

D.LAW, INC.
Emil Davtyan (SBN 299363)
Emil@d.law
David Yeremian (SBN 226337)
d.yeremian@d.law
Natalie Haritounian (SBN 324318)
n.haritounian@d.law
Jonas Agle (SBN 352712)
j.agle@d.law
880 E Broadway
Glendale, CA 91205
Telephone: (818) 962-6465
Fax: (818) 962-6469

Attorneys for Plaintiff KENNETH ROBERT BUTERA,
on behalf of himself and others similarly situated

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN MATEO**

KENNETH ROBERT BUTERA, an
individual on behalf of himself and all others
similarly situated,

Plaintiff,

vs.

GREEN HILLS COUNTRY CLUB, a
California nonprofit corporation; and DOES
1 through 50, inclusive,

Defendants.

Case No.: 24-CIV-00331

CLASS ACTION

Assigned for All Purposes To:
Hon. Susan Greenberg
Dept.: 3

**FIRST AMENDED CLASS ACTION
COMPLAINT FOR:**

1. Failure to Pay Minimum Wages;
2. Failure to Pay Wages and Overtime Under Labor Code § 510;
3. Failure to Pay Reporting Time Pay;
4. Meal Period Liability Under Labor Code § 226.7;
5. Rest-Break Liability Under Labor Code § 226.7;
6. Failure to Pay Vacation Wages;
7. Violation of Labor Code § 226(a);
8. Violation of Labor Code § 203;
9. Violation of Labor Code § 204;
10. Failure to Keep Required Payroll Records under Labor Code §§ 1174 and 1174.5;
11. Violation of Labor Code § 221;
12. Failure to Produce Requested Employment Records Under Labor Code §§ 226(b), 1198.5;
13. Violation of Business & Professions Code § 17200 *et seq.*; and
14. Penalties under PAGA, Labor Code § 2698

DEMAND FOR JURY TRIAL

Electronically
FILED
by Superior Court of California, County of San Mateo
ON 3/28/2024
By /s/ Haley Correa
Deputy Clerk

1 **INTRODUCTION**

2 1. Plaintiff KENNETH ROBERT BUTERA (“Plaintiff”) brings this action on behalf
3 of himself and the Class Members who are defined as “all current and former employees within
4 the State of California who, at any time from four (4) years prior to the filing of this lawsuit, are or
5 were employed as non-exempt hourly employees by Defendants GREEN HILLS COUNTRY
6 CLUB, a California nonprofit corporation; and DOES 1 through 50” (all defendants being
7 collectively referred to herein as “Defendants”).

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

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

15 **THE PARTIES**

16 **A. The Plaintiff**

17 4. Plaintiff KENNETH ROBERT BUTERA resides in California, during the time
18 period relevant to this Complaint, was employed by Defendants as a non-exempt hourly employee
19 within the State of California.

20 **B. The Defendants**

21 5. Defendant GREEN HILLS COUNTRY CLUB is a California nonprofit corporation
22 and is registered with the California Secretary of State. Defendant GREEN HILLS COUNTRY
23 CLUB has been the employer listed on the wage statements and employment records issued to
24 Plaintiff during the relevant time period that Plaintiff was employed with Defendants.

25 6. The true names and capacities, whether individual, corporate, associate, or
26 whatever else, of the Defendants sued herein as Does 1 through 50, inclusive, are currently
27 unknown to Plaintiff, who therefore sue these Defendants by such fictitious names under Code of
28 Civil Procedure § 474. Plaintiff is informed and believes and thereon alleges that Defendants

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

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

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

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

21 **JURISDICTION AND VENUE**

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

1 Class Members in San Mateo County, while doing business throughout California.

2 **FACTUAL BACKGROUND**

3 11. Class Members consistently worked at Defendants behest without being paid all
4 wages due. Class Members were either not paid by Defendants for all hours worked or were not
5 paid at the appropriate minimum, regular and overtime rates. Plaintiff also contends that
6 Defendants failed to pay Class Members all wages due and owing, including by requiring off the
7 clock work, unlawfully rounding hours worked to their detriment, failing to incorporate non-
8 discretionary bonuses and/or commissions into the regular rate of pay used to calculate and pay for
9 overtime, double time pay, sick pay, and meal and rest break premiums, failing to pay reporting
10 time pay, failing to provide meal and rest breaks, failing to pay out all accrued vacation wages
11 upon separation, failing to furnish accurate wage statements, failing to timely pay wages including
12 final wages, failing to maintain accurate records, and unlawfully deducting wages all in violation
13 of various provisions of the California Labor Code and applicable Wage Orders.

14 12. During the course of Class Members' employment with Defendants, they were not
15 paid all wages they were owed, including for all work performed resulting in off the clock work.
16 Defendants required Class Members to perform pre-shift and post-shift off the clock work. For
17 instance, Class Members were required to don their uniforms before clocking in and doff them
18 after clocking out. Additionally, Class Members were required to spend several minutes
19 responding to work demands, including emptying garbage, before being allowed to clock in.
20 Moreover, Class Members had to wait in line for several minutes to use the timekeeping system
21 before they were able to clock in. Moreover, Defendants automatically deducted time from Class
22 Members' time records for lunch breaks regardless of whether Class Members actually received
23 their full break.

24 13. Defendants also failed to pay Class Members all wages due and owing because
25 Defendants failed to incorporate non-discretionary bonuses and/or commissions into the regular
26 rate of pay used to calculate and pay for overtime, double time pay, sick pay, and meal and rest
27 break premiums. Contrary to the requirements of the Labor Code and IWC Wage Orders under
28 California law, Defendants did not use the regular rate of pay Defendants to calculate and pay for

1 overtime pay, double time pay, sick pay, and meal and rest break premiums.

