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 15 on behalf of himself and others similarly situated

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

18 TIMOTHY COOPER, an individual on behalf
 19 of himself and all others similarly situated,

20 Plaintiff,

21 vs.

22 THE MIDNIGHT MISSION, a California
 23 nonprofit corporation; and DOES 1 through 50,
 24 inclusive,

25 Defendants.

FILED
 Superior Court of California
 County of Los Angeles
03/22/2024

David W. Slayton, Executive Officer / Clerk of Court

By: R. Lozano Deputy

Case No.: 24STCV01250

CLASS ACTION

Assigned for All Purposes To:
 Hon. Timothy Cooper
 Dept.: 14

**FIRST AMENDED CLASS ACTION
 COMPLAINT FOR:**

1. Failure to Pay Minimum Wages;
2. Failure to Pay Wages and Overtime Under Labor Code § 510;
3. Meal Period Liability Under Labor Code § 226.7;
4. Rest-Break Liability Under Labor Code § 226.7;
5. Failure to Pay Vacation Wages;
6. Violation of Labor Code § 226(a);
7. Violation of Labor Code § 203;
8. Violation of Labor Code § 204;
9. Failure to Keep Required Payroll Records under Labor Code §§ 1174 and 1174.5;
10. Failure to Reimburse Necessary Business Expenses § 2802;
11. Failure to Provide One Day's Rest in Seven Under Labor Code §§ 551 and 552;
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

INTRODUCTION

1. Plaintiff TIMOTHY COOPER (“Plaintiff”) brings this action on behalf of himself and the Class Members who are defined as “all current and former employees within the State of California who, at any time from four (4) years prior to the filing of this lawsuit, are or were employed as non-exempt hourly employees by Defendants THE MIDNIGHT MISSION, a California nonprofit corporation; and DOES 1 through 50” (all defendants being collectively referred to herein as “Defendants”).

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

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

THE PARTIES

A. The Plaintiff

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

B. The Defendants

5. Defendant THE MIDNIGHT MISSION is a California nonprofit corporation and is registered with the California Secretary of State. Defendant THE MIDNIGHT MISSION has been the employer listed on the wage statements and employment records issued to Plaintiff during the relevant time period that Plaintiff was employed with Defendants.

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

1 Class Members in Los Angeles 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, failing to provide meal and rest breaks, failing to pay vacation wages, failing to
8 furnish accurate wage statements, failing to timely pay wages including final wages, failing to
9 maintain accurate records, failing to reimburse necessary business expenses, and failing to provide
10 one day's rest in seven all in violation of various provisions of the California Labor Code and
11 applicable Wage Orders.

12 12. During the course of Class Members' employment with Defendants, they were not
13 paid all wages they were owed, including for all work performed resulting in off the clock work.
14 Class Members were required to perform pre-shift and post-shift off the clock work which they
15 were not compensated for despite being subject to Defendants' control. Specifically, Class
16 Members were required to pass through a security checkpoint such as walking through a metal
17 detector prior to clocking in. Additionally, before Class Members were allowed to clock in, they
18 were required to wait in line to complete COVID-19 screenings which included taking a COVID-
19 19 nasal swab test, waiting several minutes to receive their results, and having their temperature
20 taken. Moreover, Defendants required Class Members to arrive in advance of their scheduled
21 shifts to start working, but would not allow them to clock in for this time to avoid paying
22 overtime. In addition to pre-shift off the clock work, Class Members were also required to perform
23 post-shift off the clock work. In instances when Class Members logged more than eight hours in a
24 shift they would be reprimanded by management and told they would not be paid for the time.
25 Additionally, Class Members were required to keep their radios on during their scheduled meal
26 periods to respond to work demands, and when their meal periods were interrupted by work
27 demands they would not be compensated for the time. Moreover, Defendants would contact Class
28 Members with work demands on their personal cell phones outside of scheduled work hours, and

1 Class Members were not compensated for this time.

2 13. By implementing policies, programs, practices, procedures and protocols which
3 resulted in off the clock work, Defendants' willful actions resulted in the systematic underpayment
4 of wages to Class Members, including underpayment of overtime pay to Class Members over the
5 relevant time period. For example, the above described off the clock work addressed above caused
6 Plaintiff to begin receiving overtime pay later than they should have.

