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individually and on behalf of others similarly
situated

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

LUKE LEON, individually and on behalf of
others similarly situated and on behalf of other
aggrieved employees pursuant to the California
Private Attorneys General Act,
Plaintiff,

vs.

BIGHORN GOLF CLUB dba BIGHORN
CLUBHOUSE, a California Nonprofit
Corporation; BIGHORN HOMEOWNERS
ASSOCIATION, INC. dba BIGHORN
HOMEOWNERS ASSOCIATION, a California
Nonprofit Corporation; BIGHORN
PROPERTIES, INC., a California Corporation;
and DOES 1 through 25, inclusive,

Defendants.

Case No.: CVRI2400375

**FIRST AMENDED CLASS ACTION
COMPLAINT FOR:**

- (1) Violation of Cal. Labor Code §§ 1194,
1197 and 1197.1 (Minimum Wages)
- (2) Violation of Cal. Labor Code §§ 510
and 1198 (Unpaid Overtime)
- (3) Violation of Cal. Labor Code §§ 226.7
and 512(a) (Meal Break Violations)
- (4) Violation of Cal. Labor Code § 226.7
(Rest Break Violations)
- (5) Violation of Cal. Labor Code §§ 204
and 210 (Wages Not Timely Paid
During Employment)
- (6) Violation of Cal. Labor Code § 226(a)
(Wage Statement Violations)
- (7) Violation of Cal. Labor Code §§ 201,
202 and 203 (Untimely Final Wages)
- (8) Violation of Cal. Labor Code §§ 2800
and 2802 (Failure to Reimburse
Necessary Business Expenses)
- (9) Violation of Cal. Business &
Professions Code § 17200, *et seq.*
- (10) Violation of Cal. Labor Code § 2699,

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et seq. (Private Attorneys General
Act)

DEMAND FOR JURY TRIAL

LUKE LEON (“Plaintiff”), individually and on behalf of members of the general public similarly situated and on behalf of other aggrieved employees pursuant to the California Private Attorneys General Act (“PAGA”), alleges as follows against defendant(s) BIGHORN GOLF CLUB dba BIGHORN CLUBHOUSE, BIGHORN HOMEOWNERS ASSOCIATION, INC. dba BIGHORN HOMEOWNERS ASSOCIATION, BIGHORN PROPERTIES, INC., and DOES 1 through 25, inclusive (“Defendants”):

INTRODUCTION

1. This is a class action to recover damages on behalf of Plaintiff and all similarly situated individuals who worked for Defendants in the State of California as non-exempt, hourly-paid employees at any time from four years prior to the date of the original Complaint through final judgment (“Class Period”) (“Class Members”).

2. This is also an enforcement action under the California Private Attorneys General Act, Cal. Lab. Code §§2698, et seq. (“PAGA”) to recover civil penalties on behalf of Plaintiff, the State of California, and all current and former employees who worked for Defendants in the State of California as non-exempt, hourly-paid employees at any time from January 17, 2023 through final judgment (“PAGA Period”) (“Aggrieved Employees”).

3. Plaintiff alleges that Defendants hired Plaintiff, Class Members, and Aggrieved Employees but, among other things, failed to properly pay them all wages owed for all time worked (including minimum wages, straight time wages, and overtime wages), failed to provide them with all meal periods and rest periods and associated premium wages to which they were entitled, failed to timely pay them all wages due during their employment, failed to timely pay them all wages due upon termination of their employment, failed to provide them with accurate itemized wage statements, failed to maintain accurate payroll records, and failed to reimburse them for necessary business expenses.

4. As a result, Defendants violated, *inter alia*, California Labor Code sections 201, 202, 203, 204, 210, 218.5, 226, 226.2, 226.3, 226.7, 246, 510, 512, 558, 1174, 1174.5, 1194, 1194.2, 1197, 1197.1, 1198, 2800, and 2802, and the applicable Industrial Welfare Commission (“IWC”) Wage Order. Through this action, Plaintiff seeks to recover all available remedies including but not limited to actual and liquidated damages and attorney’s fees and costs.

1 **JURISDICTION AND VENUE**

2 5. This is a class action lawsuit brought pursuant to California Code of Civil Procedure
3 section 382 and a PAGA action brought pursuant to California Labor Code sections 2698, et seq.