2 14. Moreover, Defendants had a consistent policy and practice of unlawfully rounding
3 hours worked to the detriment of the Class Members. Rather than paying Class Members for all
4 hours and minutes they actually worked, Defendants followed a uniform policy and practice of
5 rounding all time entries to the nearest quarter-hour or half-hour (i.e. to the nearest 15-minute or
6 30-minute time increment), and generally did so to the detriment of the Class Members, and
7 Plaintiff contend this policy is not neutral and resulted, over time, to the detriment of the Class
8 Members by systematically under-compensating them. Rather than reflecting the actual hours
9 worked by Class Members, the time entries were rounded and reduced to reflect the scheduled
10 work time rather than the actual hours worked. These unlawfully rounded time entries were
11 inputted into Defendants' payroll system from which wage statements and payroll checks were
12 created.

13 15. Additionally, Defendant required Plaintiff and the Class Members to, on occasion,
14 report for a scheduled work day to be told whether work was available for them or not, and when
15 there was no work, Plaintiff and the Class members would be sent home after waiting for hours.
16 On such days when Defendant required Plaintiff and the Class Members to report to work only to
17 be sent home because work was not available, they were not paid required reporting time wages
18 for the hours they waited without receiving their regular hourly rate of pay for them.

19 16. By implementing policies, programs, practices, procedures and protocols which
20 resulted in off the clock work, unlawful rounding by Defendants, and failing to incorporate non-
21 discretionary bonuses and/or commissions into the regular rate of pay used to calculate and pay for
22 overtime, double time pay, sick pay, and meal and rest break premiums, Defendants' willful
23 actions resulted in the systematic underpayment of wages to Class Members, including
24 underpayment of overtime pay to Class Members over the relevant time period. For example, the
25 above described off the clock work addressed above caused Plaintiff to begin receiving overtime
26 pay later than they should have.

27 17. As a result of the above described requirements to work off the clock, unlawful
28 rounding by Defendants, the failure to incorporate non-discretionary bonuses and/or commissions

1 into the regular rate of pay used to calculate and pay for overtime, double time pay, sick pay, and
2 meal and rest break premiums, and the other wage violations they endured at Defendants' hands,
3 Class Members were not properly paid all wages earned and all wages owed to them by
4 Defendants, including when working more than eight (8) hours in any given day and/or more than
5 forty (40) hours in any given week.

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

13 19. Therefore, from at least four (4) years prior to the filing of this lawsuit and
14 continuing to the present, Defendants had a consistent policy or practice of failing to pay Class
15 Members for all hours worked, and failing to pay minimum wages for all time worked, as required
16 by California law. Defendants thus failed to pay Class Members at least minimum wages for all
17 the time they worked for Defendants in violation of the Labor Code and applicable IWC Wage
18 Orders as the actual times when Class Members were under the control and direction of
19 Defendants was under reported in the hours reflected on the timekeeping records. Furthermore,
20 Defendants' willful actions resulted in the systematic underpayment of wages to Class Members,
21 including underpayment of overtime pay to Class Members over a period of time.

22 20. Therefore, from at least four (4) years prior to the filing of this lawsuit and
23 continuing to the present, Defendants had a consistent policy or practice of failing to pay Class
24 Members for all hours worked. Also, from at least four (4) years prior to the filing of this lawsuit
25 and continuing to the present, Defendants also had a consistent policy or practice of failing to pay
26 Class Members their true and correct overtime compensation at premium overtime rates for all
27 hours worked in excess of eight (8) hours a day and/or forty (40) hours a week, and double-time
28 rates for all hours worked in excess of twelve (12) hours a day, in violation of Labor Code § 510

1 and the corresponding sections of IWC Wage Orders.

2 21. Defendants also failed to pay Plaintiff and Class Members all earned and accrued
3 vacation pay.

4 22. Additionally, Defendants failed to provide all the legally required unpaid, off-duty
5 meal periods and all the legally required paid, off-duty rest periods to Class Members, as required
6 by the applicable Wage Order and Labor Code. Class Members were required to perform work as
7 ordered by Defendants for more than five (5) hours during a shift but were often required to do so
8 without receiving a lawful and timely meal break. In addition to untimely meal periods,
9 Defendants also required Class Members to respond to work demands. Defendants placed their
10 needs over Class Members lawful meal and rest breaks and this resulted in Class Members often
11 having to work through their scheduled meal and/or rest breaks, or otherwise taking shortened
12 ones, because the demands of the job would not avail them the opportunity to take a lawfully
13 uninterrupted and off duty meal and/or rest break.

14 23. On the occasions when Class Members worked over 10 hours in a shift, Defendants
15 also failed to provide them with a second, uninterrupted, timely and duty-free meal period. As a
16 result, Defendants' failure to provide Class Members with all legally required off-duty, unpaid
17 meal periods and all the legally required off-duty, paid rest periods is and will be evidenced by
18 Defendants' business records, or lack thereof. Defendants also failed to pay Class Members
19 "premium pay," i.e. one hour of wages at each Class Member's effective hourly rate of pay, for
20 each meal period or rest break that Defendants failed to provide or deficiently provided.

