) Plaintiff and Class Members will not be able to obtain effective and
13 economic legal redress unless the action is maintained as a class action;
- 14 (e) There is a community of interest in obtaining appropriate legal and
15 equitable relief for the common law and statutory violations and other
16 improprieties and in obtaining adequate compensation for the damages
17 and injuries which Defendant's actions have inflicted upon Class;
- 18 (f) There is a community of interest in ensuring that the combined assets and
19 available insurance of the Defendant are sufficient to adequately
20 compensate Class Members for the injuries sustained;
- 21 (g) Without class certification, the prosecution of separate actions by
22 individual members of the Class would create a risk of:
 - 23 (1) Inconsistent or varying adjudications with respect to individual
24 members of the Class which would establish an incompatible
25 standard of conduct for Defendant; and/or
 - 26 (2) Adjudications with respect to the individual members which
27 would, as a practical matter, be dispositive of the interests of other
28 members not parties to the adjudications, or would substantially

1 impair or impede their ability to protect their interests, including
2 but not limited to the potential for exhausting the funds available
3 from those parties who are, or may be, responsible Defendant; and
4 (h) Defendant have acted or refused to act on grounds generally applicable to
5 Class, thereby making final injunctive relief appropriate with respect to
6 Class as a whole.

7 47. There is a well-defined community of interest in the litigation and Class is
8 readily ascertainable:

- 9 (a) Numerosity: The members of Class (and each subclass, if any) are so
10 numerous that joinder of all members would be unfeasible and impractical.
11 The membership of the entire Class is unknown to Plaintiff at this time,
12 however, the Class is estimated to be greater than 100 individuals and the
13 identity of such membership is readily ascertainable by inspection of
14 Defendant's records.
- 15 (b) Typicality: Plaintiff is qualified to, and will, fairly and adequately protect the
16 interests of each Class Member with whom there is a shared, well-defined
17 community of interest, and Plaintiff's claims (or defenses, if any) are typical
18 of all Class Members' claims as demonstrated herein.
- 19 (c) Adequacy: Plaintiff is qualified to, and will, fairly and adequately protect
20 the interests of each Class Member with whom there is a shared, well-
21 defined community of interest and typicality of claims, as demonstrated
22 herein. Plaintiff has no conflicts with or interests antagonistic to any Class
23 Member. Plaintiff's attorneys, the proposed class counsel, are versed in the
24 rules governing class action discovery, certification, and settlement.
25 Plaintiff has incurred, and throughout the duration of this action, will
26 continue to incur costs and attorneys' fees that have been, are, and will be
27 necessarily expended for the prosecution of this action for the substantial
28

benefit of each class member.

(d) Superiority: A Class Action is superior to other available methods for the fair and efficient adjudication of the controversy, including consideration of:

1. The interests of the members of the Class in individually controlling the prosecution or defense of separate actions;
2. The extent and nature of any litigation concerning the controversy already commenced by or against members of the Class;
3. The desirability or undesirability of concentrating the litigation of the claims in the particular forum; and
4. The difficulties likely to be encountered in the management of a class action.

(e) Public Policy Considerations: The public policy of the State of California is to resolve the California Labor Code claims of many employees through a class action. Indeed, current employees are often afraid to assert their rights out of fear of direct or indirect retaliation. Former employees are also 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 the class members who are not named in the complaint with a type of anonymity that allows for the vindication of their rights at the same time as their privacy is protected.

48. Plaintiff contemplates the eventual issuance of notice to the proposed members of the Class that would set forth the subject and nature of the instant action. Defendant's own business records may be utilized for assistance in the preparation and issuance of the contemplated notices. To the extent that any further notices may be required, Plaintiff would contemplate the use of additional techniques and forms commonly used in class actions, such as

published notice, e-mail notice, website notice, first-class mail, or combinations thereof, or by other methods suitable to Class and deemed necessary and/or appropriate by the Court.

FIRST CAUSE OF ACTION

**Failure to Pay All Wages for All Hours Worked and Sick Pay
(Against Defendant, DOES 1 through 50, and each of them)**

49. Plaintiff and Class Members re-allege and incorporate by reference all preceding paragraphs of this First Amended Complaint as though fully set forth herein.

50. Labor Code Section 510, subdivision (a) states in pertinent part: “Any work in excess of eight hours in one workday and any work in excess of 40 hours in any one workweek... shall be compensated at the rate of no less than one and one-half times the regular rate of pay for any employee.”

51. Labor Code Section 1194, subdivision (a) states: “Notwithstanding any agreement to work for a lesser wage, 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.”

52. Further, pursuant to Labor Code Section 1197, payment of less than the minimum wage fixed by the Labor Commission is unlawful.

53. Pursuant to Labor Code Section 1198, it is unlawful to employ persons for longer than the hours set by the Industrial Welfare Commission or under conditions prohibited by the IWC Wage Order(s).

54. Pursuant to the IWC Wage Order(s), Defendant is required to pay Plaintiff and Class Members for all hours worked, meaning the time during which an employee is subject to the control of an employer, including all the time the employee is suffered or permitted to work, whether or not required to do so.

55. Labor Code Section 204 requires employers to pay employees all earned wages two times per month on days designated in advance by the employer as regular paydays. Pursuant to Labor Code Section 204 (a) labor performed between the 1st and 15th days,

1 inclusive, of any calendar month shall be paid for between the 16th and the 26th day of the
2 month during which the labor was performed, and labor performed between the 16th and the last
3 day, inclusive, of any calendar month, shall be paid for between the 1st and 10th day of the
4 following month. Pursuant to Labor Code Section 204 (d) the requirements of this Section shall
5 be deemed satisfied by the payment of wages for weekly, biweekly, or semimonthly payroll if
6 the wages are paid not more than seven calendar days following the close of the payroll period.
7 Plaintiff and Class were also entitled to be paid twice a month at their regular rates, including all
8 meal period premium wages owed, rest period premium wages owed, and wages owed for hours
9 worked. However, during Class period, Defendant systematically failed and refused to pay the
10 employees all wages due, and failed to pay those wages twice a month, in that employees were
11 not paid all wages for all meal periods not provided by Defendant, all wages for all rest periods
12 not authorized and permitted by Defendant, and all wages for all hours worked.

