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

REYNALDO ROA, individually, and on behalf
of all others similarly situated,

Plaintiff,

vs.

AN APPLE A DAY HOME CARE, LLC, a
limited liability company; and DOES 1 through
10, inclusive,

Defendants

Case No.: 24STCV01662

**CORRECTED FIRST AMENDED CLASS
AND REPRESENTATIVE ACTION
COMPLAINT PURSUANT TO COURT
ORDER OF APRIL 10, 2024:**

1. Failure to Pay Minimum Wages [Cal. Lab. Code §§ 204, 1194, 1194.2, and 1197];
2. Failure to Pay Overtime Compensation [Cal. Lab. Code §§ 1194 and 1198];
3. Failure to Provide Meal Periods [Cal. Lab. Code §§ 226.7, 512];
4. Failure to Authorize and Permit Rest Breaks [Cal. Lab. Code §§ 226.7];
5. Failure to Indemnify Necessary Business Expenses [Cal. Lab. Code § 2802];
6. Failure to Timely Pay Final Wages at Termination [Cal. Lab. Code §§ 201-203];
7. Failure to Provide Accurate Itemized Wage Statements [Cal. Lab. Code § 226]; and
8. Unfair Business Practices [Cal. Bus. & Prof. Code §§ 17200, et seq.].
9. Civil Penalties Under PAGA [Cal. Lab. Code § 2699, et seq.].

DEMAND FOR JURY TRIAL

FILED
Superior Court of California
County of Los Angeles

04/15/2024

David W. Slayton, Executive Officer / Clerk of Court

By: R. Sanchez Deputy

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1 Plaintiff Reynaldo Roa (“Plaintiff”), based upon facts that either have evidentiary support
2 or are likely to have evidentiary support after a reasonable opportunity for further investigation
3 and discovery, alleges as follows:

4 **INTRODUCTION & PRELIMINARY STATEMENT**

5 1. Plaintiff brings this action against Defendant An Apple A Day Home Care, LLC
6 and Does 1 through 10 (collectively referred to as “Defendants”) for California Labor Code
7 violations and unfair business practices stemming from Defendant’s failure to pay minimum
8 wages, failure to pay overtime wages, failure to provide meal periods, failure to authorize and
9 permit rest periods, failure to maintain accurate records of hours worked and meal periods,
10 failure to timely pay all wages to terminated employees, failure to indemnify necessary business
11 expenses, and failure to furnish accurate wage statements.

12 2. Plaintiff brings the First through Eighth Causes of Action individually and as a
13 class action on behalf of himself and certain current and former employees of Defendant
14 (hereinafter collectively referred to as the “Class” or “Class Members” and defined more fully
15 below). The Class consists of Plaintiff and all other persons who have been employed by any
16 Defendant in California as an hourly-paid, non-exempt employee during the statute of limitations
17 period applicable to the claims pleaded here.

18 3. Plaintiff brings the Ninth Cause of Action as a representative action under the
19 California Private Attorney General Act (“PAGA”) to recover civil penalties that are owed to
20 Plaintiff, the State of California, and past and present non-exempt, hourly-paid employees of
21 Defendant who worked in California during the applicable statute of limitations period
22 (hereinafter referred to as the “Aggrieved Employees”).

23 4. Defendant owns/owned and operates/operated an industry, business, and
24 establishment within the State of California, including Los Angeles County. As such, and based
25 upon all the facts and circumstances incident to Defendant’s business in California, Defendant is
26 subject to the California Labor Code, Wage Orders issued by the Industrial Welfare Commission
27 (“IWC”), and the California Business & Professions Code.

1 5. Despite these requirements, throughout the statutory period Defendant maintained
2 a systematic, company-wide policy and practice of:

- 3 (a) Failing to pay employees for all hours worked, including all minimum
4 wages, and overtime wages in compliance with the California Labor Code
5 and IWC Wage Orders;
- 6 (b) Failing to provide employees with timely and duty-free meal periods in
7 compliance with the California Labor Code and IWC Wage Orders, failing
8 to maintain accurate records of all meal periods taken or missed, and
9 failing to pay an additional hour's pay for each workday a meal period
10 violation occurred;
- 11 (c) Failing to authorize and permit employees to take timely and duty-free rest
12 periods in compliance with the California Labor Code and IWC Wage
13 Orders, and failing to pay an additional hour's pay for each workday a rest
14 period violation occurred;
- 15 (d) Failing to indemnify employees for necessary business expenses incurred;
- 16 (e) Willfully failing to pay employees all minimum wages, overtime wages,
17 meal period premium wages, and rest period premium wages due within
18 the time period specified by California law when employment terminates;
19 and
- 20 (f) Failing to maintain accurate records of the hours that employees worked.
- 21 (g) Failing to provide employees with accurate, itemized wage statements
22 containing all the information required by the California Labor Code and
23 IWC Wage Orders.

24 6. On information and belief, Defendant, and each of them were on actual and
25 constructive notice of the improprieties alleged herein and intentionally refused to rectify their
26 unlawful policies. Defendant's violations, as alleged above, during all relevant times herein were
27 willful and deliberate.

7. At all relevant times, Defendant was and are legally responsible for all of the unlawful conduct, policies, practices, acts and omissions as described in each and all of the foregoing paragraphs as the employer of Plaintiff, the Class, and the Aggrieved Employees. Further, Defendant is responsible for each of the unlawful acts or omissions complained of herein under the doctrine of “respondeat superior”.

THE PARTIES

A. Plaintiff

8. Plaintiff is a California resident that worked for Defendant in the County of Los Angeles, State of California, as a caregiver within the statutory period.