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

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

- 1 (a) Class Members were not provided full thirty-minute duty free meal periods
2 for work days in excess of five (5) hours and were not compensated one (1)
3 hour's wages in lieu thereof, all in violation of, among others, Labor Code
4 §§ 226.7, 512, and the applicable Industrial Welfare Commission Wage
5 Order(s);
- 6 (b) Class Members were not provided second full thirty-minute duty free meal
7 periods for work days in excess of ten (10) hours;
- 8 (c) Class Members were required to work through at least part of their daily
9 meal period(s);
- 10 (d) Meal periods were provided after five (5) hours of continuous work during
11 a shift; and
- 12 (e) Class Members were restricted in their ability to take a full thirty-minute
13 meal period.

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

23 27. Rest period violations therefore arose in one or more of the following manners:

- 24 (a) Class Members were required to work without being provided a minimum
25 ten (10) minute rest period for every four (4) hours or major fraction
26 thereof worked and were not compensated one (1) hour of pay at their
27 regular rate of compensation for each workday that a rest period was not
28 provided;

1 (b) Class Members were not authorized and permitted to take timely rest
2 periods for every four hours worked, or major fraction thereof; and

3 (c) Class Members were required to remain on-duty during rest periods or
4 otherwise had their rest periods interrupted by work demands.

5 28. Defendants also consistently failed to issue accurate itemized wage statements as
6 required by Labor Code § 226(a). Specifically, the wage statements given to Class Members failed
7 to accurately account for unpaid wages and overtime because Defendants failed to incorporate
8 non-discretionary bonuses and/or commissions into the regular rate of pay used to calculate and
9 pay for overtime, double time pay, sick pay, and meal and rest break premiums. Thus, the wage
10 statements do not provide accurate hourly rates for overtime and the statements do not comply
11 with Labor Code § 226(a)(9). Moreover, the wage statements given to Class Members failed to
12 accurately account for unpaid wages and overtime because Defendants rounded their hours to their
13 detriment and their actual hours worked were under-reported due to off the clock work.
14 Additionally, the wage statements given to Class Members failed to accurately account for
15 premium pay for deficiently provided meal periods and rest breaks.

16 29. From at least four (4) years prior to filing this lawsuit and continuing to the present,
17 Defendants have thus also had a consistent policy of failing to pay all wages owed to Class
18 Members at the time of their termination of within seventy-two (72) hours of their resignation, as
19 required by California wage-and-hour laws. Specifically, Class Members were not paid all regular
20 and overtime wages because Defendants failed to pay for all hours worked, failed to incorporate
21 non-discretionary bonuses and/or commissions into the regular rate of pay used to calculate and
22 pay for overtime, double time pay, sick pay, and meal and rest break premiums, unlawfully
23 rounded time entries to the detriment of Class Members, and required off the clock work.
24 Additionally, Defendants failed to pay premium wages owed for unprovided meal periods and rest
25 periods, as further detailed in this Complaint. Defendants' failure to pay said wages within the
26 required time was willful within the meaning of Labor Code § 203.

27 30. Moreover, Defendants unlawfully received and/or collected wages from employees
28 by implementing a policy of automatically deducting 30 minutes worth of vested wages, from

1 Employees, for alleged meal periods which they were consistently denied.

2 31. Defendants also failed to provide suitable seating to Class Members. The
3 operations at Defendant's facilities allowed for the presence and use of a stool or seat by Class
4 Members during the performance of their work duties. The nature of the effected job positions can
5 reasonably be accomplished while using a seat or stool. However, Defendant failed to provide
6 Class Members suitable seating when the nature of these employees' work reasonably permitted
7 sitting.

8 32. In light of the foregoing, Plaintiff and Class Members bring this action pursuant to,
9 *inter alia*, Labor Code §§ 201, 202, 203, 204, 210, 221, 226, 226.3, 226.7, 246, 248, 510, 512,
10 558, 558.1, 1174, 1174.5, 1182.12, 1185, 1194, 1194.2, 1197, 1198, 1199, 2698 *et seq.*, and
11 California Code of Regulations, Title 8, section 11000 *et seq.*

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

16 **CLASS ALLEGATIONS**

17 34. Plaintiff seeks to represent the Subclasses composed of and defined as follows:

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

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

23 c. Subclass 3. Reporting Time Pay Subclass. All Class Members who, within the
24 applicable limitations period, were not paid reporting time pay.

25 d. Subclass 4. Meal Period Subclass. All Class Members who were subject to
26 Defendants' policy and/or practice of failing to provide unpaid 30-minute uninterrupted and duty-
27 free meal periods or one hour of pay at the Class Member's regular rate of pay in lieu thereof.

28 e. Subclass 5. Rest Break Subclass. All Class Members who were subject to

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

f. Subclass 6. Vacation Pay Subclass. All Class Members who were not paid for accrued vacation time upon separation.

g. Subclass 7. Wage Statement Subclass. All Class Members who, within the applicable limitations period, were not provided with accurate itemized wage statements.

h. Subclass 8. Termination Pay Subclass. All Class Members who, within the applicable limitations period, either voluntarily or involuntarily separated from their employment and were subject to Defendants' policy and/or practice of failing to timely pay wages upon termination.

i. Subclass 9. Failure to Timely Pay Wages Twice Monthly Subclass. All Class Members who were subject to Defendants' policy and practice of not timely paying all wages earned when they were due and payable at least twice monthly.

j. Subclass 10. Payroll Records Subclass. All Class members who were subject to Defendants' policy and/or practice of failing to keep accurate time and wage records as required by California wage-and-hour laws.

k. Subclass 11. Unauthorized Deductions from Wages Subclass. All Class members who were subject to Defendants' policy and/or practice of automatically deducting 30-minutes worth of wages from Employees for alleged meal periods they were denied and/or by understating the hours worked by Employees.

l. Subclass 12. UCL Subclass. All Class Members who are owed restitution as a result of Defendants' business acts and practices, to the extent such acts and practices are found to be unlawful, deceptive, and/or unfair.