13 56. During the Class Period, Defendant was obligated to pay Plaintiff and Class
14 Members for all hours worked. However, Defendant failed to pay Plaintiff and Class Members
15 for all hours worked at the legally mandated wage rates, including regular wages and overtime
16 wages. Defendant regularly used a system of time rounding in a manner that resulted, over a
17 period of time, in failing to compensate Plaintiff and Class Members properly for all the time they
18 have actually worked, even though the realities of Defendant's operations are such that it is
19 possible, practical, and feasible to count and pay for work time to the minute. Accordingly,
20 Defendant frequently paid Plaintiff and Class Members less than all their work time. Some of
21 this unpaid work also should have been paid at the overtime rate. During the Class Period, Plaintiff
22 and Class Members received additional remuneration in the form of biweekly and semi-annual
23 bonuses. However, Defendant has not compensated Plaintiff and Class Members at the proper
24 overtime rate. Defendant did not include the additional remuneration paid to Plaintiff and Class
25 Members in the regular rate of pay for purposes of calculating overtime rate of pay. Throughout
26 the Class Period, Defendant also maintained a policy and practice of requiring Plaintiff and Class
27 Members to perform work "off-the-clock". Defendant required Plaintiff and Class Members to
28 clock out at the end of their shifts and to continue working. Additionally, Plaintiff and Class

Members were also required to wash their heavily soiled uniforms after the scheduled shift hours. Starting approximately from March 2020 Defendant required Plaintiff and Class Members to undergo COVID pre-screening prior to clocking in to work but failed to compensate for that time. In maintaining a practice of not paying all wages owed, Defendant failed to maintain accurate records of the hours Plaintiff and Class Members worked. Plaintiff and the Class Members received additional remuneration in the form of gift cards. In doing so, Defendant also failed to maintain accurate records of the hours Plaintiff and the Class Members worked.

57. Plaintiff and Class Members were required to work overtime in excess of eight (8) hours per workday and in excess of forty (40) hours per workweek but were not paid at the proper overtime rate of pay.

58. Defendant's pattern, practice and uniform administration of corporate policy regarding illegal employee compensation as described herein is unlawful and creates an entitlement, pursuant to Labor Code Section 218, to recovery by Plaintiff and the members of the Class, in a civil action, of the unpaid balance of the full amount of wages owing, calculated at the appropriate rate.

59. Pursuant to Labor Code Section 1194.2(a) (which provides that in any action under Labor Code § 1194, an employee shall be entitled to recover liquidated damages), the members of Class seek recovery of liquidated damages on the straight-time portion of uncompensated hours of work (not including the overtime portion thereof) in an amount equal to the wages unlawfully unpaid and interest thereon.

60. Labor Code § 246 (a) an employee who, on or after July 1, 2015, works in California for the same employer for 30 or more days within a year from the commencement of employment is entitled to paid sick days. Labor Code § 246 (i) requires employers to provide an employee with written notice that sets forth the amount of paid sick leave available.

61. During the Class Period, Defendant maintained a policy and practice of failing to provide Plaintiff and Class with paid sick leave as well as to provide a written notice of accrued paid sick leave. On information and belief, Defendant's failure to provide an employee with

1 written notice that sets forth the amount of paid sick leave available was not a single, isolated
2 incident, but was instead part of Defendant's policy and practice that applied to Class.

3 62. That calculation of individual damages for Class Members may at some point be
4 required does not foreclose the possibility of taking common evidence on questions regarding
5 their entitlement to overtime compensation. Collins v. Rocha (1972) 7 Cal.3d 232; Hypolite v.
6 Carleson (1975) 52 Cal.App.3d 566; Employment Development Dept. v. Superior Court (1981)
7 30 Cal.3d 256).

8 63. Pursuant to Labor Code Sections 218.6 and 1194(a) and Civil Code Section 3287,
9 Class Members seek recovery of pre-judgment interest on all amounts recovered herein.

10 64. Pursuant to Labor Code Sections 218.5 and/or 1194, Class Members request that
11 the Court award reasonable attorneys' fees and costs incurred by them in this action.

12 **SECOND CAUSE OF ACTION**

13 **Failure to Provide Meal Periods or Compensation in Lieu Thereof**

14 **(Against Defendant, DOES 1 through 50, and each of them)**

15 65. Plaintiff and Class Members re-allege and incorporate by reference all preceding
16 paragraphs of this First Amended Complaint as though fully set forth herein.

17 66. Labor Code Sections 226.7 and 512 provide that no employer shall employ any
18 person for a work period of more than five (5) hours without providing a meal period of not less
19 than thirty (30) minutes within the fifth (5th) hour of work, or employ any person for a work
20 period of more than ten (10) hours without a second (2nd) meal period of not less than thirty (30)
21 minutes.

22 67. Labor Code Section 226.7 provides that if an employer fails to provide an
23 employee a meal period in accordance with this Section, the employer shall pay the employee one
24 (1) hour of pay at the employee's regular rate of compensation for each workday that the meal
25 period is not provided in accordance with this Section.

26 68. Defendant failed to schedule Plaintiff and Class Members in a manner as to
27 reasonably ensure that Plaintiff and Class Members could take such meal periods within the
28 statutory timeframe. As a result, Plaintiff and Class were often forced to forego their meal

1 periods, work during their meal periods and/or take meal periods after the fifth (5th) hour of their
2 shifts. In so doing, Defendant has intentionally and improperly denied meal periods to Plaintiff
3 and Class Members in violation of Labor Code Sections 226.7 and 512, and other regulations and
4 statutes.

5 69. At all times relevant hereto, Plaintiff and Class have worked more than five (5)
6 hours in a workday.

7 70. By virtue of Defendant's failure to schedule Plaintiff and Class Members in such
8 a way as to provide a timely and/or work free meal period to Plaintiff and Class Members, Plaintiff
9 and Class Members have suffered, and will continue to suffer, damages in an amount which is
10 presently unknown, but which exceed the jurisdictional limits of this Court and which will be
11 ascertained according to proof at trial.

12 71. Plaintiff, individually and on behalf of Class Members, requests recovery of meal
13 period compensation pursuant to Labor Code Section 226.7 for the four (4) years prior to filing
14 this complaint, as well as the assessment of any statutory penalties against Defendant in a sum as
15 provided by the Labor Code and/or other statutes.

16 **THIRD CAUSE OF ACTION**

17 **Failure to Provide Rest Periods or Compensation in Lieu Thereof**

18 **(Against Defendant, DOES 1 through 50, and each of them)**

19 72. Plaintiff and Class Members re-allege and incorporate by reference all preceding
20 paragraphs of this First Amended Complaint as though fully set forth herein.

21 73. The IWC Wage Orders and Labor Code Section 226.7 provides that employers
22 must authorize and permit all employees to take rest periods at the rate of ten (10) minutes rest
23 time per four (4) work hours or major fraction thereof.