9. Plaintiff reserves the right to seek leave to amend this complaint to add new plaintiffs, if necessary, in order to establish suitable representative(s) pursuant to *La Sala v. American Savings and Loan Association* (1971) 5 Cal.3d 864, 872, and other applicable law.

B. Defendant

10. Plaintiff is informed and believes, and based upon that information and belief alleges, that Defendant is:

- (a) Business entities with their principal places of business in Los Angeles, California.
- (b) Business entities conducting business in numerous counties throughout the State of California, including in Los Angeles County;
- (c) The former employers of Plaintiff, and the current and/or former employers of the putative Class. Defendant suffered and permitted Plaintiff, the Class, and the Aggrieved Employees to work, and/or controlled their wages, hours, or working conditions; and
- (d) At all times mentioned herein, Defendant is and was the joint employers of Plaintiff, the Class, and the Aggrieved Employees.

11. Plaintiff does not currently know the true names or capacities of the persons or entities sued herein as Does 1-10, inclusive, and therefore sues said defendants by such fictitious names. Each of the Doe Defendants was in some manner legally responsible for the damages

suffered by Plaintiff, the Class, and the Aggrieved Employees as alleged herein. Plaintiff will amend this complaint to set forth the true names and capacities of these Defendant when they have been ascertained, together with appropriate charging allegations, as may be necessary.

12. At all times mentioned herein, the defendants named as Does 1-10, inclusive, and each of them, were residents of, doing business in, availed themselves of the jurisdiction of, and/or injured a significant number of the Plaintiff, the Class, and the Aggrieved Employees in the State of California.

13. Plaintiff is informed and believes and thereon alleges that at all relevant times each Defendant, directly or indirectly, or through agents or other persons, employed Plaintiff and the other employees described in the class definitions below, and exercised control over their wages, hours, and working conditions. Plaintiff is informed and believes and thereon alleges that, at all relevant times, each Defendant was the principal, agent, partner, joint venturer, officer, director, controlling shareholder, subsidiary, affiliate, parent corporation, successor in interest and/or predecessor in interest of some or all of the other Defendant, and was engaged with some or all of the other Defendant in a joint enterprise for profit, and bore such other relationships to some or all of the other Defendant so as to be liable for their conduct with respect to the matters alleged below. Plaintiff is informed and believes and thereon alleges that each Defendant acted pursuant to and within the scope of the relationships alleged above, that each Defendant knew or should have known about, and authorized, ratified, adopted, approved, controlled, aided and abetted the conduct of all other Defendants.

ALLEGATIONS COMMON TO ALL CAUSES OF ACTION

14. Plaintiff is a California resident who worked for Defendant in the County of Los Angeles, State of California, as a caregiver during the statutory period. During the statutory period, Defendant classified Plaintiff as non-exempt from California's overtime requirements, and paid Plaintiff an hourly wage.

15. Throughout the statutory period, Defendant failed to pay Plaintiff for all hours worked (including minimum wages and overtime wages), failed to provide Plaintiff with uninterrupted meal periods, failed to authorize and permit Plaintiff to take uninterrupted rest

1 periods, failed to indemnify Plaintiff for necessary business expenses, failed to timely pay all
2 final wages to Plaintiff when Defendant terminated Plaintiff's employment, and failed to furnish
3 accurate wage statements to Plaintiff. As discussed below, Plaintiff's experience working for
4 Defendant was typical and illustrative.

5 16. Throughout the statutory period, Defendant maintained a policy and practice of
6 not paying Plaintiff, the Class, and the Aggrieved Employees for all hours worked, including all
7 overtime wages. Plaintiff, the Class, and the Aggrieved Employees were required to work "off
8 the clock" and uncompensated. For example, Plaintiff, the Class, and the Aggrieved Employees
9 were required to wait for the next shift to replace them before being able to leave, but that time is
10 uncompensated. Plaintiff, the Class, and the Aggrieved Employees would regularly work off the
11 clock, and perform duties without compensation.

12 17. Throughout the statutory period, Defendant has wrongfully failed to provide
13 Plaintiff, the Class, and the Aggrieved Employees with legally compliant meal periods.
14 Defendant sometimes, but not always, required Plaintiff, the Class, and the Aggrieved Employees
15 to work in excess of five consecutive hours a day without providing 30-minute, continuous and
16 uninterrupted, duty-free meal period for every five hours of work, or without compensating
17 Plaintiff, the Class, and the Aggrieved Employees for meal periods that were not provided by the
18 end of the fifth hour of work or tenth hour of work. Defendant also did not adequately inform
19 Plaintiff, the Class, and the Aggrieved Employees of their right to take a meal period by the end
20 of the fifth hour of work, or, for shifts greater than 10 hours, by the end of the tenth hour of
21 work. Further, Defendant did not permit Plaintiff, the Class, and the Aggrieved Employees to
22 leave the premises during their meal breaks. Accordingly, Defendant's policy and practice was to
23 not provide meal periods to Plaintiff, the Class, and the Aggrieved Employees in compliance
24 with California law.