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

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

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

27 17. Therefore, from at least four (4) years prior to the filing of this lawsuit and
28 continuing to the present, Defendants had a consistent policy or practice of failing to pay Class

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

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

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

26 20. Therefore, for at least four years prior to the filing of this action and through to the
27 present, Defendants have regularly required Class Members to work shifts in excess of five (5)
28 hours without providing them with uninterrupted meal periods of not less than thirty (30) minutes,

1 and shifts in excess of (10) hours without providing them with second meal periods of not less
2 than thirty minutes; nor did Defendants pay Class Members “premium pay,” i.e. one hour of
3 wages at each Class Member’s effective hourly rate of pay, for each meal period that Defendants
4 failed to provide or deficiently provided.

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

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

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

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

- 1 (a) Class Members were required to work without being provided a minimum
2 ten (10) minute rest period for every four (4) hours or major fraction
3 thereof worked and were not compensated one (1) hour of pay at their
4 regular rate of compensation for each workday that a rest period was not
5 provided;
- 6 (b) Class Members were not authorized and permitted to take timely rest
7 periods for every four hours worked, or major fraction thereof; and
- 8 (c) Class Members were required to remain on-duty during rest periods or
9 otherwise had their rest periods interrupted by work demands.

10 24. During the course of Class Members' employment with Defendants, Defendants
11 maintained a vacation policy containing an unlawful cap component. Additionally, Defendants
12 failed to pay Class Members all earned and accrued vacation pay.

13 25. Defendants also consistently failed to issue accurate itemized wage statements as
14 required by Labor Code § 226(a). Specifically, the wage statements did not accurately state the
15 total hours worked by Class Members. Thus, the wage statements do not comply with Labor Code
16 § 226(a)(2). Moreover, the wage statements given to Class Members failed to accurately account
17 for unpaid wages and overtime their actual hours worked were under-reported due to off the clock
18 work. Additionally, the wage statements given to Class Members failed to accurately account for
19 premium pay for deficiently provided meal periods and rest breaks.

20 26. From at least four (4) years prior to filing this lawsuit and continuing to the present,
21 Defendants have thus also had a consistent policy of failing to pay all wages owed to Class
22 Members at the time of their termination of within seventy-two (72) hours of their resignation, as
23 required by California wage-and-hour laws. Specifically, Defendants waited at least nine days to
24 give Plaintiff his final check. Additionally, Class Members were not paid all regular and overtime
25 wages because Defendants failed to pay for all hours worked by requiring off the clock work.
26 Moreover, Defendants failed to pay premium wages owed for unprovided meal periods and rest
27 periods, as further detailed in this Complaint. Defendants' failure to pay said wages within the
28 required time was willful within the meaning of Labor Code § 203.

1 27. Moreover, from at least four (4) years prior to the filing of this lawsuit and
2 continuing to the present, Defendants knew or should have known that employees were entitled to
3 one day's rest in seven. In violation of the California Labor Code, Defendants required Class
4 Members to work more than six consecutive days without a day of rest, where the total hours
5 worked exceeded 30 hours in any week or six hours in any one day thereof.

6 28. Additionally, from at least four (4) years prior to the filing of this lawsuit and
7 continuing to the present, Defendants have regularly required Plaintiff to incur business expenses
8 in the course of performing his required job duties for Defendants including for cell phone
9 expenses. Upon information and belief, Class Members incurred similar costs. These expenses
10 incurred by Plaintiff and Class Members were necessary and required of them in performing their
11 assigned job duties, but Defendants failed to reimburse Class Members for all such necessary
12 expenditures, thus entitling them to reimbursement according to proof as required under Labor
13 Code § 2802 and the applicable provisions of the IWC Wage Orders.

14 29. In light of the foregoing, Plaintiff and Class Members bring this action pursuant to,
15 *inter alia*, Labor Code §§ 201, 202, 203, 204, 210, 226, 226(b), 226.3, 226.7, 510, 512, 551, 552,
16 558, 558.1, 1174, 1174.5, 1182.12, 1185, 1194, 1194.2, 1197, 1198, 1198.5, 1199, 2802, 2698 *et*
17 *seq.*, and California Code of Regulations, Title 8, section 11000 *et seq.*

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

22 **CLASS ALLEGATIONS**

23 31. Plaintiff seeks to represent the Subclasses composed of and defined as follows:

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

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

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

4 d. Subclass 4. Rest Break Subclass. All Class Members who were subject to
5 Defendants' policy and/or practice of failing to authorize and permit Class Members to take
6 uninterrupted, duty-free, 10-minute rest periods for every four hours worked, or major fraction
7 thereof, and failing to pay one hour of pay at the Class Member's regular rate of pay in lieu
8 thereof.

9 e. Subclass 5. Vacation Pay Subclass. All Class Members who were not paid for
10 accrued vacation time upon separation.