24 74. Labor Code Section 226.7, subdivision (b) provides that if an employer fails to
25 provide an employee rest period in accordance with this Section, the employer shall pay the
26 employee one (1) hour of pay at the employee's regular rate of compensation for each workday
27 that the rest period is not provided.

28 75. Defendant failed and/or refused to implement a policy by which Plaintiff and Class

Members could receive rest periods and/or work free rest periods. By and through its actions, Defendant intentionally and improperly denied rest periods to Plaintiff and Class Members in violation of Labor Code Sections 226.7 and 512.

76. At all times relevant hereto, Plaintiff and Class have worked more than four (4) hours in a workday.

77. By virtue of the Defendant's unlawful failure to provide rest periods to Plaintiff and Class Members, Plaintiff and Class Members have suffered, and will continue to suffer, damages, in amounts which are presently unknown, but which exceed the jurisdictional limits of this Court and which will be ascertained according to proof at trial.

78. Plaintiff, individually and on behalf of employees similarly situated, requests recovery of rest period compensation pursuant to Labor Code Section 226.7 for the four (4) years prior to filing this Complaint, as well as the assessment of any statutory penalties against Defendant, and each of them, in a sum as provided by the Labor Code and/or any other statute.

FOURTH CAUSE OF ACTION

Failure to Provide Accurate Itemized Wage Statements

(Against Defendant, DOES 1 through 50, and each of them)

79. Plaintiff and Class re-allege and incorporate by reference all preceding paragraphs of this First Amended Complaint as though fully set forth herein.

80. Labor Code Section 1174, subdivision (d) requires an employer to keep at a central location in California, or at the plant or establishment at which the employee is employed, payroll records showing the hours worked daily by, and the wages paid to, each employee.

81. Labor Code Section 226, subdivision (a) requires an employer to provide employees—either as a detachable part of the check, draft, or voucher paying the employee's wages, or separately when wages are paid by personal check or cash—an accurate itemized wage statement in writing showing

(1) gross wages earned, (2) total hours worked by the employee . . . , (4) all deductions . . . , (5) net wages, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the employee and only the last four

1 digits of his or her social security number or an employee identification
2 number other than a social security number, (8) the name and address of the
3 legal entity that is the employer . . . , and (9) all applicable hourly rates in
4 effect during the pay period and corresponding number of hours worked at
5 each hourly rate by the employee

6 82. Moreover, the IWC Wage Orders require that every employer shall keep accurate
7 information with respect to each employee, including time records showing when each employee
8 begins and ends each work period, when each employee takes a meal period, the total daily hours
9 worked by each employee and the total hours worked in each payroll period, and applicable rates
10 of pay.

11 83. Plaintiff is informed and believes that Defendant willfully and intentionally failed
12 to make and/or keep records which accurately reflect the hours worked by Plaintiff and Class.
13 Specifically, Plaintiff believes that Defendant's records do not accurately reflect when Plaintiff
14 and Class worked during their meal and rest periods and/or took untimely meal periods or worked
15 for hours not paid.

16 84. Labor Code Section 226, subdivision (e) provides that if an employer knowingly
17 and intentionally fails to provide a statement itemizing, inter alia, the gross and net wages earned,
18 the total hours worked by the employee, causing the employee injury, then the employee is
19 entitled to recover the greater of all actual damages or fifty dollars (\$50.00) for the initial
20 violation and one hundred dollars (\$100.00) for each subsequent violation, up to four thousand
21 dollars (\$4,000.00). Plaintiff is informed and believes that Defendant willfully failed to make or
22 keep accurate records for Plaintiff and Class.

23 85. Plaintiff is informed and believes that Defendant's failure to keep accurate payroll
24 records, as described above, violated Labor Code Section 1174, subdivision (d) and Section 226,
25 subdivision (a), and the applicable IWC Wage Order(s). Pursuant to Labor Code Section 2699,
26 subdivision (f)(2), Plaintiff and Class are entitled to penalties of \$100.00 and for the initial
27 violation and \$200.00 for each subsequent violation for every pay period during which these
28 records and information were not kept by Defendant.

1 86. Plaintiff is informed and believes that Defendant's failure to keep and maintain
2 accurate records and information, as described above, was willful, and Plaintiff and Class are
3 entitled to statutory penalties pursuant to Labor Code Section 1174.5.

4 **FIFTH CAUSE OF ACTION**

5 **Failure to Pay Wages upon Termination of Employment**
6 **(Against Defendant, DOES 1 through 50, and each of them)**

7 87. Plaintiff and Class re-allege and incorporate by reference all preceding paragraphs
8 of this First Amended Complaint as though fully set forth herein.

9 88. Plaintiff and certain Class Members who ended their employment with Defendant
10 during the Class Period, were entitled to be promptly paid for all hours worked, including lawful
11 regular time compensation, overtime compensation, double-time compensation, and other
12 premiums, as required by Labor Code Sections 201 through 203. They are also entitled to meal
13 period and rest period premium pay in accordance with Labor Code Sections 226 and 226.7.

14 89. Plaintiff and Class Members were not compensated for their unlawful and/or
15 missed meal periods and/or rest periods, and were not paid proper regular time compensation,
16 overtime compensation or double-time compensation in accordance with law as a result of
17 Defendant's illegal rounding practice and other violations.

18 90. To date, Class Members who ended their employment with Defendant during the
19 Class Period have not been compensated for all hours worked.

20 91. Plaintiff and Class Members seek the payment of penalties pursuant to Labor Code
21 Section 203, according to proof.

22 92. Plaintiff is also entitled to attorneys' fees and costs, pursuant to Labor Code
23 Section 1194, and prejudgment interest.

24 **SIXTH CAUSE OF ACTION**

25 **Failure to Reimburse for Necessary Business Expenditures**
26 **(Against Defendant, DOES 1 through 50, and each of them)**

27 93. Plaintiff and Class re-allege and incorporate by reference all the above paragraphs
28 of this First Amended Complaint as if fully alleged herein.

1 94. California Labor Code §2802, states "An employer shall indemnify his or her
2 employee for all necessary expenditures or losses incurred by the employee in direct consequence
3 of the discharge of his or her duties."

4 95. Plaintiff and Class incurred expenses as a direct result of performing their job
5 duties for Defendant, and Defendant has failed to indemnify Plaintiff and Class for these
6 employment-related expenses.

7 96. Defendant knowingly, willingly and intentionally attempted to offset the cost of
8 doing business on the Plaintiff and Class.

9 97. Defendant had a corporate practice and policy of requiring Plaintiff and Class to
10 shoulder the burden of Defendant's cost of doing business by failing to reimburse Plaintiff and
11 Class for necessary expenditures.