25 18. Throughout the statutory period, Defendant has wrongfully failed to authorize and
26 permit Plaintiff, the Class, and the Aggrieved Employees to take timely and duty-free rest
27 periods. Defendant sometimes, but not always, required Plaintiff, the Class, and the Aggrieved
28 Employees to work in excess of four consecutive hours a day without Defendant authorizing and

1 permitting them to take a 10-minute, continuous and uninterrupted, rest period for every four
2 hours of work (or major fraction of four hours), or without compensating Plaintiff, the Class, and
3 the Aggrieved Employees for rest periods that were not authorized or permitted. Defendant also
4 did not adequately inform Plaintiff, the Class, and the Aggrieved Employees of their right to take
5 a rest period. Moreover, Defendant did not have adequate policies or practices permitting or
6 authorizing rest periods for Plaintiff, the Class, and the Aggrieved Employees, nor did Defendant
7 has adequate policies or practices regarding the timing of rest periods. Defendant also did not
8 have adequate policies or practices to verify whether Plaintiff, the Class, and the Aggrieved
9 Employees were taking their required rest periods. Further, Defendant did not maintain accurate
10 records of employee work periods, and therefore Defendant cannot demonstrate that Plaintiff, the
11 Class, and the Aggrieved Employees took rest periods during the middle of each work period.
12 Accordingly, Defendant's policy and practice was to not authorize and permit Plaintiff, the Class,
13 and the Aggrieved Employees to take rest periods in compliance with California law.

14 19. Throughout the statutory period, Defendant wrongfully required Plaintiff, the
15 Class, and the Aggrieved Employees to pay expenses that they incurred in direct discharge of
16 their duties for Defendant without reimbursement, such as the purchase of facemasks, gloves,
17 scrubs, and the use of personal cellular telephones for work purposes.

18 20. Throughout the statutory period, Defendant failed to furnish Plaintiff, the Class,
19 and the Aggrieved Employees with accurate, itemized wage statements showing all applicable
20 hourly rates, and all gross and net wages earned (including correct hours worked, correct wages
21 earned for hours worked, correct overtime hours worked, correct wages for meal periods that
22 were not provided in accordance with California law, correct wages for rest periods that were not
23 authorized and permitted to take in accordance with California law, and Defendant's address).
24 Further, the wage statements do not show Defendant's address as required by California law. As
25 a result of these violations of California Labor Code § 226(a), the Plaintiff, the Class, and the
26 Aggrieved Employees suffered injury because, among other things:

- 27 (a) the violations led them to believe that they were not entitled to be paid
28 minimum wages, overtime wages, meal period premium wages, and rest

period premium wages to which they were entitled, even though they were entitled;

- (b) the violations led them to believe that they had been paid the minimum, overtime, meal period premium, and rest period premium wages, even though they had not been;
- (c) the violations led them to believe they were not entitled to be paid minimum, overtime, meal period premium, and rest period premium wages at the correct California rate even though they were;
- (d) the violations led them to believe they had been paid minimum, overtime, meal period premium, and rest period premium wages at the correct California rate even though they had not been;
- (e) the violations hindered them from determining the amounts of minimum, overtime, meal period premium, and rest period premium owed to them;
- (f) in connection with their employment before and during this action, and in connection with prosecuting this action, the violations caused them to have to perform mathematical computations to determine the amounts of wages owed to them, computations they would not have to make if the wage statements contained the required accurate information;
- (g) by understating the wages truly due them, the violations caused them to lose entitlement and/or accrual of the full amount of Social Security, disability, unemployment, and other governmental benefits;
- (h) the wage statements inaccurately understated the wages, hours, and wages rates to which Plaintiff, the Class, and the Aggrieved Employees were entitled, and Plaintiff, the Class, and the Aggrieved Employees were paid less than the wages and wage rates to which they were entitled.

Thus, Plaintiff, the Class, and the Aggrieved Employees are owed the amounts provided for in California Labor Code § 226(e), including actual damages.

CLASS ACTION ALLEGATIONS

21. Plaintiff brings certain claims individually, as well as on behalf of each and all other persons similarly situated, and thus, seek class certification under California Code of Civil Procedure § 382.

22. All claims alleged herein arise under California law for which Plaintiff seeks relief authorized by California law.

23. The proposed Class consists of and is defined as:

All persons who worked for any Defendant in California as an hourly, non-exempt employee at any time during the period beginning four years before the filing of the initial complaint in this action and ending when notice to the Class is sent.

24. At all material times, Plaintiff was a member of the Class.

25. Plaintiff undertakes this concerted activity to improve the wages and working conditions of all Class Members.

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

(a) Numerosity: The members of the Class (and each subclass, if any) are so numerous that joinder of all members would be unfeasible and impractical. The membership of the entire Class is unknown to Plaintiff at this time, however, the Class is estimated to be greater than 100 individuals and the identity of such membership is readily ascertainable by inspection of Defendant's records.

(b) Typicality: Plaintiff is qualified to, and will, fairly and adequately protect the interests of each Class Member with whom there is a shared, well-defined community of interest, and Plaintiff's claims (or defenses, if any) are typical of all Class Members' claims as demonstrated herein.

(c) Adequacy: Plaintiff is qualified to, and will, fairly and adequately protect the interests of each Class Member with whom there is a shared, well-

1 defined community of interest and typicality of claims, as demonstrated
2 herein. Plaintiff has no conflicts with or interests antagonistic to any Class
3 Member. Plaintiff's attorneys, the proposed class counsel, are versed in
4 the rules governing class action discovery, certification, and settlement.
5 Plaintiff has incurred, and throughout the duration of this action, will
6 continue to incur costs and attorneys' fees that have been, are, and will be
7 necessarily expended for the prosecution of this action for the substantial
8 benefit of each class member.

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

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

20 (e) Public Policy Considerations: The public policy of the State of California
21 is to resolve the California Labor Code claims of many employees through
22 a class action. Indeed, current employees are often afraid to assert their
23 rights out of fear of direct or indirect retaliation. Former employees are
24 also fearful of bringing actions because they believe their former
25 employers might damage their future endeavors through negative
26 references and/or other means. Class actions provide the class members
27 who are not named in the complaint with a type of anonymity that allows
28 for the vindication of their rights at the same time as their privacy is

protected.