11 f. Subclass 6. Wage Statement Subclass. All Class Members who, within the
12 applicable limitations period, were not provided with accurate itemized wage statements.

13 g. Subclass 7. Termination Pay Subclass. All Class Members who, within the
14 applicable limitations period, either voluntarily or involuntarily separated from their employment
15 and were subject to Defendants' policy and/or practice of failing to timely pay wages upon
16 termination.

17 h. Subclass 8. Failure to Timely Pay Wages Twice Monthly Subclass. All Class
18 Members who were subject to Defendants' policy and practice of not timely paying all wages
19 earned when they were due and payable at least twice monthly.

20 i. Subclass 9. Payroll Records Subclass. All Class members who were subject to
21 Defendants' policy and/or practice of failing to keep accurate time and wage records as required
22 by California wage-and-hour laws.

23 j. Subclass 10. Expense Reimbursement Subclass. All Class Members who incurred
24 necessary and reasonable expenses in connection with performing their job duties for Defendant
25 and who were subject to a policy and/or practice under which such expenses were not reimbursed.

26 k. Subclass 11. Failure to Provide One Day of Rest in Seven. All Class Members who
27 were subject to Defendants policy of scheduling Class Members to work six (6) or more hours per
28 day and more than seven (7) consecutive days in a workweek.

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

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

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

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

20 **A. Numerosity**

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

26 36. Accounting for employee turnover during the relevant time period increases this
27 number substantially. Plaintiff alleges that Defendants' employment records will provide
28 information as to the number and location of all Class Members.

B. Commonality

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

- 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 Defendants violated Labor Code §§ 226.7 and 512, and the applicable IWC Wage Orders, by failing to provide Class Members with requisite meal periods or premium pay in lieu thereof;
- e. Whether Defendants violated Labor Code §§ 226.7, and the applicable IWC Wage Orders, by failing to authorize and permit Class Members to take requisite rest breaks or provide premium pay in lieu thereof;
- f. Whether Defendant violated Labor Code § 227.3 by failing to pay Class Members for accrued vacation time upon separation;
- g. Whether Defendants violated Labor Code § 226(a) by providing Class Members with inaccurate wage statements;
- h. 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;
- i. Whether Defendants' conduct was willful;
- j. 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;
- k. 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;
- l. Whether Defendants violated Labor Code § 204 by failing to timely pay wages;

- 1 m. Whether Defendants violated Labor Code § 2802 by failing to reimburse all
2 necessary business expenses Defendants required them to incur in performing their
3 job duties;
- 4 n. Whether Defendants violated Labor Code §§ 551 and 552 by failing to provide one
5 day's rest in seven;
- 6 o. Whether Defendants violated Labor Code §§ 226 and 1198.5 by failing to produce
7 employment records and pay records;
- 8 p. Whether Defendants violated Business and Professions Code § 17200 *et seq.*;
- 9 q. Whether Class Members are entitled to equitable relief pursuant to Business and
10 Professions Code § 17200 *et seq.*;

11 **C. Typicality**

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

16 **D. Adequacy of Representation**

17 39. Plaintiff will fairly and adequately represent and protect the interest of the Class
18 Members. Counsel who represents Class Members are experienced and competent in litigating
19 employment class actions.

20 **E. Superiority of Class Action**

21 40. A class action is superior to other available means for the fair and efficient
22 adjudication of this controversy. Individual joinder of all Class Members is not practicable, and
23 questions of law and fact common to all Class Members predominate over any questions affecting
24 only individual Class Members. Each Class Member has been damaged and is entitled to recovery
25 by reason of Defendants' illegal policies or practices of failing to compensate Class Members
26 properly.

27 41. As to the issues raised in this case, a class action is superior to all other methods for
28 the fair and efficient adjudication of this controversy, as joinder of all Class Members is

1 impracticable and many legal and factual questions to be adjudicated apply uniformly to all Class
2 Members. Further, as the economic or other loss suffered by vast numbers of Class Members may
3 be relatively small, the expense and burden of individual actions makes it difficult for the Class
4 Members to individually redress the wrongs they have suffered. Moreover, in the event
5 disgorgement is ordered, a class action is the only mechanism that will permit the employment of
6 a fluid fund recovery to ensure that equity is achieved. There will be relatively little difficulty in
7 managing this case as a class action, and proceeding on a class-wide basis will permit Class
8 Members to vindicate their rights for violations they endured which they would otherwise be
9 foreclosed from receiving in a multiplicity of individual lawsuits that would be cost prohibitive to
10 them.