35. Plaintiff reserves the right under California Rule of Court 3.765 to amend or modify the class description with greater particularity or further division into subclasses or

1 limitation to particular issues. To the extent equitable tolling operates to toll claims by the Class
2 against Defendants, the Class Period should be adjusted accordingly.

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

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

15 **A. Numerosity**

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

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

24 **B. Commonality**

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

- 28 a. Whether Defendants failed to pay Class Members minimum wages;

- b. Whether Defendants failed to pay Class Members wages for all hours worked;
- c. Whether Defendants failed to pay Class Members overtime as required under Labor Code § 510;
- d. Whether Defendant failed to pay reporting time pay;
- e. Whether Defendants violated Labor Code §§ 226.7 and 512, and the applicable IWC Wage Orders, by failing to provide Class Members with requisite meal periods or premium pay in lieu thereof;
- f. Whether Defendants violated Labor Code §§ 226.7, and the applicable IWC Wage Orders, by failing to authorize and permit Class Members to take requisite rest breaks or provide premium pay in lieu thereof;
- g. Whether Defendant violated Labor Code § 227.3 by failing to pay Class Members for accrued vacation time upon separation;
- h. Whether Defendants violated Labor Code § 226(a) by providing Class Members with inaccurate wage statements;
- i. Whether Defendants violated Labor Code §§ 201, 202, and 203 by failing to pay wages and compensation due and owing at the time of termination of employment;
- j. Whether Defendants' conduct was willful;
- k. Whether Defendants violated Labor Code § 226 and § 1174 and the IWC Wage Orders by failing to maintain accurate records of Class Members' earned wages and work periods;
- l. Whether Defendants violated Labor Code § 1194 by failing to compensate all Class Members during the relevant time period for all hours worked, whether regular or overtime;
- m. Whether Defendants violated Labor Code § 204 by failing to timely pay wages;
- n. Whether Defendants violated Labor Code § 221;
- o. Whether Defendants violated Business and Professions Code § 17200 *et seq.*; and
- p. Whether Class Members are entitled to equitable relief pursuant to Business and Professions Code § 17200 *et seq.*

1 **C. Typicality**

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

6 **D. Adequacy of Representation**

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

10 **E. Superiority of Class Action**

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

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

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

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

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

22 **FIRST CAUSE OF ACTION**
23 **FAILURE TO PAY MINIMUM WAGES**
24 **(Against All Defendants)**

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

27 49. Defendants failed to pay Class Members minimum wages for all hours worked.
28 Defendants had a consistent policy of misstating Class Members' time records and failing to pay

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

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

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

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

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

1 interest thereon, reasonable attorney's fees and costs of suit."

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

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

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

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

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

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

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

SECOND CAUSE OF ACTION

FAILURE TO PAY WAGES AND OVERTIME UNDER LABOR CODE § 510

(Against All Defendants)

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

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

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

64. Defendants had a consistent policy of not paying Class Members wages for all hours worked, including by requiring off the clock work and by unlawfully rounding down actual hours worked, as addressed above. Defendants, and each of them, have intentionally and

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

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

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

28 67. Defendants' failure to pay compensation in a timely fashion also constituted a

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

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

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

15 **THIRD CAUSE OF ACTION**

16 **FAILURE TO PAY REPORTING TIME PAY**

17 **(Against all Defendants)**

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

20 71. Section 5(A) of the applicable Wage Order(s), requires that for "[E]ach workday an
21 employee is required to report for work and does report, but is not put to work or is furnished less
22 than half said employee's usual or scheduled day's work, the employee shall be paid for half the
23 usual or scheduled day's work, but in no event for less than two (2) hours nor more than four (4)
24 hours, at the employee's regular rate of pay, which shall not be less than the minimum wage."

25 72. As addressed in detail above, Defendants followed a uniform policy of failing to
26 pay reporting time pay on in accordance with the applicable IWC Wage Order requirements. For
27 example, Defendant required Plaintiff and the Class members to, on occasion, report for a
28 scheduled work day to be told whether work was available for them or not, and when there was no

1 work, Plaintiff and the Class members would be sent home after waiting for hours. On such days
2 when Defendant required Plaintiff and the Class Members to report to work only to be sent home
3 because work was not available, they were not paid required reporting time wages for the hours
4 they waited without receiving their regular hourly rate of pay for them.

5 73. Plaintiff brings this claim for failure to pay reporting time pay as required by
6 Section 5 of the applicable IWC Wage Orders pursuant to California Labor Code §1198, which
7 instructs that: “the maximum hours of work and the standard conditions of labor fixed by the
8 commission shall be the maximum hours of work and the standard conditions of labor for
9 employees. The employment of any employee for longer hours than those fixed by the order or
10 under conditions of labor prohibited by the order is unlawful.”

11 74. Reporting time pay constitutes wages that remain unpaid to Plaintiff and the Class
12 members, despite the fact that they were required by Defendants to report for work and were under
13 Defendants’ control during these times and were unable to use their time for their own purposes.
14 The failure to pay for reporting time pay is a violation of the California wage orders and is a
15 failure to pay all wages owed, which is a violation of Labor Code §1198.