12 98. Accordingly, Plaintiff and Class are entitled to an award of "necessary
13 expenditures or losses" shall include all reasonable costs, including, but not limited to, attorney's
14 fees and interest.

15 **SEVENTH CAUSE OF ACTION**

16 **Unfair Business Practices**

17 **(Against Defendant, DOES 1 through 50, and each of them)**

18 99. Plaintiff and Class re-allege and incorporate by reference all preceding paragraphs
19 of this First Amended Complaint as though fully set forth herein.

20 100. Business and Professions Code Section 17200 et seq. (also referred to herein as
21 the "Unfair Business Practices Act" or "Unfair Competition Law") prohibits unfair competition
22 in the form of any unlawful, unfair or fraudulent business act or practice.

23 101. Business and Professions Code Section 17204 allows "a person who has suffered
24 injury in fact and has lost money or property as a result of the unfair competition" to prosecute a
25 civil action for violation of the Unfair Competition Law ("UCL").

26 102. Labor Code Section 90.5, subdivision (a) states that it is the public policy of
27 California to vigorously enforce minimum labor standards in order to ensure employees are not
28 required to work under substandard and unlawful conditions, and to protect employers who

1 comply with the law from those who attempt to gain competitive advantage at the expense of their
2 workers by failing to comply with minimum labor standards.

3 103. Beginning at an exact date unknown to Plaintiff, but at least since the date four (4)
4 years prior to the filing of this lawsuit, Defendant has committed acts of unfair competition as
5 defined by the Unfair Business Practices Act, by engaging in the unlawful, unfair and fraudulent
6 business practices and acts described in this Complaint including but not limited to violations of
7 Labor Code Sections 201-204, 226, 226.7, 246, 510, 558, 1174.5, 1197.1, 2802, 2699(f)(2) as
8 well as other statutes.

9 104. The violations of these laws and regulations, as well as of the fundamental
10 California public policies protecting workers, serve as unlawful predicate acts and practices for
11 purposes of Business and Professions Code Section 17200 et seq.

12 105. The acts and practices described above constitute unfair, unlawful and fraudulent
13 business practices, and unfair competition, within the meaning of Business and Professions Code
14 Section 17200 et seq. Among other things, the acts and practices have forced Plaintiff and other
15 similarly situated employees to labor for many consecutive hours without receiving the meal and
16 rest periods and overtime compensation to which they are entitled by law, while enabling
17 Defendant to gain an unfair competitive advantage over law-abiding employers and competitors.

18 106. As a result of Defendant's acts, Plaintiff and Class Members have suffered injury
19 in fact in being denied their statutorily entitled meal and rest periods and full compensation for
20 hours worked.

21 107. As a direct and proximate result of the aforementioned acts and practices, Plaintiff
22 and Class have suffered lost wages in an amount to be proven at trial.

23 108. Business and Professions Code Section 17203 provides that a court may make
24 such orders or judgments as may be necessary to prevent the use or employment by any person
25 of any practice which constitutes unfair competition. Injunctive relief is necessary and
26 appropriate to prevent Defendant from repeating its unlawful, unfair and fraudulent business acts
27 and business practices alleged above.
28

109. Business and Professions Code Section 17203 provides that the Court may restore to any person in interest any money or property that may have been acquired by means of such unfair competition. Plaintiff and Class are entitled to restitution pursuant to Business and Professions Code Section 17203 for all wages and payments unlawfully withheld from employees, including the fair value of the meal and rest periods taken away from them during the four-year period prior to the filing of this Complaint, as well as for all expenses or losses incurred by Plaintiff and Class in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer.

110. Business and Professions Code Section 17202 provides, “Notwithstanding Section 3369 of the Civil Code, specific or preventative relief may be granted to enforce a penalty, forfeiture, or penal law in a case of unfair competition.” Plaintiff and Class are entitled to enforce all applicable penalty provisions of the Labor Code pursuant to Business and Professions Code Section 17202.

111. Plaintiff's success in this action will enforce important rights affecting public interest, and in that regard, Plaintiff sues on behalf of the general public, as well as herself and other similarly situated employees. Plaintiff and Class seek and are entitled to restitution, civil penalties, declaratory and injunctive relief, and all other equitable remedies owing them.

112. Plaintiff herein takes upon himself enforcement of these laws and lawful claims. There is a financial burden involved in pursuing this action. The action is seeking to vindicate a public right, and it would be against the interests of justice to penalize Plaintiff by forcing her to pay attorneys' fees from the recovery in this action. Attorneys' fees are appropriate pursuant to Code of Civil Procedure Section 1021.5 and otherwise.

EIGHTH CAUSE OF ACTION

Violation of California Private Attorneys General Act of 2004, Labor Code §§ 2698 *et seq.*

(Against Defendants, DOES 1 through 50, and each of them)

113. Plaintiff re-alleges and incorporates by reference all preceding paragraphs in this First Amended Complaint, as if fully alleged herein.

114. Plaintiff seeks recovery of penalties under the Labor Code Private Attorney

General Act of 2004 (“PAGA.”) (Labor Code sections 2698 et seq.)

115. PAGA permits an “aggrieved employee” to recover penalties on behalf of himself/herself and other employees subject to violations of the Labor Code, including violations of sections 201-204, 226, 226.7, 510, 512, 1174, 1194, and 2802, as well as the applicable Wage Order.

116. Plaintiff is informed and believes Defendants at all relevant times employed one or more employees.

117. For those code sections that provide for the recovery of civil penalties, Plaintiff will seek on behalf of all aggrieved employees those penalties. For those sections of the Labor Code that do not specifically provide for civil penalties, Plaintiff will seek civil penalties of one hundred dollars (\$100.00) for each aggrieved employee per pay period for the initial violation and two hundred dollars (\$200.00) for each aggrieved employee per pay period for each subsequent violation pursuant to Labor Code section 2699, subdivision (f).

118. Section 2699, subdivision (a) provides that civil penalties may be “recovered through a civil action brought by an aggrieved employee on behalf of himself or herself and other current or former employees.” (Code Civ. Proc., § 2699, subd. (a).) Section 2699, subdivision (g), provides that an employee who prevails in a civil action under section 2699 shall be entitled to an award of reasonable attorneys’ fees and costs.

119. The State of California, Plaintiff and aggrieved employees are, therefore, entitled to civil penalties, attorneys’ fees and costs, according to proof.

PRAYER FOR RELIEF

Plaintiff, individually, and on behalf of all others similarly situated only with respect to the class claims, prays for relief and judgment against Defendant as follows:

Class Certification

1. That this action be certified as a class action with respect to the First, Second, Third, Fourth, Fifth, Sixth and Seventh Causes of Action;

1 2. That Plaintiff be appointed as the representative of the Class; and

2 3. That counsel for Plaintiff be appointed as Class Counsel.