27. There are common questions of law and fact as to the Class (and each subclass, if any) that predominate over questions affecting only individual members, including without limitation, whether, as alleged herein, Defendant has:

- (a) Failed to pay Class Members for all hours worked, including minimum wages, and overtime wages;
- (b) Failed to provide meal periods and pay meal period premium wages to Class Members;
- (c) Failed to authorize and permit rest periods and pay rest period premium wages to Class Members;
- (d) Failed to promptly pay all wages due to Class Members upon their discharge or resignation;
- (e) Failed to maintain accurate records of all hours Class Members worked, and all meal periods Class Members took or missed;
- (f) Failed to reimburse Class Members for all necessary business expenses; and
- (g) Violated California Business & Professions Code §§ 17200 *et. seq.* as a result of their illegal conduct as described above.

28. This Court should permit this action to be maintained as a class action pursuant to California Code of Civil Procedure § 382 because:

- (a) The questions of law and fact common to the Class predominate over any question affecting only individual members;
- (b) A class action is superior to any other available method for the fair and efficient adjudication of the claims of the members of the Class;
- (c) The members of the Class are so numerous that it is impractical to bring all members of the class before the Court;
- (d) Plaintiff, and the other members of the Class, will not be able to obtain effective and economic legal redress unless the action is maintained as a

class action;

(e) There is a community of interest in obtaining appropriate legal and equitable relief for the statutory violations, and in obtaining adequate compensation for the damages and injuries for which Defendant is responsible in an amount sufficient to adequately compensate the members of the Class for the injuries sustained;

(f) Without class certification, the prosecution of separate actions by individual members of the class would create a risk of:

1) Inconsistent or varying adjudications with respect to individual members of the Class which would establish incompatible standards of conduct for Defendants; and/or

2) Adjudications with respect to the individual members which would, as a practical matter, be dispositive of the interests of other members not parties to the adjudications, or would substantially impair or impede their ability to protect their interests, including but not limited to the potential for exhausting the funds available from those parties who are, or may be, responsible Defendants; and,

(g) Defendant has acted or refused to act on grounds generally applicable to the Class, thereby making final injunctive relief appropriate with respect to the class as a whole.

29. 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. The 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 the Class and deemed necessary and/or appropriate by the Court.

1 **FIRST CAUSE OF ACTION**

2 **(Against all Defendants for Failure to Pay Minimum Wages for All Hours Worked)**

3 30. Plaintiff incorporates by reference and re-alleges as if fully stated herein
4 paragraphs 1 through 21 in this Complaint.

5 31. “Hours worked” is the time during which an employee is subject to the control of
6 an employer, and includes all the time the employee is suffered or permitted to work, whether or
7 not required to do so.

8 32. At all relevant times herein mentioned, Defendant knowingly failed to pay to
9 Plaintiff and the Class compensation for all hours they worked. By their failure to pay
10 compensation for each hour worked as alleged above, Defendant willfully violated the provisions
11 of Section 1194 of the California Labor Code, and any additional applicable Wage Orders, which
12 require such compensation to non-exempt employees.

13 33. Accordingly, Plaintiff and the Class are entitled to recover minimum wages for all
14 non-overtime hours worked for Defendant.

15 34. By and through the conduct described above, Plaintiff and the Class have been
16 deprived of their rights to be paid wages earned by virtue of their employment with Defendant.

17 35. By virtue of the Defendant’s unlawful failure to pay additional compensation to
18 Plaintiff and the Class for their non-overtime hours worked without pay, Plaintiff and the Class
19 suffered, and will continue to suffer, damages in amounts which are presently unknown to
20 Plaintiff and the Class, but which exceed the jurisdictional minimum of this Court, and which
21 will be ascertained according to proof at trial.

22 36. By failing to keep adequate time records required by California Labor Code §
23 1174(d), Defendant has made it difficult to calculate the full extent of minimum wage
24 compensation due Plaintiff and the Class.

25 37. Pursuant to California Labor Code section 1194.2, Plaintiff and the Class are
26 entitled to recover liquidated damages (double damages) for Defendant’s failure to pay minimum
27 wages.
28

1 38. California Labor Code section 204 requires employers to provide employees with
2 all wages due and payable twice a month. Throughout the statute of limitations period applicable
3 to this cause of action, Plaintiff and the Class were entitled to be paid twice a month at rates
4 required by law, including minimum wages. However, during all such times, Defendant
5 systematically failed and refused to pay Plaintiff and the Class all such wages due, and failed to
6 pay those wages twice a month.

7 39. Plaintiff and the Class are also entitled to seek recovery of all unpaid minimum
8 wages, interest, and reasonable attorneys' fees and costs pursuant to California Labor Code §§
9 218.5, 218.6, and 1194(a).

10 **SECOND CAUSE OF ACTION**

11 **(Against all Defendants for Failure to Pay Overtime Wages)**

12 40. Plaintiff incorporates by reference and re-alleges as if fully stated herein
13 paragraphs 1 through 21 in this Complaint.

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

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

22 43. At all times relevant hereto, Plaintiff and the Class have worked more than eight
23 hours in a workday, as employees of Defendant.

24 44. At all times relevant hereto, Defendant failed to pay Plaintiff and the Class
25 overtime compensation for the hours they have worked in excess of the maximum hours
26 permissible by law as required by California Labor Code § 510 and 1198. Plaintiff and the Class
27 are regularly required to work overtime hours.