16 75. Under Section 20(A) of the applicable IWC Wage Orders, Plaintiff and the Class
17 members are entitled to recover civil penalties, in addition to other penalties, for each underpaid
18 Employee for violation of Section 5 of the IWC Wage Orders in the amount of \$50 for the initial
19 violation and \$100 for subsequent violations during each relevant pay period when Defendants
20 failed to pay reporting time pay. These reporting time pay violations also give rise to violations of
21 Labor Code §§ 203, 226, and under the PAGA.

22 76. Accordingly, Plaintiff seeks to recover unpaid reporting time pay which Defendants
23 failed to pay Plaintiff and the Class members pursuant to Sections 5(A) and 20(A) of the
24 applicable IWC Wage Orders and civil penalties and attorneys’ fees and costs as may be
25 authorized.

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1 **FOURTH CAUSE OF ACTION**

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

3 **(Against All Defendants)**

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

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

11 79. Defendants failed to provide Class Members with meal periods as required under
12 the Labor Code. Defendants placed their needs over Class Members lawful meal breaks and this
13 resulted in Class Members consistently having to work through their scheduled meal breaks
14 because the demands of the job would not avail them the opportunity to take a lawfully
15 uninterrupted and off-duty meal break. Furthermore, upon information and belief, on the occasions
16 when Class Members worked more than ten (10) hours in a given shift, they did so without
17 receiving a second uninterrupted thirty (30) minute meal period as required by law.

18 80. Defendants thus failed to provide Class Members with meal periods as required by
19 the Labor Code, including by not providing them with the opportunity to take meal breaks, by
20 providing them late or for less than thirty (30) minutes, or by requiring them to perform work
21 during breaks.

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

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

6 **FIFTH CAUSE OF ACTION**

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

8 **(Against All Defendants)**

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

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

14 85. Class Members consistently worked consecutive four (4) hour shifts and were
15 generally scheduled for shifts of greater than 3.5 hours total, thus requiring Defendants to
16 authorize and permit them to take rest periods. Pursuant to the Labor Code and the applicable IWC
17 Wage Order, Class Members were entitled to paid rest breaks of not less than ten (10) minutes for
18 each consecutive four (4) hour shift, and Defendants failed to provide Class Members with timely
19 rest breaks of not less than ten (10) minutes for each consecutive four (4) hour shift. Defendants
20 placed their needs over Class Members lawful rest breaks and this resulted in Class Members
21 consistently having to work through their scheduled rest breaks because the demands of the job
22 would not avail them the opportunity to take a lawfully uninterrupted and off-duty rest break.
23 Thus, Class Members were consistently denied of their rest breaks.

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

28 87. Defendants, and each of them, have therefore intentionally and improperly denied

rest periods to Class Members in violation of Labor Code §§ 226.7 and 512 and paragraph 12 of the applicable IWC Wage Orders.

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

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

SIXTH CAUSE OF ACTION

FAILURE TO PAY VACATION WAGES

(Against All Defendants)

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

91. Pursuant to California Labor Code § 227.3, whenever a contract of employment or employment policy provides for vacation time and an employee is terminated without having taken off her vested vacation time, all vested vacation time shall be paid to her as wages at her final rate in accordance with said contract of employment or policy respecting eligibility or time served.

92. Therefore, Plaintiff seeks to recover penalties pursuant to Labor Code § 227.3.

SEVENTH CAUSE OF ACTION

VIOLATION OF LABOR CODE § 226(a)

(Against All Defendants)

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

94. California Labor Code § 226(a) requires an employer to furnish each of his or her

1 employees with an accurate, itemized statement in writing showing the gross and net earnings,
2 total hours worked, and the corresponding number of hours worked at each hourly rate; these
3 statements must be appended to the detachable part of the check, draft, voucher, or whatever else
4 serves to pay the employee's wages; or, if wages are paid by cash or personal check, these
5 statements may be given to the employee separately from the payment of wages; in either case the
6 employer must give the employee these statements twice a month or each time wages are paid.

7 95. Defendants failed to provide Class Members with accurate itemized wage
8 statements in writing, as required by the Labor Code. Specifically, the wage statements given to
9 Class Members failed to accurately account for unpaid wages and overtime because Defendants
10 failed to incorporate non-discretionary bonuses and/or commissions into the regular rate of pay
11 used to calculate and pay for overtime, double time pay, sick pay, and meal and rest break
12 premiums. Thus, the wage statements do not provide accurate hourly rates for overtime and the
13 statements do not comply with Labor Code § 226(a)(9). Moreover, the wage statements given to
14 Class Members failed to accurately account for unpaid wages and overtime because Defendants
15 had unlawfully rounded time entries to the detriment of Class Members and their actual hours
16 worked were under-reported due to off the clock work. Additionally, the wage statements given to
17 Class Members failed to accurately account for premium pay for deficiently provided meal periods
18 and rest breaks.

19 96. Throughout the liability period, Defendants intentionally failed to furnish to Class
20 Members, upon each payment of wages, itemized statements accurately showing: (1) gross wages
21 earned, (2) total hours worked by the employee, (3) the number of piece-rate units earned and any
22 applicable piece rate paid on a piece-rate basis, (4) all deductions, (5) net wages earned, (6) the
23 inclusive dates of the period for which the employee is paid, (7) the name of the employee and
24 only the last four digits of his or her social security number or an employee identification number
25 other than a social security number, (8) the name and address of the legal entity that is the
26 employer and (9) all applicable hourly rates in effect during the pay period and the corresponding
27 number of hours worked at each hourly rate by the employee pursuant to Labor Code § 226,
28 amongst other statutory requirements. Defendants knowingly and intentionally failed to provide

1 Class Members with such timely and accurate wage and hour statements.

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

17 98. Therefore, as a direct and proximate cause of Defendants' violation of Labor Code
18 § 226(a), Class Members suffered injuries, including among other things confusion over whether
19 they received all wages owed them, the difficulty and expense involved in reconstructing pay
20 records, and forcing them to make mathematical computations to analyze whether the wages paid
21 in fact compensated them correctly for all hours worked.