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

18 43. Defendants, as prospective and actual employers of the Class Members, had a
19 special fiduciary duty to disclose to prospective Class Members the true facts surrounding
20 Defendants' pay practices, policies and working conditions imposed upon Class Members as well
21 as the effect of any alleged arbitration agreements that may have been forced upon them. In
22 addition, Defendants knew they possessed special knowledge about pay practices and policies,
23 most notably intentionally refusing to pay for all hours actually worked which should have been
24 recorded in Defendants' pay records and the consequence of the alleged arbitration agreements
25 and policies and practices on Class Members.

26 44. Class Members did not discover the fact that they were entitled to all pay under the
27 Labor Code until shortly before the filing of this lawsuit nor was there ever any discussion about
28 Plaintiff's and the Class' waiver of their Constitutional rights of trial by jury, right to collectively

1 organize and oppose unlawful pay practices under California law as well as obtain injunctive relief
2 preventing such practices from continuing. As a result, the applicable statutes of limitation were
3 tolled until such time as Plaintiff and the Class Members discovered their claims.

4 **FIRST CAUSE OF ACTION**
5 **FAILURE TO PAY MINIMUM WAGES**
6 **(Against All Defendants)**

7 45. Plaintiff re-alleges and incorporate all preceding paragraphs, as though set forth in
8 full herein.

9 46. Defendants failed to pay Class Members minimum wages for all hours worked.
10 Defendants had a consistent policy of misstating Class Members' time records and failing to pay
11 Class Members for all hours worked. Class Members would work hours and not receive wages,
12 including as alleged above in connection with off the clock work. During the relevant time period,
13 Defendants thus regularly failed to pay minimum wages to Class Members, to their detriment.
14 Additionally, Defendants had a consistent policy of failing to pay Class Members for hours
15 worked during alleged meal and rest periods for which Class Members were consistently denied,
16 as also addressed herein. Defendants' uniform pattern of unlawful wage and hour practices
17 manifested, without limitation, applicable to the Class as a whole, as a result of implementing a
18 uniform policy and practice that denied accurate compensation to Class Members as to minimum
19 wage pay.

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

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

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

1 50. The minimum wage provisions of California Labor Code are enforceable by private
2 civil action pursuant to Labor Code § 1194(a) which states: “Notwithstanding any agreement to
3 work for a lesser wage, any employee receiving less than the legal minimum wage or the legal
4 overtime compensation applicable to the employee is entitled to recover in a civil action the
5 unpaid balance of the full amount of this minimum wage or overtime compensation, including
6 interest thereon, reasonable attorney’s fees and costs of suit.”

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

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

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

25 54. In addition to restitution for all unpaid wages, pursuant to California Labor Code §
26 1197.1, Class Members are entitled to recover a penalty of \$100.00 for the initial failure to timely
27 pay each employee minimum wages, and \$250.00 for each subsequent failure to pay each
28 employee minimum wages.

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

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

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

13 **SECOND CAUSE OF ACTION**

14 **FAILURE TO PAY WAGES AND OVERTIME UNDER LABOR CODE § 510**

15 **(Against All Defendants)**

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

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

24 60. By their conduct, as set forth herein, Defendants violated California Labor Code §
25 510 (and the relevant orders of the Industrial Welfare Commission) by failing to pay Class
26 Members: (a) time and one-half their regular hourly rates for hours worked in excess of eight (8)
27 hours in a workday or in excess of forty (40) hours in any workweek or for the first eight (8) hours
28 worked on the seventh day of work in any one workweek; or (b) twice their regular rate of pay for

1 hours worked in excess of twelve (12) hours in any one (1) day or for hours worked in excess of
2 eight (8) hours on any seventh day of work in a workweek.

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

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

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

1 Wage Orders. Accordingly, Plaintiff and the Class Members seek the remedies set forth in Labor
2 Code § 558.

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

10 65. Class Members have been damaged by these violations of California Labor Code
11 §§ 204 and 510 (and the relevant orders of the Industrial Welfare Commission).

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

18 **THIRD CAUSE OF ACTION**

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

20 **(Against All Defendants)**

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

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

28 69. Defendants failed to provide Class Members with meal periods as required under

1 the Labor Code. Defendants placed their needs over Class Members lawful meal breaks and this
2 resulted in Class Members consistently having to work through their scheduled meal breaks
3 because the demands of the job would not avail them the opportunity to take a lawfully
4 uninterrupted and off-duty meal break. Furthermore, upon information and belief, on the occasions
5 when Class Members worked more than ten (10) hours in a given shift, they did so without
6 receiving a second uninterrupted thirty (30) minute meal period as required by law. Additionally,
7 to the extent Class Members were permitted to take a meal break, they were not off-duty as Class
8 Members were required to keep their radios on and respond to work demands.