4 6. The monetary damages, restitution, statutory penalties, and other applicable legal and
5 equitable relief sought by Plaintiff exceeds the minimal jurisdiction limits of the Superior Court and
6 will be established according to proof at trial.

7 7. This Court has jurisdiction over this action pursuant to the California Constitution,
8 Article VI, section 10, which grants the superior court “original jurisdiction in all other causes” except
9 those given by statute to other courts. The statutes under which this action is brought do not specify
10 any other basis for jurisdiction.

11 8. This Court has jurisdiction over all Defendants because, upon information and belief,
12 Defendants are either citizens of California, have sufficient minimum contacts in California, and/or
13 otherwise intentionally avail themselves of the California market so as to render the exercise of
14 jurisdiction over them by the California courts consistent with traditional notions of fair play and
15 substantial justice. Further, no federal question is at issue because the claims asserted herein are based
16 solely on California law.

17 9. Venue is proper in this Court because, upon information and belief, Defendants
18 maintain offices, have agents, employ individuals, and/or transact business in the State of California,
19 County of Riverside. Many of the acts, events, and violations alleged herein relating to Plaintiff
20 occurred throughout the state of California, including in the County of Riverside.

21 **THE PARTIES**

22 10. At all times herein mentioned, Plaintiff LUKE LEON is and was an individual residing
23 in San Diego County in the State of California.

24 11. At all times herein mentioned, Defendants BIGHORN GOLF CLUB dba BIGHORN
25 CLUBHOUSE, BIGHORN HOMEOWNERS ASSOCIATION, INC. dba BIGHORN
26 HOMEOWNERS ASSOCIATION, and BIGHORN PROPERTIES, INC., were and are, employers
27 who do business in California, with locations throughout the state of California, and whose employees
28 are engaged throughout Riverside County and the State of California, including at facility located at

255 Palowet Dr, Palm Desert, California 92260.

12. Plaintiff is unaware of the true names or capacities of the Defendants sued herein under the fictitious names DOES 1 through 25 but will seek leave of this Court to amend the complaint and serve such fictitiously named Defendants once their names and capacities become known.

13. Plaintiff is informed and believes, and thereon alleges, that the acts and omissions alleged herein were performed by, or are attributable to BIGHORN GOLF CLUB dba BIGHORN CLUBHOUSE, BIGHORN HOMEOWNERS ASSOCIATION, INC. dba BIGHORN HOMEOWNERS ASSOCIATION, BIGHORN PROPERTIES, INC., and/or DOES 1 through 25, each acting as the agent, employee, alter ego, and/or joint venturer of, or working in concert with, each of the other co-Defendants and within the course and scope of such agency, employment, joint venture, or concerted activity with legal authority to act on the others' behalf. The acts of Defendants represent and were in accordance with Defendants' official policies.

14. At all relevant times, Defendants were the employers of Plaintiff within the meaning of all applicable state laws and statutes. Defendants directly or indirectly controlled or affected the working conditions, wages, working hours, and conditions of employment of Plaintiff so as to make each of said Defendants employers and employers liable under the statutory provisions set forth herein.

15. Defendants had the authority to hire and terminate Plaintiff and the other class members and Aggrieved Employees, to set work rules and conditions governing Plaintiff and the other class members' and Aggrieved Employees' employment, and to supervise their daily employment activities.

16. Defendants exercised sufficient authority over the terms and conditions of Plaintiff and the other class members' and Aggrieved Employees' employment for them to be joint employers of Plaintiff and the other class members and Aggrieved Employees.

17. Defendants directly hired and paid wages to Plaintiff and the other class members and Aggrieved Employees.

18. Defendants continue to employ hourly paid and/or non-exempt employees within the State of California.

19. At all relevant times, Defendants, and each of them, ratified each act or omission

1 complained of herein. At all relevant times, Defendants, and each of them, aided and abetted the acts
2 and omissions of each and all the other Defendants in proximately causing the damages herein alleged.

3 20. Plaintiff is informed and believes, and thereon alleges, that each Defendant is in some
4 manner intentionally, negligently, or otherwise responsible for the acts, omissions, occurrences, and
5 transactions alleged herein.

6 **GENERAL ALLEGATIONS**

7 21. Plaintiff LUKE LEON worked for Defendants from approximately October 2018 to
8 February 2023 as a Dispatcher. Defendants jointly and severally employed LUKE LEON at their
9 location in Palm Desert, California. LUKE LEON performed various duties for Defendants including,
10 among other things, dispatching patrol officers, directing calls, monitoring alarms and perimeter
11 beams, and performing clerical tasks.