3 As to the First Cause of Action

4 4. That the Court declare, adjudge and decree that Defendant violated California
5 Labor Code §§ 204, 246, 510, 1194, 1198 and applicable IWC Wage Orders by willfully
6 failing to pay all wages due;

7 5. For general unpaid wages and sick leave pay as may be appropriate;

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

10 7. For liquidated damages;

11 8. For reasonable attorneys' fees and for costs of suit incurred herein pursuant to
12 California Labor Code § 1194(a); and,

13 9. For such other and further relief as the Court may deem equitable and
14 appropriate.

15 As to the Second Cause of Action

16 10. That the Court declare, adjudge and decree that Defendant violated California
17 Labor Code §§ 226.7 and 512, and the IWC Wage Orders;

18 11. For unpaid meal period premium wages as may be appropriate;

19 12. For pre-judgment interest on any unpaid compensation commencing from the
20 date such amounts were due;

21 13. For reasonable attorneys' fees under California Code of Civil Procedure §
22 1021.5, and for costs of suit incurred herein; and

23 14. For such other and further relief as the Court may deem equitable and
24 appropriate.
25

26 As to the Third Cause of Action

1 15. That the Court declare, adjudge and decree that Defendant violated California
2 Labor Code §§ 226.7 and 512, and the IWC Wage Orders;

3 16. For unpaid rest period premium wages as may be appropriate;

4 17. For pre-judgment interest on any unpaid compensation commencing from the
5 date such amounts were due;

6 18. For reasonable attorneys' fees under California Code of Civil Procedure §
7 1021.5, and for costs of suit incurred herein; and

8 19. For such other and further relief as the Court may deem equitable and
9 appropriate.
10

11 As to the Fourth Cause of Action

12 20. That the Court declare, adjudge and decree that Defendant violated the record
13 keeping provisions of California Labor Code § 226(a) and applicable IWC Wage Orders,
14 and willfully failed to provide accurate itemized wage statements thereto;

15 21. For penalties and actual damages pursuant to California Labor Code § 226(e);

16 22. For injunctive relief to ensure compliance with this Section, pursuant to
17 California Labor Code § 226(h);

18 23. For reasonable attorneys' fees and for costs of suit incurred herein; and

19 24. For such other and further relief as the Court may deem equitable and
20 appropriate.

21 As to the Fifth Cause of Action

22 25. That the Court declare, adjudge and decree that Defendant violated California
23 Labor Code §§ 201, 202, 203 by willfully failing to pay all compensation owed at the time
24 of termination of the employment;

25 26. For statutory wage penalties pursuant to California Labor Code § 203 for former
26 employees who have left Defendant's employ;
27
28

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

3 28. For reasonable attorneys' fees and for costs of suit incurred herein; and

4 29. For such other and further relief as the Court may deem equitable and
5 appropriate.

6 As to the Sixth Cause of Action

7 30. That the Court declare, adjudge and decree that Defendant violated Labor Code §
8 2802 and the IWC Wage Orders;

9 31. For general unpaid wages and reimbursement of business expenses as may be
10 appropriate;

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

13 33. For reasonable attorneys' fees and for costs of suit incurred herein; and

14 34. For such other and further relief as the Court may deem equitable and
15 appropriate.
16

17 As to the Seventh Cause of Action

18 35. That the Court declare, adjudge and decree that Defendant violated California
19 Business & Professions Code §§ 17200, *et seq.* by failing to pay wages for all hours worked,
20 failing to provide meal periods, failing to maintain accurate records of meal periods, failing
21 to authorize and permit rest periods, and failing to maintain accurate records of all hours
22 worked and meal periods, failing to furnish accurate wage statements, and failing to
23 indemnify necessary business expenses;

24 36. For restitution of unpaid wages to Plaintiff and all Class Members and
25 pre-judgment interest from the day such amounts were due and payable;

26 37. For the appointment of a receiver to receive, manage and distribute any and all
27 funds disgorged from Defendant and determined to have been wrongfully acquired by
28

1 Defendant as a result of violations of California Business & Professions Code §§ 17200 *et*
2 *seq.*;

3 38. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
4 California Code of Civil Procedure § 1021.5;

5 39. For injunctive relief to ensure compliance with this Section, pursuant to
6 California Business & Professions Code §§ 17200, *et seq.*; and,

7 40. For such other and further relief as the Court may deem equitable and
8 appropriate.

9 As to the Eighth Cause of Action

10 41. That the Court declare, adjudge and decree that Defendants violated the
11 California Labor Code by failing to pay wages for all hours worked, failing to provide sick
12 leave and notice of accrued sick leave, failing to provide meal periods, failing to maintain
13 accurate records of meal periods, failing to authorize and permit rest periods, failing to
14 maintain accurate records of all hours worked and meal periods, failing to indemnify necessary
15 business expenses, failing to pay final wages at termination, and failing to furnish accurate
16 wage statements;

17 42. For all civil penalties pursuant to California Labor Code § 2699, *et seq.*, and all
18 other applicable Labor Code provisions;

19 43. For reasonable attorneys' fees and costs of suit incurred herein pursuant to
20 California Labor Code § 2699;

21 44. For such other and further relief as the Court may deem equitable and
22 appropriate.
23

24 As to all Causes of Action

25 45. For any additional relief that the Court deems just and proper.
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27
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1 Dated: April 8, 2024

TUNYAN LAW, APC

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4 Lilit Tunyan
5 Artur Tunyan

6 Attorneys for Plaintiff ROBERTO GOMEZ
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1 **DEMAND FOR JURY TRIAL**

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3

4 Plaintiff ROBERTO GOMEZ hereby demands a jury trial on all issues so triable.

5

6

7 Dated: April 8, 2024

TUNYAN LAW, PAC

8 

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10 _____

11 Lilit Tunyan
Artur Tunyan

12 Attorneys for Plaintiff ROBERTO GOMEZ

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Exhibit “A”



535 N Brand Blvd. Suite 285
Glendale, CA 91203
Tel: (323) 410-5050
ltunyan@tunyanlaw.com

January 31, 2024

VIA ONLINE SUBMISSION

Labor & Workforce Development Agency
Attn. PAGA Administrator
1515 Clay Street, Ste. 801
Oakland, CA 94612
PAGAFilings@dir.ca.gov

VIA CERTIFIED MAIL

Return Receipt Requested

Sigma Companies International Corp.
700 Goldman Dr.
Cream Ridge, NJ 08514

VIA CERTIFIED MAIL

Return Receipt Requested

Agent for Service of Process for
Sigma Companies International Corp.
Christopher King
4652 E Guasti Road
Ontario, California 91761

**NOTICE OF LABOR CODE VIOLATIONS PURSUANT TO
LABOR CODE SECTION § 2698 ET SEQ.**

Re: Gomez v. Sigma Companies International Corp.