9 70. Defendants thus failed to provide Class Members with meal periods as required by
10 the Labor Code, including by not providing them with the opportunity to take meal breaks, by
11 providing them late or for less than thirty (30) minutes, or by requiring them to perform work
12 during breaks.

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

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

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1 **FOURTH CAUSE OF ACTION**

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

3 **(Against All Defendants)**

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

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

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

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

25 77. Defendants, and each of them, have therefore intentionally and improperly denied
26 rest periods to Class Members in violation of Labor Code §§ 226.7 and 512 and paragraph 12 of
27 the applicable IWC Wage Orders.

28 78. Defendants failed to authorize and permit Class Members to take rest periods, as

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

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

9 **FIFTH CAUSE OF ACTION**
10 **FAILURE TO PAY VACATION WAGES**
11 **(Against All Defendants)**

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

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

19 82. During the course of Class Members' employment with Defendants, Defendants
20 maintained a vacation policy containing an unlawful cap component. Additionally, Defendants
21 failed to pay Class Members all earned and accrued vacation pay.

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

23 **SIXTH CAUSE OF ACTION**
24 **VIOLATION OF LABOR CODE § 226(a)**
25 **(Against All Defendants)**

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

28 85. 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 86. Defendants failed to provide Class Members with accurate itemized wage
8 statements in writing, as required by the Labor Code. Specifically, the wage statements did not
9 accurately state the total hours worked by Class Members. Thus, the wage statements do not
10 comply with Labor Code § 226(a)(2). Moreover, the wage statements given to Class Members
11 failed to accurately account for unpaid wages and overtime because their actual hours worked
12 were under-reported due to off the clock work. Additionally, the wage statements given to Class
13 Members failed to accurately account for premium pay for deficiently provided meal periods and
14 rest breaks.

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

26 88. Class Members suffered injury as a result of Defendants' knowing and intentional
27 failure to provide them with the accurate wage and hour statements as required by law and are
28 presumed to have suffered injury and be entitled to penalties under Labor Code § 226(e), as the

Defendants have failed to provide wage statements with accurate and complete information as required by any one or more of items Labor Code § 226 (a)(1) to (9), inclusive, and Class Members cannot promptly and easily determine from the wage statement alone one or more of the following: (i) The amount of the gross wages or net wages paid to the employee during the pay period or any of the other information required to be provided on the itemized wage statement pursuant to items (2) to (4), inclusive, (6), and (9) of subdivision (a), (ii) Which deductions the employer made from gross wages to determine the net wages paid to the employee during the pay period, (iii) The name and address of the employer and, (iv) The name of the employee and only the last four digits of his or her social security number or an employee identification number other than a social security number. For purposes of Labor Code § 226(e) “promptly and easily determine” means a reasonable person [i.e. an objective standard] would be able to readily ascertain the information without reference to other documents or information.

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

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

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

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

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

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

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

7 95. Defendants failed to pay Class Members without abatement, all wages as defined
8 by applicable California law. Specifically, Defendants waited at least nine days to give Plaintiff
9 his final check. Additionally, Class Members were not paid all regular and overtime wages
10 because Defendants failed to pay for all hours worked by requiring off the clock work. Moreover,
11 Defendants failed to pay premium wages owed for unprovided meal periods and rest periods, as
12 further detailed in this Complaint. Defendants' failure to pay said wages within the required time
13 was willful within the meaning of Labor Code § 203.

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

17 **EIGHTH CAUSE OF ACTION**
18 **VIOLATION OF LABOR CODE § 204**
19 **(Against All Defendants)**

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

22 98. Labor Code § 204 instructs that: "All wages, ...earned by any person in any
23 employment are due and payable twice during each calendar month, on days designated in
24 advance by the employer as the regular paydays. Labor performed between the 1st and 15th days,
25 inclusive, of any calendar month shall be paid for between the 16th and the 26th day of the month
26 during which the labor was performed, and labor performed between the 16th and the last day,
27 inclusive, of any calendar month, shall be paid for between the 1st and 10th day of the following
28 month." Additionally, the requirements of this section shall be deemed satisfied by the payment of

1 wages for weekly, biweekly, or semimonthly payroll if the wages are paid not more than seven
2 calendar days following the close of the payroll period.” As detailed above, Defendants
3 maintained a consistently applied policy and practice of not paying all wages earned between the
4 1st and 15th days of a month between the 16th and 26th day and failed to pay all wages earned
5 between the 16th and the last day of the month between the 1st and 10th day of the following month.
6 Defendants similarly failed to pay all wages earned by not more than seven calendar days
7 following the close of the payroll period. These failures all arose from either Defendants’ failure to
8 pay for all hours worked or failure to pay all earned commission wages.