12 22. Plaintiff is informed and believes, and thereon alleges that Defendants engaged in a
13 pattern and practice of wage abuse against their hourly-paid and/or non-exempt employees. As set
14 forth in more detail below, this pattern and practice of wage abuse involved, *inter alia*, requiring
15 Plaintiff and the class members and Aggrieved Employees to work off-the-clock without
16 compensation, failing to properly pay wages for all hours worked, failing to provide all meal and rest
17 breaks to which Plaintiff and class members and Aggrieved Employees were entitled and failing to
18 pay meal and rest break premiums when due, failing to timely pay wages during employment and
19 upon termination of employment, failing to provide accurate wage statements, failing to reimburse
20 necessary business-related expenses and failing to adhere to other related protections afforded by the
21 California Labor Code and the applicable Industrial Welfare Commission Wage Order.

22 23. Defendants knew or should have known that they had a duty to compensate Plaintiff
23 and class members and Aggrieved Employees pursuant to California law. Defendants had the financial
24 ability to pay such compensation, but willfully, knowingly, and intentionally failed to do so to increase
25 Defendants' profits.

26 **CLASS ACTION ALLEGATIONS**

27 24. Plaintiff brings this lawsuit as a class action on behalf of Plaintiff and all others
28 similarly situated, as members of a proposed class pursuant to California Code of Civil Procedure

1 section 382. The class satisfies the numerosity, commonality, typicality, adequacy, predominance, and
2 superiority requirements under California Code of Civil Procedure section 382.

3 25. The proposed *Class* is defined as follows:

4 **All current and former hourly-paid and/or non-exempt employees**
5 **who worked for Defendants in the State of California at any time**
6 **during the period from four years prior to the date of the filing of**
7 **the original Complaint until final judgment.**

8 26. Plaintiff reserves the right to establish additional subclasses as appropriate.

9 27. There is a well-defined community of interest in this litigation and the Class is easily
10 ascertainable. While the exact number and identities of class members are currently unknown to
11 Plaintiff, such information can be ascertained through appropriate discovery from records maintained
12 by Defendants and their agents.

13 28. The Class is so numerous that the individual joinder of all its members is impracticable.

14 29. Common questions of fact and law exist as to all class members, which predominate
15 over any questions affecting only individual members of the Class. The common legal and factual
16 questions which do not vary from class member to class member, and which may be determined
17 without reference to the individual circumstances of any class member include the following:

18 i. Whether Defendants had a policy and practice of failing to pay minimum wages to
19 Plaintiff and the other class members for all hours worked;

20 ii. Whether Defendants had a policy and practice of failing to pay overtime wages to
21 Plaintiff and the other class members for all overtime hours worked;

22 iii. Whether Defendants had a policy and practice of failing to provide meal periods to
23 Plaintiff and the other class members;

24 iv. Whether Defendants had a policy and practice of failing to provide rest periods to
25 Plaintiff and the other class members;

26 v. Whether Defendants failed to pay their hourly-paid and/or non-exempt employees in
27 the State of California for all hours worked, and for all missed, short, late, and/or
28 interrupted meal periods and rest breaks;

- 1 vi. Whether Defendants failed to timely pay all wages due to Plaintiff and the other class
2 members during their employment;
- 3 vii. Whether Defendants' failure to pay wages, without abatement or reduction, in
4 accordance with the California Labor Code, was willful;
- 5 viii. Whether Defendants failed to pay all wages due to Plaintiff and the other class members
6 within the required time upon their discharge or resignation;
- 7 ix. Whether Defendants failed to comply with wage reporting as required by the California
8 Labor Code; including, *inter alia*, section 226;
- 9 x. Whether Defendants failed to reimburse Plaintiff and the other class members for
10 necessary business-related expenses and costs;
- 11 xi. Whether Defendants' conduct was willful or reckless;
- 12 xii. Whether Defendants engaged in unfair business practices in violation of California
13 Business & Professions Code section 17200, *et seq.*;
- 14 xiii. The appropriate amount of damages, restitution, and/or monetary penalties resulting
15 from Defendants' violation of California law; and
- 16 xiv. Whether Plaintiff and the other class members are entitled to compensatory damages
17 pursuant to the California Labor Code.