28 45. By virtue of Defendant's unlawful failure to pay additional premium rate

1 compensation to the Plaintiff and the Class for their overtime hours worked, Plaintiff and the
2 Class have suffered, and will continue to suffer, damages in amounts which are presently
3 unknown to them but which exceed the jurisdictional minimum of this Court and which will be
4 ascertained according to proof at trial.

5 46. By failing to keep adequate time records required by Labor Code § 1174(d),
6 Defendant has made it difficult to calculate the full extent of overtime compensation due to
7 Plaintiff and the Class.

8 47. Plaintiff and the Class also request recovery of overtime compensation according
9 to proof, interest, attorneys' fees and costs pursuant to California Labor Code § 1194(a), as well
10 as the assessment of any statutory penalties against Defendant, in a sum as provided by the
11 California Labor Code and/or other statutes.

12 48. California Labor Code § 204 requires employers to provide employees with all
13 wages due and payable twice a month. The Wage Orders also provide that every employer shall
14 pay to each employee, on the established payday for the period involved, overtime wages for all
15 overtime hours worked in the payroll period. Defendant failed to provide Plaintiff and the Class
16 with all compensation due, in violation of California Labor Code § 204.

17 **THIRD CAUSE OF ACTION**

18 **(Against All Defendants for Failure to Provide Meal Periods)**

19 49. Plaintiff incorporates by reference and re-alleges as if fully stated herein
20 paragraphs 1 through 21 in this Complaint.

21 50. Under California law, Defendant has an affirmative obligation to relieve the
22 Plaintiff and the Class of all duty in order to take their first daily meal periods no later than the
23 start of Plaintiff and the Class's sixth hour of work in a workday, and to take their second meal
24 periods no later than the start of the eleventh hour of work in the workday. Section 512 of the
25 California Labor Code, and Section 11 of the applicable Wage Orders require that an employer
26 provide unpaid meal periods of at least 30 minutes for each five-hour period worked. It is a
27 violation of Section 226.7 of the California Labor Code for an employer to require any employee
28 to work during any meal period mandated under any Wage Order.

1 51. Despite these legal requirements, Defendant regularly failed to provide Plaintiff
2 and the Class with both meal periods as required by California law. By their failure to permit
3 and authorize Plaintiff and the Class to take all meal periods as alleged above (or due to the fact
4 that Defendant made it impossible or impracticable to take these uninterrupted meal periods),
5 Defendant willfully violated the provisions of Section 226.7 of the California Labor Code and the
6 applicable Wage Orders.

7 52. Under California law, Plaintiff and the Class are entitled to be paid one hour of
8 additional wages for each workday he or she was not provided with all required meal period(s),
9 plus interest thereon.

10 **FOURTH CAUSE OF ACTION**

11 **(Against All Defendants for Failure to Authorize and Permit Rest Periods)**

12 53. Plaintiff incorporates by reference and re-alleges as if fully stated herein
13 paragraphs 1 through 21 in this Complaint.

14 54. Defendant is required by California law to authorize and permit breaks of 10
15 uninterrupted minutes for each four hours of work or major fraction of four hours (i.e. more than
16 two hours). Section 512 of the California Labor Code, the applicable Wage Orders require that
17 the employer permit and authorize all employees to take paid rest periods of 10 minutes each for
18 each 4-hour period worked. Thus, for example, if an employee's work time is 6 hours and ten
19 minutes, the employee is entitled to two rest breaks. Each failure to authorize rest breaks as so
20 required is itself a violation of California's rest break laws. It is a violation of Section 226.7 of
21 the California Labor Code for an employer to require any employee to work during any rest
22 period mandated under any Wage Order.

23 55. Despite these legal requirements, Defendant failed to authorize Plaintiff and the
24 Class to take rest breaks, regardless of whether employees worked more than 4 hours in a
25 workday. By their failure to permit and authorize Plaintiff and the Class to take rest periods as
26 alleged above (or due to the fact that Defendant made it impossible or impracticable to take these
27 uninterrupted rest periods), Defendant willfully violated the provisions of Section 226.7 of the
28 California Labor Code and the applicable Wage Orders.

56. Under California law, Plaintiff and the Class are entitled to be paid one hour of premium wages rate for each workday he or she was not provided with all required rest break(s), plus interest thereon.

FIFTH CAUSE OF ACTION

(Against All Defendants for Failure to Indemnify Necessary Business Expenses)

57. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 21 in this Complaint.

58. Defendant violated Labor Code section 2802 and the IWC Wage Orders, by failing to pay and indemnify the Plaintiff and the Class for their necessary expenditures and losses incurred in direct consequence of the discharge of their duties or of their obedience to directions of Defendant.

59. As a result, Plaintiff and the Class were damaged at least in the amounts of the expenses they paid, or which were deducted by Defendant from their wages.

60. Plaintiff and the class they represent are entitled to attorney's fees, expenses, and costs of suit pursuant to Labor Code section 2802(c) and interest pursuant to Labor Code section 2802(b).

SIXTH CAUSE OF ACTION

(Against all Defendants for Failure to Pay Wages of Discharged Employees – Waiting Time Penalties)

61. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 21 in this Complaint.

62. At all times herein set forth, California 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.

63. Within the applicable statute of limitations, the employment of Plaintiff and many other members of the Class 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 continue to fail to pay terminated Class Members, without abatement, all wages required to be paid by California Labor Code sections 201 and 202 either at the time of discharge, or within seventy-two (72) hours of their leaving Defendant's employ.

64. Defendant's failure to pay Plaintiff and those Class members who are no longer employed by Defendant their wages earned and unpaid at the time of discharge, or within seventy-two (72) hours of their leaving Defendant's employ, is in violation of California Labor Code §§ 201 and 202.