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

15 100. Defendants thus violated Labor Code § 204 by systematically refusing to
16 pay wages due under the Labor Code, as addressed above. Additionally, under paragraph 4(B) of
17 the applicable IWC Wage Orders, employers are required “to pay each employee, on the
18 established payday for the period involved, not less than the applicable minimum wage for all
19 hours worked in the payroll period, ...” Under Labor Code § 1198, “[t]he employment of any
20 employee for longer hours than those fixed by the order or under conditions of labor prohibited by
21 the order is unlawful.” Plaintiff and the Class Members may therefore pursue damages and
22 penalties for violations of Labor Code § 204 and paragraph 4(B) of the applicable IWC Wage
23 Orders, including penalties under paragraph 20 of the applicable IWC Wage Orders.

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

1 **NINTH CAUSE OF ACTION**

2 **FAILURE TO KEEP REQUIRED PAYROLL RECORDS UNDER LABOR CODE § 1174**
3 **AND 1174.5**

4 **(Against All Defendants)**

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

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

11 104. During the course of Plaintiff's and Class Members' employment,
12 Defendants consistently failed to maintain accurate time and wage records for Plaintiff and Class
13 Members as required by California Labor Code § 1174 by failing to pay Plaintiff and Class
14 Members proper wages, overtime, and premium pay as discussed above.

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

17 **TENTH CAUSE OF ACTION**

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

19 **(Against All Defendants)**

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

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

25 108. Defendants have regularly required Plaintiff to incur business expenses in
26 the course of performing his required job duties for Defendants including for cell phone expenses.
27 Upon information and belief, Class Members incurred similar costs. These expenses incurred by
28 Plaintiff and Class Members were necessary and required of them in performing their assigned job

1 duties, but Defendants failed to reimburse Class Members for all such necessary expenditures,
2 thus entitling them to reimbursement according to proof as required under Labor Code § 2802 and
3 the applicable provisions of the IWC Wage Orders, paragraph 9.

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

7 **ELEVENTH CAUSE OF ACTION**
8 **FAILURE TO PROVIDE ONE DAY'S REST IN SEVEN UNDER LABOR CODE §§ 551**
9 **and 552**
10 **(Against All Defendants)**

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

13 111. At all relevant times herein, Labor Code § 551 provides that every person
14 employed in any occupation of labor is entitled to one day's rest in seven. Additionally, Labor
15 Code § 552 prohibits employers from requiring employees to work more than six consecutive days
16 without a day of rest.

17 112. At all relevant times herein set forth, Labor Code § 556 exempts an
18 employer from the day-of-rest requirement when the total hours worked by an employee do not
19 exceed 30 hours in any week or six hours in any one day thereof.

20 113. Labor Code § 558(a) provides "[a]ny employer or other person acting on
21 behalf of an employer who violates, or causes to be violated, a section of this chapter or any
22 provision regulating hours and days of work in any order of the Industrial Welfare Commission
23 shall be subject to a civil penalty as follows: (1) For any initial violation, fifty dollars (\$50) for
24 each underpaid employee for each pay period for which the employee was underpaid.... (2) For
25 each subsequent violation, one hundred dollars (\$100) for each underpaid employee for each pay
26 period for which the employee was underpaid...." Labor Code § 558(c) provides "[t]he civil
27 penalties provided for in this section are in addition to any other civil or criminal penalty provided
28 by law."

1 114. During the relevant time period, on information and belief, Defendants
2 sometimes scheduled Class Members to work six (6) or more hours per day and more than seven
3 (7) consecutive days in a workweek. Because Class Members worked over 30 hours per week and
4 over six (6) hours per day in a workweek, they were not exempt from the day-of-rest requirement.
5 To the extent that Class Members may have signed purported waivers of their right to a day's rest
6 in seven, such waivers are invalid.

7 115. Thus, during the relevant time period, and in violation of Labor Code § 551
8 and 552, Defendants willfully caused Class Members to work more than six days in seven. Class
9 Members are therefore entitled to recover civil penalties pursuant to Labor Code § 558.