To Whom It May Concern:

Please be advised that The Sentinel Firm, APC has been retained by Roberto Gomez (“Plaintiff”) to pursue a Labor Code Private Attorney General Act (PAGA) representative action (Cal. Lab. Code §§ 2699, *et seq.*) against his former employer Sigma Companies International Corp. (“Defendant”). Pursuant to the joint prosecution and fee sharing agreement entered between Tunyan Law, APC and The Sentinel Firm, APC and Plaintiff’s written consent to joint prosecution and fee sharing agreement, Tunyan Law, APC and The Sentinel Firm, APC will be jointly prosecuting Plaintiff’s action against Defendant. The purpose of this letter is to comply with PAGA and set forth the facts and theories of California Labor Code violations which

Plaintiff alleges Defendant engaged in with respect to Plaintiff and all of Defendant's aggrieved employees.

Plaintiff wishes to pursue a PAGA representative action on behalf of himself as an aggrieved employee, on behalf of the State of California, and on behalf of all other current and former aggrieved employees who worked for Defendant in California as an hourly paid, non-exempt employee at any time within the applicable statutory period (hereafter, the "Aggrieved Employees").

Plaintiff and the Aggrieved Employees of Defendant suffered the Labor Code violations described below.

Factual Background Regarding Plaintiff's Employment with Defendant

Defendant owns and operates an industry, business, and establishment within the State of California, including San Bernardino County. As such, Defendant is subject to the California Labor Code and the Wage Orders issued by the Industrial Welfare Commission ("IWC").

Plaintiff worked for Defendant as a painter from approximately October 2017 to October 2023, primarily in San Bernardino County. Defendant classified Plaintiff as non-exempt from overtime. During the time period that Plaintiff was employed by Defendant, Plaintiff typically worked 5-6 days per week and over 11 hours each workday.

Throughout Plaintiff's employment, Defendant committed numerous labor code violations under state law. As discussed below, Plaintiff's experience working for Defendant was typical and illustrative.

Failure to Pay for All Hours Worked, Including Overtime

Under California law, an employer must pay for all hours worked by an employee. "Hours worked" is the time during which an employee is subject to the control of an employer and includes all the time the employee is suffered or permitted to work, whether or not required to do so.

In addition, Labor Code § 510 provides that employees in California shall not be employed more than eight (8) hours in any workday or forty (40) hours in a workweek unless they receive additional compensation beyond their regular wages in amounts specified by law.

Labor Code §§ 1194 and 1198 also provide that employees in California shall not be employed more than eight hours in any workday unless they receive additional compensation beyond their regular wages in amounts specified by law. Additionally, Labor Code § 1198 states that the employment of an employee for longer hours than those fixed by the Industrial Welfare Commission is unlawful.

Throughout the statutory time period, Defendant maintained a policy and practice of failing to pay Plaintiff and the Aggrieved Employees for all hours worked. Defendant regularly used a system of time rounding in a manner that resulted, over a period of time, in failing to compensate Plaintiff and the Aggrieved Employees properly for all the time they have actually worked, even though the realities of Defendant's operations are such that it is possible, practical, and feasible to count and pay for work time to the minute. Accordingly, Defendant frequently paid Plaintiff and the Aggrieved Employees less than all their work time. Some of this unpaid work also should have been paid at the overtime rate. Throughout the statutory period, Plaintiff and the Aggrieved Employees received additional remuneration in the form of biweekly and semi-annual bonuses. However, Defendant has not compensated Plaintiff and the Aggrieved Employees at the proper overtime rate. Defendant did not include the additional remuneration paid to Plaintiff and the Aggrieved Employees in the regular rate of pay for purposes of calculating overtime rate of pay. Throughout the statutory period, Defendant also maintained a policy and practice of requiring Plaintiff and the Aggrieved Employees to perform work "off-the-clock". Defendant required Plaintiff and the Aggrieved Employees to clock out at the end of their shifts and to continue working. Additionally, Plaintiff and the Aggrieved Employees were also required to wash their heavily soiled uniforms after the scheduled shift hours. Starting approximately from March 2020 Defendant required Plaintiff and the Aggrieved Employees to undergo COVID pre-screening prior to clocking in to work but failed to compensate for that time. In maintaining a practice of not paying all wages owed, Defendant failed to maintain accurate records of the hours Plaintiff and the Aggrieved Employees worked. In doing so, Defendant also failed to maintain accurate records of the hours Plaintiff and the Aggrieved Employees worked.

As a result, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code §§ 210, 558, 1197.1, and 2699(f)(2) for failing to pay for all hours worked, including overtime.

Failure to Provide Meal Periods

Under California law, employers have an affirmative obligation to relieve employees of all duty in order to take their first 30-minute, duty-free meal periods no later than the start of sixth hour of work in a workday, and to allow employees to take their second 30-minute, duty-free meal period no later than the start of the eleventh hour of work in the workday. Further, employees are entitled to be paid one hour of additional wages for each workday they were not provided with all required meal period(s).

Despite these legal requirements, Defendant wrongfully failed to provide Plaintiff and the Aggrieved Employees with legally compliant meal periods. Defendant regularly required Plaintiff and the Aggrieved Employees to work in excess of five consecutive hours a day without providing a 30-minute, continuous and uninterrupted, duty-free meal period for every five hours of work, or without compensating Plaintiff and the Aggrieved Employees for meal periods that were not provided by the end of the fifth hour of work or tenth hour of work. Plaintiff and the

Aggrieved Employees would often times miss or have late, interrupted or short meal periods. Most importantly, Plaintiff and the Aggrieved Employees have never been authorized or taken their second meal periods when they worked more than ten and even twelve hours during one shift. Accordingly, Defendant's policy and practice was to not provide meal periods to Plaintiff and the Aggrieved Employees in compliance with California law.

Plaintiff and the Aggrieved Employees are thus entitled to be paid one hour of additional wages for each workday he or she was not provided with all required meal period(s). Defendant, however, regularly failed to pay Plaintiff and the Aggrieved Employees the additional wages to which they were entitled for meal periods and that were not provided.

As a result, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code §§ 210, 558, and 2699(f)(2) for failing to provide meal periods and pay meal period premium wages.