65. California 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.

66. Plaintiff and the Class 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 California Labor Code § 203.

67. Pursuant to California Labor Code §§ 218.5, 218.6 and 1194, Plaintiff and the Class are also entitled to an award of reasonable attorneys' fees, interest, expenses, and costs incurred in this action.

SEVENTH CAUSE OF ACTION

(Against all Defendants for Failure to Provide and Maintain Accurate and Compliant Wage Records)

68. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 21 in this Complaint.

69. At all material times set forth herein, California 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

1 worked by the employee, (3) the number of piece-rate units earned and any applicable piece rate
2 if the employee is paid on a piece-rate basis, (4) all deductions, provided that all deductions made
3 on written orders of the employee may be aggregated and shown as one item, (5) net wages
4 earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the
5 employee and the last four digits of his or her social security number or an employee
6 identification number other than a social security number, (8) the name and address of the legal
7 entity that is the employer, and (9) all applicable hourly rates in effect during the pay period and
8 the corresponding number of hours worked at each hourly rate by the employee.

9 70. Defendant has intentionally and willfully failed to provide employees with
10 complete and accurate wage statements. The deficiencies include, among other things, the
11 failure to correctly identify the gross wages earned by Plaintiff and the Class, the failure to list
12 the true “total hours worked by the employee,” and the failure to list the true net wages earned.

13 71. As a result of Defendant’s violation of California Labor Code § 226(a), Plaintiff
14 and the Class have suffered injury and damage to their statutorily-protected rights.

15 72. Specifically, Plaintiff and the members of the Class have been injured by
16 Defendant’s intentional violation of California Labor Code § 226(a) because they were denied
17 both their legal right to receive, and their protected interest in receiving, accurate, itemized wage
18 statements under California Labor Code § 226(a).

19 73. Calculation of the true wage entitlement for Plaintiff and the Class is difficult and
20 time consuming. As a result of this unlawful burden, Plaintiff and the Class were also injured as
21 a result of having to bring this action to attempt to obtain correct wage information following
22 Defendant’s refusal to comply with many of the mandates of California’s Labor Code and related
23 laws and regulations.

24 74. Plaintiff and the Class are entitled to recover from Defendant their actual damages
25 caused by Defendant’s failure to comply with California Labor Code § 226(a).

26 75. Plaintiff and the Class are also entitled to injunctive relief, as well as an award of
27 attorney’s fees and costs to ensure compliance with this section, pursuant to California Labor
28 Code § 226(h).

1
2 **EIGHTH CAUSE OF ACTION**

3 **(Against all Defendants for Violation of California Business & Professions Code §§ 17200,**
4 **et seq.)**

5 76. Plaintiff incorporates by reference and re-alleges as if fully stated herein
6 paragraphs 1 through 21 in this Complaint.

7 77. Defendant, and each of them, are “persons” as defined under California Business
8 & Professions Code § 17201.

9 78. Defendant’s conduct, as alleged herein, has been, and continues to be, unfair,
10 unlawful, and harmful to Plaintiff, other Class members, and to the general public. Plaintiff
11 seeks to enforce important rights affecting the public interest within the meaning of Code of Civil
12 Procedure § 1021.5.

13 79. Defendant’s activities, as alleged herein, are violations of California law, and
14 constitute unlawful business acts and practices in violation of California Business & Professions
15 Code §§ 17200, *et seq.*

16 80. A violation of California Business & Professions Code §§ 17200, *et seq.* may be
17 predicated on the violation of any state or federal law. All of the acts described herein as
18 violations of, among other things, the California Labor Code, are unlawful and in violation of
19 public policy; and in addition are immoral, unethical, oppressive, fraudulent and unscrupulous,
20 and thereby constitute unfair, unlawful and/or fraudulent business practices in violation of
21 California Business & Professions Code §§ 17200, *et seq.*

22 **Failure to Pay Minimum Wages**

23 81. Defendant’s failure to pay minimum wages, and other benefits in violation of the
24 California Labor Code constitutes unlawful and/or unfair activity prohibited by California
25 Business & Professions Code §§ 17200, *et seq.*

26 **Failure to Pay Overtime Wages**

27 82. Defendant’s failure to pay overtime compensation and other benefits in violation
28 of California Labor Code §§ 510, 1194, and 1198 constitutes unlawful and/or unfair activity

1 prohibited by California Business & Professions Code §§ 17200, *et seq.*

2 **Failure to Maintain Accurate Records of All Hours Worked**

3 83. Defendant's failure to maintain accurate records of all hours worked in accordance
4 with California Labor Code § 1174.5 and the IWC Wage Orders constitutes unlawful and/or
5 unfair activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

6 **Failure to Provide Meal Periods**

7 84. Defendant's failure to provide meal periods in accordance with California Labor
8 Code §§ 226.7 and 512, and the IWC Wage Orders, as alleged above, constitutes unlawful and/or
9 unfair activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

10 **Failure to Authorize and Permit Rest Periods**

11 85. Defendant's failure to authorize and permit rest periods in accordance with
12 California Labor Code § 226.7 and the IWC Wage Orders, as alleged above, constitutes unlawful
13 and/or unfair activity prohibited by Business and Professions Code §§ 17200, *et seq.*

14 **Failure to Indemnify Necessary Business Expenses**

15 86. Defendant's failure to indemnify employees for necessary business expenses in
16 accordance with California Labor Code § 2802 and the IWC Wage Orders, as alleged above,
17 constitutes unlawful and/or unfair activity prohibited by Business and Professions Code §§
18 17200, *et seq.*

19 **Failure to Provide Accurate Itemized Wage Statements**

20 87. Defendant's failure to provide accurate itemized wage statements in accordance
21 with California Labor Code § 226, as alleged above, constitutes unlawful and/or unfair activity
22 prohibited by California Business & Professions Code §§ 17200, *et seq.*

23 88. By and through their unfair, unlawful and/or fraudulent business practices
24 described herein, the Defendant, have obtained valuable property, money and services from
25 Plaintiff, and all persons similarly situated, and have deprived Plaintiff, and all persons similarly
26 situated, of valuable rights and benefits guaranteed by law, all to their detriment.