18 30. Plaintiff's claims are typical of the claims of the Class, and Plaintiff's interests are
19 coincident with and not antagonistic to those of the other class members Plaintiff seeks to
20 represent. Plaintiff will fairly and adequately protect the interests of the members of the Class.
21 Plaintiff has retained attorneys experienced in the prosecution of class actions and Plaintiff intend to
22 prosecute this action vigorously.

23 31. A class action is superior to other available methods for the fair and efficient
24 adjudication of this controversy since individual litigation of the claims of all class members is
25 impracticable. Even if every class member could afford individual litigation, the court system could
26 not. It would be unduly burdensome on the courts in which individual litigation of numerous cases
27 would proceed. Individualized litigation would also present the potential for varying, inconsistent
28 and/or contradictory judgments and would magnify the delay and expense to all parties and to the

1 court system resulting from multiple trials of the same factual and legal issues. By contrast, the conduct
2 of this action as a class action presents fewer management difficulties, conserves the resources of the
3 parties and of the court system, and protects the rights of each class member.

4 32. Certification of this lawsuit as a class action will advance public policy objectives.
5 Employers of this great state violate employment and labor laws every day. Current employees are
6 often afraid to assert their rights out of fear of direct or indirect retaliation. However, class
7 actions provide the class members who are not named in the complaint anonymity that allows for the
8 vindication of their rights.

9 **PAGA ALLEGATIONS**

10 33. At all times forth herein, PAGA applied to Plaintiff's employment with Defendant.

11 34. PAGA provides that any provision of law under the California Labor Code that
12 provides for civil penalty, including unpaid wages and premium wages to be assessed and collected
13 by the California Labor & Workforce Development Agency ("LWDA") for violations of the California
14 Labor Code may, as an alternative, be recovered through a civil action brought by an aggrieved
15 employee on behalf of himself and other current or former employees pursuant to procedures outlined
16 in California Labor Code section 2699.3.

17 35. Pursuant to PAGA, a civil action may be brought by an "aggrieved employee," who is
18 any person that was employed by the alleged violator and against whom one or more of the alleged
19 violations was committed.

20 36. Plaintiff was employed by Defendants and the alleged violations were committed
21 against Plaintiff during Plaintiff's time of employment with Defendants and Plaintiff is, therefore, an
22 aggrieved employee. Plaintiff and the other employees are "aggrieved employees" as defined by
23 California Labor Code section 2699(c) in that they are current or former employees of Defendants and
24 one of more of the alleged violations were committed against them.

25 37. Pursuant to California Labor Code sections 2699.3 and 2699.5, an aggrieved employee,
26 including Plaintiff, may pursue a civil action arising under PAGA after the following requirements
27 have been met:

28 (a) The aggrieved employee shall give written notice by certified mail (hereinafter

“Employee’s Notice”) to the LWDA and the employer of the specific provisions of the Labor Code alleged to have been violated, including the facts and theories to support the alleged violations.

(b) The LWDA shall provide notice (hereinafter “LWDA Notice”) to the employer and the aggrieved employee by certified mail that it does not intend to investigate the alleged violation within sixty (60) calendar days of the postmark date of the Employee’s Notice. Upon receipt of the LWDA Notice, or if the LWDA Notice is not provided within sixty-five (65) calendar days of the postmark date of the Employee’s Notice, the aggrieved employee may commence a civil action pursuant to California Labor Code section 2699 to recover civil penalties in addition to any other penalties to which the employee may be entitled.

38. On January 17, 2024, Plaintiff provided notice by electronic submission to the LWDA and by certified mail to Defendants regarding the specific provisions of the Labor Code alleged to have been violated, including the facts and theories to support the alleged violations, pursuant to Labor Code section 2699.3. A true and correct copy of the Employee’s Notice is attached hereto as **Exhibit A**.

39. Plaintiff did not receive an LWDA Notice within sixty-five calendar days of providing the Employees’ Notice.

40. Therefore, the administrative prerequisites under California Labor Code section 2699.3(a) to recover civil penalties against Defendants, in addition to other remedies for violations of California Labor Code sections 201, 202, 203, 204, 210, 218.5, 226, 226.2, 226.3, 226.7, 246, 510, 512, 558, 1174, 1174.5, 1194, 1197, 1197.1, 1198, 2800 and 2802 have been satisfied.