10 **TWELFTH CAUSE OF ACTION**
11 **FAILURE TO PRODUCE REQUESTED RECORDS, LABOR CODE §§ 226 and 1198**
12 **(Against All Defendants)**

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

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

21 118. Pursuant to California Labor Code § 1198.5(a), every current and former
22 employee, or his or her representative, has the right to inspect and receive a copy of the personnel
23 records that the employer maintains relating to the employee's performance or to any grievance
24 concerning the employee. Under this statute, upon written request from a current or former
25 employee or his or her representative, an employer must make the contents of those personnel
26 records available for inspection or provide a copy of the personnel records to the current or former
27 employee, or his or her representative, not later than thirty calendar days from the date the
28 employer receives the written request, subject to some limited exceptions. Failure to comply with

1 these requests allows for a civil penalty seven hundred fifty dollars (\$750), pursuant to Labor
2 Code §§ 1198.5(k) and 226(f).

3 119. On August 1, 2023, Plaintiff sent written requests through his counsel to
4 Defendants for their payroll records, timecards, and personnel records. However, Plaintiff has yet
5 to receive the complete records.

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

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

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

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

17 **THIRTEENTH CAUSE OF ACTION**

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

19 **(Against All Defendants)**

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

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

27 126. Plaintiff is a “person” within the meaning of Business & Professions Code
28 § 17204, has suffered injury, and therefore has standing to bring this cause of action for injunctive

1 relief, restitution, and other appropriate equitable relief.

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

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

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

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

26 131. Defendants, by engaging in the conduct herein alleged, by failing to pay
27 wages and overtime, failing to provide meal periods and rest breaks, etc., either knew or in the
28 exercise of reasonable care should have known that their conduct was unlawful; therefore their

conduct violates the Business & Professions Code § 17200 *et seq.*

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

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

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

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

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

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

137. In failing to pay Class Members minimum wages and overtime, not providing proper meal and rest periods, failing to provide accurate wage statements, and failing to

1 Pay Employees upon termination or timely upon resignation, all discussed above, Defendants
2 failed to timely pay Class Members wages on a semimonthly basis as required under Labor Code
3 § 204. Defendants also failed to maintain records showing accurate hours worked daily and the
4 wages paid to Class Members, as required by Labor Code § 1174 and paragraph 7 of the
5 applicable IWC Wage Orders.

6 138. As such, Employees seek wages and penalties under Labor Code §§ 2698
7 and 2699 for Defendants' violation of Labor Code provisions included under Labor Code 2699.5,
8 including the penalty provisions, without limitation, based, inter alia, on the following California
9 Labor Code sections: 201, 202, 203, 204, 226, 226.2, 226.7, 510, 512, 558, 1174, 1174.5, 1185,
10 1194, 1194.1, 1194.2, 1197, 1197.1, 1198, 1199, and 2698 *et seq.*

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

16 (a) Wage Claims: For failure to provide Plaintiff and the Class Members all earned
17 regular pay and minimum wages for regular hours worked and for failure to pay overtime
18 premium wages for overtime hours worked under Labor Code §§ 226.2, 510, 1194(a), 1197, and
19 1198, and paragraphs 2(K), 3(A), 4(A), 4(B) and 20 of the applicable IWC Wage Order(s) seeking
20 all civil and statutory penalties available and applicable, and wages, under Labor Code §§ 510,
21 558, 1194.2, 1197.1, 1199, 2699(f)(2), and 2699.5, and also for attorneys' fees and costs pursuant
22 to Labor Code § 2699(g)(1);

23 (b) Meal and Rest Period Claims: For failure to provide Plaintiff and the Aggrieved
24 Employees off-duty, timely, and unpaid meal periods and failure to authorize and permit them to
25 take off-duty, timely, and paid rest periods, or pay one hour of regular pay in lieu thereof, under
26 Labor Code §§ 512, 1198, and 226.7, and Sections 11, 12(A), and 12(B) of the applicable IWC
27 Wage Order(s) seeking all civil and statutory penalties available and applicable, including under
28 paragraph 20 of the applicable IWC Wage Orders, and wages under Labor Code §§ 226.7, 512,

1 558, including sections 558(a)(1)-(3), 1199 and 2699(f)(2), and also for attorneys' fees and costs
2 pursuant to Labor Code § 2699(g)(1);

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

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

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

27 (f) All Alleged Violations of the IWC Wage Orders and Other Labor Code
28 Sections: For any above addressed violation of the applicable provisions of the IWC Wage

1 Orders, each of which constitute separate violations of Labor Code § 1198 and Labor Code §
2 2699.5, and seeking penalties available and applicable under Labor Code § 2699(f)(2) and
3 paragraph 20 of the applicable IWC Wage Orders, and for attorneys' fees and costs pursuant to
4 Labor Code § 2699(g)(1).