27 89. Plaintiff and the Class Members suffered monetary injury as a direct result of
28 Defendant's wrongful conduct.

1 90. Plaintiff, individually, and on behalf of members of the putative Class, is entitled
2 to, and do, seek such relief as may be necessary to disgorge money and/or property which the
3 Defendant has wrongfully acquired, or of which Plaintiff and the Class have been deprived, by
4 means of the above-described unfair, unlawful and/or fraudulent business practices. Plaintiff and
5 the Class are not obligated to establish individual knowledge of the wrongful practices of
6 Defendant in order to recover restitution.

7 91. Plaintiff, individually, and on behalf of members of the putative class, are further
8 entitled to and do seek a declaration that the above described business practices are unfair,
9 unlawful and/or fraudulent, and injunctive relief restraining the Defendant, and each of them,
10 from engaging in any of the above-described unfair, unlawful and/or fraudulent business
11 practices in the future.

12 92. Plaintiff, individually, and on behalf of members of the putative class, have no
13 plain, speedy, and/or adequate remedy at law to redress the injuries which the Class Members
14 suffered as a consequence of the Defendant's unfair, unlawful and/or fraudulent business
15 practices. As a result of the unfair, unlawful and/or fraudulent business practices described
16 above, Plaintiff, individually, and on behalf of members of the putative Class, has suffered and
17 will continue to suffer irreparable harm unless the Defendant, and each of them, are restrained
18 from continuing to engage in said unfair, unlawful and/or fraudulent business practices.

19 93. Plaintiff also alleges that if Defendant is not enjoined from the conduct set forth
20 herein above, they will continue to avoid paying the appropriate taxes, insurance and other
21 withholdings.

22 94. Pursuant to California Business & Professions Code §§ 17200, *et seq.*, Plaintiff
23 and putative Class Members are entitled to restitution of the wages withheld and retained by
24 Defendant during a period that commences four years prior to the filing of this complaint; a
25 permanent injunction requiring Defendant to pay all outstanding wages due to Plaintiff and Class
26 Members; an award of attorneys' fees pursuant to California Code of Civil Procedure § 1021.5
27 and other applicable laws; and an award of costs.

1 **NINTH CAUSE OF ACTION**

2 **(Against all Defendants for Civil Penalties Under the Private Attorneys General Act**
3 **of 2004, Cal. Lab. Code § 2698 et seq.)**

4 95. Plaintiff incorporates by reference and re-alleges as if fully stated herein
5 paragraphs 1 through 20 in this Complaint.

6 96. At all times herein mentioned, Defendant was subject to the Labor Code of the
7 State of California and the applicable Industrial Welfare Commission Orders.

8 97. California Labor Code § 2699(a) specifically provides for a private right of action
9 to recover penalties for violations of the Labor Code: “Notwithstanding any other provision of
10 law, any provision of this code that provides for a civil penalty to be assessed and collected by
11 the Labor and Workforce Development Agency or any of its departments, divisions,
12 commissions, boards, agencies, or employees, for a violation of this code, may, as an alternative,
13 be recovered through a civil action brought by an aggrieved employee on behalf of himself or
14 herself and other current or former employees pursuant to the procedures specified in Section
15 2699.3.”

16 98. Plaintiff has exhausted his administrative remedies pursuant to California Labor
17 Code § 2699.3. On January 21, 2024, he gave written notice by online filing to the Labor and
18 Workforce Development Agency and by certified mail to Defendant of the specific provisions of
19 the Labor Code that Defendant has violated against Plaintiff and certain current and former
20 aggrieved employees, including the facts and theories to support the violations. Plaintiff also
21 paid the filing fee. Plaintiff’s PAGA case number is LWDA-CM-1006332-24.

22 99. More than 65 days has elapsed since Plaintiff provided notice, but the Labor and
23 Workforce Development Agency has not indicated that it intends to investigate Defendant’s
24 Labor Code violations discussed in the notice. Accordingly, Plaintiff may commence a civil
25 action to recover penalties under Labor Code § 2699 pursuant to § 2699.3 for the violations of
26 the Labor Code described in this Complaint. These penalties include, but are not limited to,
27 penalties under California Labor Code §§ 210, 226.3, 558, and 2699(f)(2).
28

1 100. In addition, Plaintiff seeks penalties for Defendant's violation of California Labor
2 Code § 1174(d). Pursuant to California Labor Code § 1174.5, any person, including any entity,
3 employing labor who willfully fails to maintain accurate and complete records required by
4 California Labor Code § 1174 is subject to a penalty under § 1174.5. Pursuant to the applicable
5 IWC Order § 7(A)(3), every employer shall keep time records showing when the employee
6 begins and ends each work period. Meal periods, and total hours worked daily shall also be
7 recorded. Additionally, pursuant to the applicable IWC Order § 7(A)(5), every employer shall
8 keep total hours worked in the payroll period and applicable rates of pay.