FIRST CAUSE OF ACTION

VIOLATION OF LABOR CODE SECTIONS 1194, 1197, AND 1197.1

Failure to Pay Minimum Wage

(Against All Defendants)

41. Plaintiff incorporates by reference the allegations in all preceding paragraphs.

42. California Labor Code sections 1194, 1197 and 1197.1 provide that the minimum wage

1 for employees fixed by the Industrial Welfare Commission is the minimum wage to be paid to
2 employees, and the payment of a wage less than the minimum so fixed is unlawful. Plaintiff and the
3 other class members were frequently suffered or permitted to work “off-the-clock”, such that they
4 were not paid minimum wage for all hours worked.

5 43. Such “off-the-clock” work that Plaintiff and class members were suffered and/or
6 permitted to work, and for which Plaintiff and class members did not receive minimum wage include
7 *inter alia*: (1) performing usual Dispatcher job duties prior to clocking in and (2) responding to text
8 messages from supervisors in between shifts regarding work-related tasks.

9 44. Accordingly, Defendants regularly failed to pay at least minimum wages to Plaintiff
10 and the other class members for all hours they worked in violation of California Labor Code sections
11 1194, 1197, and 1197.1.

12 45. Defendants knew or should have known that Plaintiff and class members were
13 performing such work “off-the-clock” because, among other things, Defendants’ management
14 witnessed, authorized, was made aware of, and/or required Plaintiff and class members to perform
15 such work.

16 46. Defendants’ failure to pay Plaintiff and the other class members the minimum wage as
17 required violates California Labor Code sections 1194, 1197 and 1197.1. Pursuant to those sections,
18 Plaintiff and the other class members are entitled to recover the unpaid balance of their minimum wage
19 compensation, as well as interest, costs, and attorney’s fees.

20 47. Pursuant to California Labor Code section 1194.2, Plaintiff and the other class
21 members are entitled to recover liquidated damages in an amount equal to the wages unlawfully unpaid
22 and interest thereon.

23 **SECOND CAUSE OF ACTION**

24 **VIOLATION OF LABOR CODE SECTIONS 510 AND 1198**

25 **Unpaid Overtime**

26 **(Against All Defendants)**

27 48. Plaintiff incorporates by reference the allegations in all preceding paragraphs.

28 49. California Labor Code section 1198 and the applicable Industrial Welfare Commission

1 (“IWC”) Wage Order provide that it is unlawful to employ persons for extended periods of time
2 without compensating them at a rate of pay either time-and-one-half or two-times that person’s regular
3 rate of pay, depending on the number of hours worked by the person on a daily and/or weekly basis.

4 50. Specifically, the applicable IWC Wage Order provides that Defendants were required
5 to pay Plaintiff and the other class members at the rate of time-and-one-half for all hours worked in
6 excess of eight (8) hours in a day, in excess of forty (40) hours in a workweek and/or the first eight
7 (8) hours worked on the seventh consecutive day in a workweek.

8 51. The applicable IWC Wage Order further provides that Defendants were required to pay
9 Plaintiff and the other class members overtime compensation at a rate of two (2) times their regular
10 rate of pay for all hours worked in excess of twelve (12) hours in a day and/or for all hours worked in
11 excess of eight (8) hours on the seventh consecutive day in a workweek.

12 52. California Labor Code section 510 codifies the right to overtime compensation at one-
13 and-one half times the regular hourly rate for hours worked in excess of eight (8) hours in a day, forty
14 (40) hours in a week, or for the first eight (8) hours worked on the seventh day of work, and to overtime
15 compensation at twice the regular hourly rate for hours worked in excess of twelve (12) hours in a day
16 or in excess of eight (8) hours in a day on the seventh day of work.

17 53. Plaintiff and the other class members regularly worked in excess of eight (8) hours in
18 a day, in excess of twelve (12) hours in a day, in excess of forty (40) hours in a week and/or seven (7)
19 consecutive days in a workweek. However, Defendants did not accurately record Plaintiff and the
20 other class members’ actual hours worked and intentionally and willfully failed to pay all overtime
21 wages owed to Plaintiff and the other class members. Defendants’ failure to pay correct overtime
22 wages included, *inter alia*: (a) when the combined total of the off-the-clock work discussed *supra* and
23 the on-the-clock work exceed the number of hours that trigger the payment of overtime wages under
24 Labor Code sections 510 and 1198 and/or the applicable Wage Order; (b) when Defendants
25 intentionally, willfully and/or negligently mischaracterized overtime as straight time; (c) when
26 Defendants assigned more work than could reasonably be completed in a workday or workweek to
27 Plaintiff and class members, but refused to authorize the overtime necessary for them to complete the
28 assigned work; and (d) when Defendants failed to include all required wages and remuneration when

1 calculating setting the overtime rate.