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

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

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

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

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

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

104. Defendants failed to pay Class Members without abatement, all wages as defined by applicable California law. Specifically, Class Members were not paid all regular and overtime wages because Defendants failed to pay for all hours worked, unlawfully rounded time entries to the detriment of class members, failed to incorporate non-discretionary bonuses and/or commissions into the regular rate of pay used to calculate and pay for overtime, double time pay, sick pay, and meal and rest break premiums, and required off the clock work. Additionally, Defendants failed to pay premium wages owed for unprovided meal periods and rest periods, as further detailed in this Complaint. Defendants' failure to pay said wages within the required time was willful within the meaning of Labor Code § 203.

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

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

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

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

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

109. Defendants thus violated Labor Code § 204 by systematically refusing to pay wages due under the Labor Code, as addressed above. Additionally, under paragraph 4(B) of the applicable IWC Wage Orders, employers are required “to pay each employee, on the established payday for the period involved, not less than the applicable minimum wage for all hours worked in the payroll period, ...” Under Labor Code § 1198, “[t]he employment of any employee for longer hours than those fixed by the order or under conditions of labor prohibited by the order is unlawful.” Plaintiff and the Class Members may therefore pursue damages and penalties for

1 violations of Labor Code § 204 and paragraph 4(B) of the applicable IWC Wage Orders, including
2 penalties under paragraph 20 of the applicable IWC Wage Orders.

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

8 **TENTH CAUSE OF ACTION**

9 **FAILURE TO KEEP REQUIRED PAYROLL RECORDS UNDER LABOR CODE § 1174**

10 **AND 1174.5**

11 **(Against All Defendants)**

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

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

18 113. During the course of Plaintiff's and Class Members' employment, Defendants
19 consistently failed to maintain accurate time and wage records for Plaintiff and Class Members as
20 required by California Labor Code § 1174 by failing to pay Plaintiff and Class Members proper
21 wages, overtime, and premium pay as discussed above.

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

24 **ELEVENTH CAUSE OF ACTION**

25 **VIOLATION OF LABOR CODE § 221**

26 **(Against All Defendants)**

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

1 116. Labor Code § 221 provides, “It shall be unlawful for any employer to collect or
2 receive from an employee any part of wages theretofore paid by said employer to said employee.”

3 117. Defendants unlawfully received and/or collected wages from employees by
4 implementing a policy of automatically deducting 30-90 minutes worth of vested wages, from
5 Employees, for alleged meal periods which they were consistently denied, as well as by
6 understating the hours worked by Employees as alleged above.

7 118. As a direct and proximate cause of the unauthorized deductions, Employees have
8 been damaged, in an amount to be determined at trial.

9 **TWELFTH CAUSE OF ACTION**

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

11 **(Against All Defendants)**

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

14 120. Pursuant to California Labor Code § 226, current and former employees have the
15 right to inspect or receive a copy of their records pertaining to their employment, upon reasonable
16 request to their employer. Under this statute, an employer that receives a request to inspect or
17 receive a copy of records pertaining to a current or former employee must comply with the request
18 as soon as practicable, but no later than twenty-one calendar days from the date of the request.

19 121. Pursuant to California Labor Code § 1198.5(a), every current and former employee,
20 or his or her representative, has the right to inspect and receive a copy of the personnel records
21 that the employer maintains relating to the employee's performance or to any grievance concerning
22 the employee. Under this statute, upon written request from a current or former employee or his or
23 her representative, an employer must make the contents of those personnel records available for
24 inspection or provide a copy of the personnel records to the current or former employee, or his or
25 her representative, not later than thirty calendar days from the date the employer receives the
26 written request, subject to some limited exceptions. Failure to comply with these requests allows
27 for a civil penalty seven hundred fifty dollars (\$750), pursuant to Labor Code §§ 1198.5(k) and
28 226(f).

122. On June 13, 2023, Plaintiff sent written requests through her counsel to Defendants for their payroll records, timecards, and personnel records. However, Plaintiff did not receive the complete records until July 25, 2023.

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

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

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

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

THIRTEENTH CAUSE OF ACTION

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

(Against All Defendants)

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

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

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

130. Business & Professions Code § 17200 *et seq.* prohibits unlawful and unfair business practices. By the conduct alleged herein, Defendants' practices were deceptive and

1 fraudulent in that Defendants' policy and practice failed to provide the required amount of
2 compensation for missed meal and rest breaks, and failed to adequately compensate Class
3 Members for all hours worked, due to systematic business practices as alleged herein that cannot
4 be justified, pursuant to the applicable California Labor Code and Industrial Welfare Commission
5 requirements in violation of California Business and Professions Code §§ 17200, *et seq.*, and for
6 which this Court should issue injunctive and equitable relief, pursuant to California Business &
7 Professions Code § 17203, including restitution of wages wrongfully withheld.

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

15 132. Defendants have violated statutes and public policies. Through the conduct alleged
16 in this Complaint Defendants have acted contrary to these public policies, have violated specific
17 provisions of the Labor Code, and have engaged in other unlawful and unfair business practices in
18 violation of Business & Professions Code § 17200 *et seq.*; which conduct has deprived Plaintiff,
19 and all persons similarly situated, and all interested persons, of the rights, benefits, and privileges
20 guaranteed to all employees under the law.