9 101. During the time period of employment for Plaintiff and the Aggrieved Employees,
10 Defendant failed to maintain records pursuant to the Labor Code and IWC Orders by failing to
11 maintain accurate records showing meal periods. Defendant's failure to provide and maintain
12 records required by the Labor Code IWC Wage Orders deprived Plaintiff and the Aggrieved
13 Employees the ability to know, understand and question the accuracy and frequency of meal
14 periods. Therefore, Plaintiff and the Aggrieved Employees had no way to dispute the resulting
15 failure to pay wages, all of which resulted in an unjustified economic enrichment to Defendant.
16 As a direct result, Plaintiff and the Aggrieved Employees have suffered and continue to suffer,
17 substantial losses related to the use and enjoyment of such wages, lost interest on such wages and
18 expenses and attorney's fees in seeking to compel Defendant to fully perform its obligation under
19 state law, all to their respective damage in amounts according to proof at trial. Because of
20 Defendant's knowing failure to comply with the Labor Code and applicable IWC Wage Orders,
21 Plaintiff and the Aggrieved Employees have also suffered an injury in that they were prevented
22 from knowing, understanding, and disputing the wage payments paid to them.

23 102. Based on the conduct described in this Complaint, Plaintiff is entitled to an award
24 of civil penalties on behalf of himself, the State of California, and similarly Aggrieved
25 Employees of Defendant. The exact amount of the applicable penalties, in all, is in an amount to
26 be shown according to proof at trial. These penalties are in addition to all other remedies
27 permitted by law.

28 103. In addition, Plaintiff seeks an award of reasonable attorney's fees and costs

pursuant to California Labor Code § 2699(g)(1), which states, “Any employee who prevails in any action shall be entitled to an award of reasonable attorney’s fees and costs.”

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, jointly and severally, as follows:

Class Certification

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

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

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

As to the First Cause of Action

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

5. For general unpaid wages as may be appropriate;

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

7. For liquidated damages;

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

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

As to the Second Cause of Action

10. That the Court declare, adjudge and decree that Defendant violated California Labor Code §§ 510 and 1198 and applicable IWC Wage Orders by willfully failing to pay all overtime wages due;

11. For general unpaid wages at overtime wage rates as may be appropriate;

12. For pre-judgment interest on any unpaid overtime compensation commencing

1 from the date such amounts were due;

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

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

5 As to the Third Cause of Action

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

8 16. For unpaid meal period premium wages as may be appropriate;

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

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

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

14 As to the Fourth Cause of Action

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

17 21. For unpaid rest period premium wages as may be appropriate;

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

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

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

23 As to the Fifth Cause of Action

24 25. That the Court declare, adjudge and decree that Defendant violated Labor Code §
25 2802 and the IWC Wage Orders;

26 26. For general unpaid wages and reimbursement of business expenses as may be
27 appropriate;

1 27. For pre-judgment interest on any unpaid compensation commencing from the date
2 such amounts were 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 appropriate.

5 As to the Sixth Cause of Action

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

9 31. For statutory wage penalties pursuant to California Labor Code § 203 for former
10 employees who have left Defendant's employ;

11 32. For pre-judgment interest on any unpaid wages from the date such amounts were
12 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 appropriate.

15 As to the Seventh Cause of Action

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

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

20 37. For injunctive relief to ensure compliance with this section, pursuant to California
21 Labor Code § 226(h);

22 38. For reasonable attorneys' fees and for costs of suit incurred herein; and

23 39. For such other and further relief as the Court may deem equitable and appropriate.

24 As to the Eighth Cause of Action

25 40. That the Court declare, adjudge and decree that Defendant violated California
26 Business & Professions Code §§ 17200, *et seq.* by failing to pay wages for all hours worked
27 (including minimum and overtime wages), failing to provide meal periods, failing to maintain
28 accurate records of meal periods, failing to authorize and permit rest periods, and failing to

maintain accurate records of all hours worked and meal periods, failing to furnish accurate wage statements, and failing to indemnify necessary business expenses;

41. For restitution of unpaid wages to Plaintiff and all Class Members and prejudgment interest from the day such amounts were due and payable;

42. For the appointment of a receiver to receive, manage and distribute any and all funds disgorged from Defendant and determined to have been wrongfully acquired by Defendant as a result of violations of California Business & Professions Code §§ 17200 *et seq.*;

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

44. For injunctive relief to ensure compliance with this section, pursuant to California Business & Professions Code §§ 17200, *et seq.*; and,

45. For such other and further relief as the Court may deem equitable and appropriate.

As to the Ninth Cause of Action

46. That the Court declare, adjudge and decree that Defendant violated the California Labor Code by failing to pay all wages owed, including overtime, failure to provide meal periods, failing to maintain accurate records of meal periods, failing to authorize and permit rest periods, failing to pay final wages at termination, and failing to furnish accurate wage statements;

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

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

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

50. For such other and further relief as the Court may deem equitable and appropriate.

As to all Causes of Action

51. For any additional relief that the Court deems just and proper.

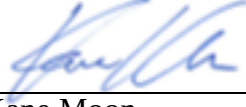
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1 Dated: April 15, 2024

Respectfully submitted,

2 MOON LAW GROUP, PC

3
4 By: 

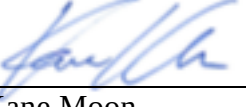
Kane Moon
Lilit Ter-Astvatsatryan
Edwin Kamarzarian
Attorneys for Plaintiff

7 **DEMAND FOR JURY TRIAL**

8 Plaintiff demands a trial by jury as to all causes of action triable by jury.

9
10 Dated: April 15, 2024

MOON LAW GROUP, PC

11 By: 

Kane Moon
Lilit Ter-Astvatsatryan
Edwin Kamarzarian
Attorneys for Plaintiff