Failure to Authorize and Permit Rest Periods

Employers are required by California law to authorize and permit breaks of 10 uninterrupted minutes for each four hours of work or major fraction of four hours (i.e. more than two hours). Thus, for example, if an employee's work time is 6 hours and ten minutes, the employee is entitled to two rest breaks. Each failure to authorize rest breaks as so required is itself a violation of California's rest break laws.

Defendant, however, wrongfully failed to authorize and permit Plaintiff and the Aggrieved Employees to take timely and duty-free rest periods. Defendant regularly required Plaintiff and the Aggrieved Employees to work in excess of four consecutive hours a day without Defendant authorizing and permitting them to take a 10 minute, continuous and uninterrupted, rest period for every four hours of work (or major fraction of four hours), or without compensating Plaintiff and the Aggrieved Employees for rest periods that were not authorized or permitted. Plaintiff and the Aggrieved Employees would often times miss or have interrupted or short rest periods. Plaintiff and the Aggrieved Employees have never been authorized and taken their third rest periods when they worked more than eight hours during one shift. Accordingly, Defendant's policy and practice was for Plaintiff and the Aggrieved Employees to work through rest periods and to not authorize or permit them to take any rest periods.

Plaintiff and the Aggrieved Employees are thus entitled to be paid one hour of additional wages for each workday he or she was not authorized and permitted to take all required rest period(s). Defendant, however, regularly failed to pay Plaintiff and the Aggrieved Employees the additional wages to which they were entitled for rest periods and that they were not authorized and permitted to take.

As a result, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code §§ 210, 558, and 2699(f)(2) for failing to authorize and permit rest periods and pay rest period premium wages.

Failure to Maintain Accurate Records of Hours Worked

Plaintiff seeks penalties under Labor Code § 1174(d). Pursuant to Labor Code § 1174.5, any person, including any entity, employing labor who willfully fails to maintain accurate and complete records required by Labor Code § 1174 is subject to a penalty under § 1174.5. Pursuant to the applicable IWC Order § 7(A)(3), every employer shall keep time records showing when the employee begins and ends each work period. Meal periods and total hours worked daily shall also be recorded.

Defendant, however, failed to maintain accurate records of hours worked and meal periods taken or missed by Plaintiff and the Aggrieved Employees.

Defendant's failure to provide and maintain records required by the Labor Code IWC Wage Orders deprived Plaintiff and the Aggrieved Employees the ability to know, understand and question the accuracy and frequency of meal periods, and the accuracy of their hours worked stated in Defendant's records. Therefore, Plaintiff and the Aggrieved Employees had no way to dispute the resulting failure to pay wages, all of which resulted in an unjustified economic enrichment to Defendant. As a direct result, Plaintiff and the Aggrieved Employees have suffered and continue to suffer, substantial losses related to the use and enjoyment of such wages, lost interest on such wages and expenses and attorney's fees in seeking to compel Defendant to fully perform its obligation under state law, all to their respective damage in amounts according to proof at trial. As a result of Defendant's knowing failure to comply with the Labor Code and applicable IWC Wage Orders, Plaintiff and the Aggrieved Employees have also suffered an injury in that they were prevented from knowing, understanding, and disputing the wage payments paid to them.

As a result, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code § 1174.5 for failing to maintain accurate records of hours worked and meal periods.

Failure to Reimburse and Indemnify Expenses

California Labor Code § 2802 requires employers to reimburse employees for their necessary expenditures and losses incurred as a direct consequence of the discharge of their duties or of their obedience to directions of the employer.

Throughout the statutory period, Defendant wrongfully required Plaintiff and the Aggrieved Employees to pay expenses that they incurred in direct discharge of their duties for Defendant without reimbursement. Plaintiff and the Aggrieved Employees were required to use their

personal cell phones to communicate with their supervisors regarding work but were not compensated for cell phone usage. Plaintiff and the Aggrieved Employees were also required to wash and maintain their uniforms at their own expense. Plaintiff and the Aggrieved Employees incurred these substantial expenses as a direct result of performing their job duties for Defendant, and Defendant has failed to indemnify Plaintiff and the Aggrieved Employees for these employment-related expenses.

Failure to Timely Pay All Wages at Termination

Labor Code §§ 201 and 202 provide that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately, and that if an employee voluntarily leaves his or her employment, his or her wages shall become due and payable not later than seventy-two (72) hours thereafter, unless the employee has given seventy-two (72) hours 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.

Within the applicable statute of limitations, the employment of Plaintiff and many Aggrieved Employees ended, i.e. was terminated by quitting or discharge, and the employment of others will be. However, during the relevant time period, Defendant failed, and continues to fail to pay to Plaintiff and the Aggrieved Employees, without abatement, all wages required to be paid by Labor Code sections 201 and 202 either at the time of discharge, or within seventy-two (72) hours of their leaving Defendant's employ. These unpaid wages include wages for unpaid work time, missed meal periods, and missed rest periods.

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

Accordingly, Plaintiff and the Aggrieved Employees are entitled to recover from Defendant their additionally accruing wages for each day they were not paid, at their regular hourly rate of pay, up to 30 days maximum pursuant to Labor Code § 203.

Moreover, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code § 2699(f)(2) for failing to timely pay all wages at termination.

Failure to Furnish Accurate Itemized Wage Statements

Labor Code § 226(a) provides that every employer shall furnish each of his or her employees an accurate itemized wage statement in writing showing nine pieces of information, including: (1) gross wages earned, (2) total hours worked by the employee, (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis, (4) all

deductions, provided that all deductions made on written orders of the employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the employee and the last four digits of his or her social security number or an employee identification number other than a social security number, (8) the name and address of the legal entity that is the employer, and (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee. An employee is presumed to suffer an injury if this information is missing. Lab. Code § 226(e)(2)(B)(iii).

The statute further provides: “An employee suffering injury as a result of a knowing and intentional failure by an employer to comply with subdivision (a) is 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) per employee for each violation in a subsequent pay period, not to exceed an aggregate penalty of four thousand dollars (\$4,000), and is entitled to an award of costs and reasonable attorney’s fees.” Lab. Code § 226(e)(1).

Defendant intentionally and willfully failed to provide employees with complete and accurate wage statements. The deficiencies include, among other things, the failure to list Defendant’s correct legal entity name and address, the failure to correctly list gross wages earned, the failure to correctly list the true net wages earned, including wages for meal periods that were not provided in accordance with California law, wages for rest periods that were not authorized and permitted to take in accordance with California law, and correct wages earned for all hours worked.

As a result of Defendant violating Labor Code § 226, Plaintiff and similarly Aggrieved Employees suffered injury and damage to their statutorily protected rights.