21 133. Defendants' conduct, as alleged above, constitutes unfair competition in violation
22 of the Business & Professions Code § 17200 *et seq.*

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

27 135. By the conduct alleged herein, Defendants have engaged and continue to engage in
28 a business practice which violates California and federal law, including but not limited to, the

1 applicable Industrial Wage Order(s), the California Code of Regulations, and the California Labor
2 Code including Sections 203, 204, 226, 226.7, 512, 1194, 1197, and 1198, for which this Court
3 should issue declaratory and other equitable relief pursuant to California Business & Professions
4 Code § 17203 as may be necessary to prevent and remedy the conduct held to constitute unfair
5 competition, including restitution of wages wrongfully withheld.

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

8 137. Unless restrained by this Court Defendants will continue to engage in such
9 unlawful conduct as alleged above. Pursuant to the Business & Professions Code, this Court
10 should make such orders or judgments, including the appointment of a receiver, as may be
11 necessary to prevent the use by Defendants or their agents or employees of any unlawful or
12 deceptive practice prohibited by the Business & Professions Code, including but not limited to the
13 disgorgement of such profits as may be necessary to restore Class Members to the money
14 Defendants have unlawfully failed to pay.

15 **FOURTEENTH CAUSE OF ACTION**
16 **VIOLATION OF LABOR CODE § 2698, ET SEQ.**
17 **(Against All Defendants)**

18 138. Plaintiff realleges and incorporates all preceding paragraphs, as though set forth in
19 full herein.

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

24 140. In failing to pay Class Members minimum wages and overtime, not providing
25 proper meal and rest periods, failing to provide accurate wage statements, and failing to Pay
26 Employees upon termination or timely upon resignation, all discussed above, Defendants failed to
27 timely pay Class Members wages on a semimonthly basis as required under Labor Code § 204.
28 Defendants also failed to maintain records showing accurate hours worked daily and the wages

1 paid to Class Members, as required by Labor Code § 1174 and paragraph 7 of the applicable IWC
2 Wage Orders.

3 141. As such, Employees seek wages and penalties under Labor Code §§ 2698 and 2699
4 for Defendants' violation of Labor Code provisions included under Labor Code 2699.5, including
5 the penalty provisions, without limitation, based, inter alia, on the following California Labor
6 Code sections: 201, 202, 203, 204, 226, 226.2, 226.7, 510, 512, 558, 1174, 1174.5, 1185, 1194,
7 1194.1, 1194.2, 1197, 1197.1, 1198, 1199, and 2698 *et seq.*

8 142. More specifically, after complying with the notice procedures of Labor Code §
9 2699.3, Plaintiff asserts, as a representative action on behalf of the California Attorney General
10 and other similarly Class Members, a PAGA claim for violations of the above addressed
11 underlying claims and seeking penalties as specified by the applicable corresponding provisions,
12 including as follows:

13 (a) Wage Claims: For failure to provide Plaintiff and the Class Members all earned
14 regular pay and minimum wages for regular hours worked and for failure to pay overtime
15 premium wages for overtime hours worked under Labor Code §§ 226.2, 510, 1194(a), 1197, and
16 1198, and paragraphs 2(K), 3(A), 4(A), 4(B) and 20 of the applicable IWC Wage Order(s) seeking
17 all civil and statutory penalties available and applicable, and wages, under Labor Code §§ 510,
18 558, 1194.2, 1197.1, 1199, 2699(f)(2), and 2699.5, and also for attorneys' fees and costs pursuant
19 to Labor Code § 2699(g)(1);

20 (b) Meal and Rest Period Claims: For failure to provide Plaintiff and the Aggrieved
21 Employees off-duty, timely, and unpaid meal periods and failure to authorize and permit them to
22 take off-duty, timely, and paid rest periods, or pay one hour of regular pay in lieu thereof, under
23 Labor Code §§ 512, 1198, and 226.7, and Sections 11, 12(A), and 12(B) of the applicable IWC
24 Wage Order(s) seeking all civil and statutory penalties available and applicable, including under
25 paragraph 20 of the applicable IWC Wage Orders, and wages under Labor Code §§ 226.7, 512,
26 558, including sections 558(a)(1)-(3), 1199 and 2699(f)(2), and also for attorneys' fees and costs
27 pursuant to Labor Code § 2699(g)(1);

28 (c) Inaccurate Wage Statements and Failure to Maintain Records: For failure to

1 provide Plaintiff and Class Members with accurate, itemized wage statements and failure to
2 maintain employment records for Plaintiff and Class Members under Labor Code §§ 226, 1174,
3 and 1198.5, and Sections 7(A), 7(B), and 7(C) of the applicable IWC Wage Order(s) seeking all
4 civil and statutory penalties and wages available and applicable under Labor Code §§ 226, 226.3,
5 558, 1174.5, 1199, 2699(f)(2), and paragraph 20 of the applicable IWC Wage Order, and also for
6 attorneys' fees and costs pursuant to Labor Code § 2699(g)(1). More specifically, by providing
7 inaccurate wage statements and failing to maintain records as required under Labor Code § 226(a),
8 Defendants committed ongoing violations giving rise to civil penalties under Labor Code § 226.3,
9 which in addition to other penalties provided by law, subjects Defendants to "a penalty in the
10 amount of two hundred fifty dollars (\$250) per employee per violation in an initial citation and
11 one thousand dollars (\$1,000) per employee for each violation in a subsequent citation, ..."