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

7 (a) Any employer or other person acting on behalf of an employer who violates, or
8 causes to be violated, a section of this chapter or any provision regulating hours and days of work
9 in any order of the Industrial Welfare Commission shall be subject to a civil penalty as follows:
10 (1) For any initial violation, fifty dollars (\$50) for each underpaid employee for each pay period
11 for which the employee was underpaid in addition to an amount sufficient to recover underpaid
12 wages. (2) For any subsequent violation, one hundred dollars (\$100) for each underpaid employee
13 for each pay period for which the employee was underpaid in addition to an amount sufficient to
14 recover underpaid wages. (3) Wages recovered pursuant to this section shall be paid to the affected
15 employee.

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

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

24 141. Plaintiff has exhausted her administrative remedies by sending a certified
25 letter to the LWDA and Defendants postmarked on **January 17, 2024**, addressing in detail the
26 specific provisions of the Labor Code Defendants have violated and addressing the facts and legal
27 theories to support the alleged violations and requested penalties. The LWDA has not provided
28 notice of its intent to investigate the alleged violations within 65 calendar days of the postmark
date of the letter, and Plaintiff adds this claim seeking penalties under the PAGA for the violations
addressed herein and in the PAGA Notice Letter and the original Complaint.

RELIEF REQUESTED

WHEREFORE, Plaintiff prays for the following relief:

1. For an order certifying this action as a class action;
2. For compensatory damages in the amount of the unpaid minimum wages for work performed by Class Members and unpaid overtime compensation from at least four (4) years prior

1 to the filing of this action, as may be proven;

2 3. For liquidated damages in the amount equal to the unpaid minimum wage and
3 interest thereon, from at least four (4) years prior to the filing of this action, according to proof;

4 4. For compensatory damages in the amount of all unpaid wages, including overtime
5 and double-time pay, as may be proven;

6 5. For compensatory damages in the amount of the hourly wage made by Class
7 Members for each missed or deficient meal period where no premium pay was paid therefor from
8 four (4) years prior to the filing of this action, as may be proven;

9 6. For compensatory damages in the amount of the hourly wage made by Class
10 Members for each day requisite rest breaks were not provided or were deficiently provided where
11 no premium pay was paid therefor from at least four (4) years prior to the filing of this action, as
12 may be proven;

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

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

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

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

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

23 12. For penalties pursuant to Labor Code § 558 for Class Members for violating Labor
24 Code §§ 551 and 552, as may be proven;

25 13. For penalties pursuant to Labor Code §§ 226 and 1198.5, as may be proven;

26 14. For restitution for unfair competition pursuant to Business & Professions Code
27 § 17200 *et seq.*, including disgorgement or profits, as may be proven;

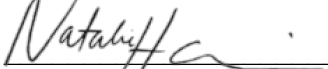
28 15. For an order enjoining Defendants and their agents, servants, and employees, and

1 all persons acting under, in concert with, or for them, from acting in derogation of any rights or
2 duties adumbrated in this Complaint;

- 3 16. Penalties pursuant to Labor Code § 2698 *et seq.*, as may be proven;
- 4 17. For other wages and penalties under the Labor Code as may be proven;
- 5 18. For all general, special, and incidental damages as may be proven;
- 6 19. For an award of pre-judgment and post-judgment interest;
- 7 20. For an award providing for the payment of the costs of this suit;
- 8 21. For an award of attorneys' fees; and
- 9 22. For such other and further relief as this Court may deem proper and just.

10
11 DATED: March 22, 2024

D.LAW, INC.

12 By: 

13 David Yeremian

Natalie Haritonian

14 Jonas Agle

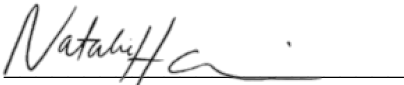
15 Attorneys for Plaintiff TIMOTHY COOPER,
16 and all others similarly situated.
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DEMAND FOR JURY TRIAL

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

DATED: March 22, 2024

D.LAW, INC.

By: 
David Yeremian
Natalie Haritonian
Jonas Agle
Attorneys for Plaintiff TIMOTHY COOPER,
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.

Stephanie F. Bezner, *Agent for Service*
601 San Pedro St.
Los Angeles, CA 90014

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

Katheryn Perez