Accordingly, Plaintiff and the Aggrieved Employees are entitled to recover from Defendant the greater of their actual damages caused by Defendant’s failure to comply with Labor Code § 226(a), or an aggregate penalty not exceeding \$4,000 dollars per employee.

Moreover, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code § 226.3 for failing to furnish accurate itemized wage statements.

Failure to Pay All Earned Wages Twice Per Month

Based on its failure to pay Plaintiff and the Aggrieved Employees for all wages as discussed above, Defendants also violated Labor Code § 204.

Labor Code § 204 requires employers to pay employees all earned wages two times per 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. Lab. Code § 204(a). 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. Lab. Code § 204(d).

Throughout the statute of limitations period applicable to this cause of action, employees were also entitled to be paid twice a month at their regular rates, including all meal period premium wages owed, rest period premium wages owed, and wages owed for hours worked. However, during all such times, Defendant systematically failed and refused to pay the employees all wages due, and failed to pay those wages twice a month, in that employees were not paid all wages for all meal periods not provided by Defendant, all wages for all rest periods not authorized and permitted by Defendant, and all wages for all hours worked. As a result, Defendant owe employees the legally required wages for unpaid wages, and Plaintiff and the Aggrieved Employees suffered damages in those amounts.

Moreover, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code § 210 for failing to pay all earned wages twice per month.

Failure to Provide Written Notice of Available Paid Sick Leave

Labor Code § 246 (a) an employee who, on or after July 1, 2015, works in California for the same employer for 30 or more days within a year from the commencement of employment is entitled to paid sick days. Labor Code § 246 (i) requires employers to provide an employee with written notice that sets forth the amount of paid sick leave available.

During the statutory period, Defendant maintained a policy and practice of failing to provide Plaintiff and the Aggrieved Employees with the paid sick leave as well as to provide a written notice of accrued paid sick leave. On information and belief, Defendant's failure to provide an employee with written notice that sets forth the amount of paid sick leave available was not a single, isolated incident, but was instead part of Defendant's policy and practice that applied to the Aggrieved Employees.

As a result, Defendant is liable to Plaintiff and the Aggrieved Employees for the civil penalties provided for in Labor Code § 2699(f)(2) for failing to provide any information on accrued sick leave.

Action for Civil Penalties Under PAGA

In light of the above, Plaintiff alleges that Defendant violated the following provisions of the Labor Code with respect to the Aggrieved Employees:

1. Labor Code § 204, 510, 1194, 1197, and 1198 by failing to pay for all hours worked, including minimum wages, straight time wages and overtime wages;

2. Labor Code § 226.7, 512 and applicable Wage Orders by failing to provide meal periods;
3. Labor Code § 226.7 and applicable Wage Orders by failing to authorize and permit rest periods;
4. Labor Code § 1174.5 and applicable Wage Orders by failing to maintain accurate records of hours worked and meal periods taken or missed;
5. Labor Code § 2802 by failing to reimburse and indemnify employees for expenses and losses in the direct consequence and discharge of their duties;
6. Labor Code §§ 201 to 203 by willfully failing to pay all wages owed at termination;
7. Labor Code § 226 by failing to provide accurate itemized wage statements;
8. Labor Code § 204 by failing to pay all earned wages two times per month;
9. Labor Code § 246 by failing to provide paid sick leave and written notice of available paid sick leave.

Therefore, on behalf of all Aggrieved Employees, Plaintiff seeks applicable penalties related to the violations alleged above pursuant to the PAGA. These include, but are not limited to, penalties under Labor Code §§ 210, 558, 1174.5, 1197.1, 2802, 2699(f)(2).

Plaintiff has placed Defendant on notice by mailing a certified copy of this correspondence to its corporate address and address of the agent for service as indicated on the first page.

The facts and claims contained herein are based on the information available at the time of this writing. Therefore, if through discovery and/or expert review, Plaintiff becomes aware of additional compensation owed or losses incurred by Plaintiff or by any other aggrieved employee of Defendant or any additional facts, Plaintiff expressly reserves the right to revise these facts and/or add any new claims by amending the claim letter or by adding applicable causes of action to the complaint which will relate back to the date of this letter.

Thank you for your attention to this matter. If you have any questions, please do not hesitate to contact me.

Sincerely,



Lilit Tunyan, Esq.
TUNYAN LAW, APC

From: noreply@salesforce.com on behalf of [LWDA DO NOT REPLY](#)
To: ltunyan@tunyanlaw.com
Subject: Thank you for submission of your PAGA Case.
Date: Wednesday, January 31, 2024 3:39:33 PM

1/31/2024

LWDA Case No. LWDA-CM-1008431-24
Law Firm : Tunyan Law, APC
Plaintiff Name : Roberto Gomez
Employer: Sigma Companies International Corp.
Filing Fee : \$75.00
IFP Claimed : No

Item submitted: Initial PAGA Notice

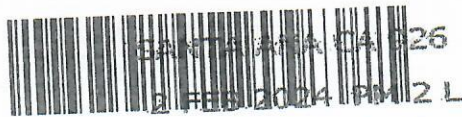
Thank you for your submission to the Labor and Workforce Development Agency. Please make a note of the LWDA Case No. above as you may need this number for future reference when filing any subsequent documents for this Case.

If you have questions or concerns regarding this submission or your case, please send an email to pagainfo@dir.ca.gov.

DIR PAGA Unit on behalf of
Labor and Workforce Development Agency

Website: http://labor.ca.gov/Private_Attorneys_General_Act.htm

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TUNYAN LAW, APC

535 N. Brand Blvd. STE 285
Glendale, CA 91203



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1. Article Addressed to:

CHRISTOPHER KING
AGENT FOR SERVICE OF PROCESS FOR
SIGMA COMPANIES INTERNATIONAL CORP.
4652 E GUASTI ROAD
ONTARIO, CA 91761



9590 9402 8114 2349 9463 73

2. Article Number (Transfer from service label)

9589 0710 5270 0112 6460 18

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X *[Signature]*

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☐ Addressee

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C. Date of Delivery

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1. Article Addressed to:

SIGMA COMPANIES INTERNATIONAL CORP.
700 GOLDMAN DR.
CREAM RIDGE, NJ 08514

9590 9402 8114 2349 9463 80

2. Article Number (Transfer from service label)

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X☒ Agent☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

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(00)

STATE OF CALIFORNIA)
) ss
COUNTY OF LOS ANGELES)

FIRST AMENDED COMPLAINT

**Agent for Service of Process for
Defendant Sigma Companies International Corp.**

Executed on April 8, 2024 at Glendale, California.

Thurs

Signature