12 (d) Failure to Timely Pay Wages: For failure to timely pay all wages owed, including at
13 least semi-monthly and upon separation or termination, under Labor Code §§ 201, 201, 203, 204,
14 226.2, 1197.5, 2926, and 2927 seeking all civil penalties available and applicable, and wages,
15 under Labor Code §§ 201, 202, 203, 210, 558, 1197, 1198, 1199 and 2699(f)(2), and paragraph 20
16 of the applicable IWC Wage Orders, and also for attorneys' fees and costs pursuant to Labor Code
17 § 2699(g)(1);

18 (e) All Alleged Violations of the IWC Wage Orders and Other Labor Code
19 Sections: For any above addressed violation of the applicable provisions of the IWC Wage
20 Orders, each of which constitute separate violations of Labor Code § 1198 and Labor Code §
21 2699.5, and seeking penalties available and applicable under Labor Code § 2699(f)(2) and
22 paragraph 20 of the applicable IWC Wage Orders, and for attorneys' fees and costs pursuant to
23 Labor Code § 2699(g)(1).

24 143. As also addressed above, Plaintiff, on behalf of the Class Members, also seeks the
25 penalties and remedies set forth in Labor Code § 558, which states:

26 (a) Any employer or other person acting on behalf of an employer who violates, or
27 causes to be violated, a section of this chapter or any provision regulating hours and days of work
28 in any order of the Industrial Welfare Commission shall be subject to a civil penalty as follows:
(1) For any initial violation, fifty dollars (\$50) for each underpaid employee for each pay period
for which the employee was underpaid in addition to an amount sufficient to recover underpaid
wages. (2) For any subsequent violation, one hundred dollars (\$100) for each underpaid employee

1 for each pay period for which the employee was underpaid in addition to an amount sufficient to
2 recover underpaid wages. (3) Wages recovered pursuant to this section shall be paid to the affected
employee.

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

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

8 144. Plaintiff has exhausted her administrative remedies by sending a certified letter to
9 the LWDA and Defendants postmarked on **January 23, 2024**, addressing in detail the specific
10 provisions of the Labor Code Defendants have violated and addressing the facts and legal theories
11 to support the alleged violations and requested penalties. The LWDA has not provided notice of
12 its intent to investigate the alleged violations within 65 calendar days of the postmark date of the
13 letter, and Plaintiff adds this claim seeking penalties under the PAGA for the violations addressed
14 herein and in the PAGA Notice Letter and the original Complaint.

15 **RELIEF REQUESTED**

16 WHEREFORE, Plaintiff prays for the following relief:

- 17 1. For an order certifying this action as a class action;
- 18 2. For compensatory damages in the amount of the unpaid minimum wages for work
19 performed by Class Members and unpaid overtime compensation from at least four (4) years prior
20 to the filing of this action, as may be proven;
- 21 3. For liquidated damages in the amount equal to the unpaid minimum wage and
22 interest thereon, from at least four (4) years prior to the filing of this action, according to proof;
- 23 4. For compensatory damages in the amount of all unpaid wages, including overtime
24 and double-time pay, as may be proven;
- 25 5. For compensatory damages in the amount of the hourly wage made by Class
26 Members for each missed or deficient meal period where no premium pay was paid therefor from
27 four (4) years prior to the filing of this action, as may be proven;
- 28 6. For compensatory damages in the amount of the hourly wage made by Class
Members for each day requisite rest breaks were not provided or were deficiently provided where

1 no premium pay was paid therefor from at least four (4) years prior to the filing of this action, as
2 may be proven;

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

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

7 9. For restitution and/or damages for all amounts unlawfully withheld from the wages
8 for all Class Members in violation of Labor Code § 221, as may be proven;

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

11 11. For penalties pursuant to Labor Code § 227.3 for all Class Members who were not
12 paid for all accrued vacation time at separation.

13 12. For restitution for unfair competition pursuant to Business & Professions Code
14 § 17200 *et seq.*, including disgorgement or profits, as may be proven;

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

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

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

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

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

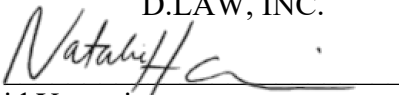
22 18. For an award providing for the payment of the costs of this suit;

23 19. For an award of attorneys' fees; and

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

25 DATED: March 28, 2024

D.LAW, INC.

26 By: 

David Yeremian

Natalie Haritoonian

Jonas Agle

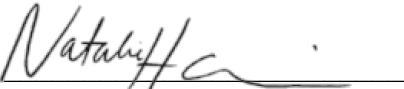
Attorneys for Plaintiff KENNETH ROBERT
28 BUTERA, and all others similarly situated

DEMAND FOR JURY TRIAL

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

DATED: March 28, 2024

D.LAW, INC.

By: 
David Yeremian
Natalie Haritounian
Jonas Agle
Attorneys for Plaintiff KENNETH ROBERT
BUTERA, and all others similarly situated

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

Dane M. Willis
dane.willis@fmglaw.com
Freeman Mathis & Gary, LLP
 1013 Galleria Blvd. Suite 250
 Roseville, CA 95678

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

☐ **(BY OVERNIGHT DELIVERY)** I enclosed the documents in an envelope or package provided by an overnight delivery carrier and addressed to the persons at the address above. I placed the envelope or package for collection and overnight delivery at an office or a regularly utilized drop box of the overnight delivery carrier.

[X] (COURTESY COPY BY ELECTRONIC TRANSMISSION) by use of email by scanning the documents and any and all documents and emailing them to email addresses above.

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

Executed on March 28, 2024, at Glendale, California.


Kathryn Perez