2 54. Defendants' failure to pay Plaintiff and the other class members as outlined above
3 violates California Labor Code sections 510 and 1198 and the applicable Wage Order and is therefore
4 unlawful.

5 55. Pursuant to California Labor Code section 1194, Plaintiff and the other class members
6 are entitled to recover their unpaid overtime compensation, and interest, costs, and attorneys' fees.

7 **THIRD CAUSE OF ACTION**

8 **VIOLATION OF LABOR CODE SECTIONS 226.7 AND 512**

9 **Meal Break Violations**

10 **(Against All Defendants)**

11 56. Plaintiff incorporates by reference the allegations in all preceding paragraphs.

12 57. California Labor Code sections 226.7 and 512(a) and the applicable Wage Order
13 govern Plaintiff and the other class members' employment by Defendants.

14 58. California Labor Code section 226.7 provides that no employer shall require an
15 employee to work during any meal period mandated by an applicable IWC Order.

16 59. The applicable IWC Wage Order and California Labor Code section 512(a) provide
17 that an employer may not require, cause, or permit an employee to work for a period of more than five
18 (5) hours per day without providing the employee with a meal period of not less than thirty (30)
19 minutes, except that if the total work period per day of the employee is not more than six (6) hours,
20 the meal period may be waived by mutual consent of both the employer and the employee.

21 60. The applicable IWC Wage Order and California Labor Code section 512(a) further
22 provide that an employer may not require, cause, or permit an employee to work a work period of
23 more than ten (10) hours per day without providing the employee with a second uninterrupted meal
24 period of not less than thirty (30) minutes, except if the total hours worked is no more than twelve (12)
25 hours, the second meal period may be waived by mutual consent of the employer and the employee
26 only if the first meal period was not waived.

27 61. Plaintiff and the other class members who were scheduled to work for shifts no longer
28 than six (6) hours, and who did not waive their legally mandated meal periods by mutual consent, were

1 required to work for periods longer than five (5) hours without an uninterrupted meal period of not
2 less than thirty (30) minutes.

3 62. Plaintiff and the other class members who were scheduled to work for shifts in excess
4 of ten (10) hours but no longer than twelve (12) hours, and who did not waive their legally-mandated
5 meal periods by mutual consent, were required to work for periods longer than ten (10) hours without
6 a second uninterrupted meal period of not less than thirty (30) minutes.

7 63. Defendants intentionally and willfully required Plaintiff and the other class members
8 to work during meal periods and failed to compensate Plaintiff and the other class members for work
9 performed during meal periods. This includes, among other things, requiring Plaintiff and class
10 members to work through their lunch breaks, permitting and/or requiring Plaintiff and class members
11 to take late lunch breaks, permitting and/or requiring Plaintiff and class members to take short lunch
12 breaks, interrupting and/or allowing others to interrupt Plaintiff and class members during their lunch
13 breaks, failing to relieve Plaintiff and class members of all duties during their lunch breaks, and
14 restricting Plaintiff and class members from leaving the premises during their lunch breaks.

15 64. Further, because of Defendants' rounding policy, meal breaks were at times incorrectly
16 recorded as compliant, when in reality they were untimely and/or cut short.

17 65. During the relevant time period, Defendants failed to pay Plaintiff and the other class
18 members all meal period premiums due pursuant to California Labor Code section 226.7 and 512 and
19 the applicable Wage Order.

20 66. Defendants' conduct therefore violates the applicable IWC Wage Order and California
21 Labor Code sections 226.7 and 512(a).

22 67. Pursuant to the applicable IWC Wage Order and California Labor Code section
23 226.7(b), Plaintiff and the other class members are entitled to recover from Defendants one additional
24 hour of pay at their regular rate of compensation for each workday that a compliant meal
25 period was not provided as well as interest thereon.

1 **FOURTH CAUSE OF ACTION**

2 **VIOLATION OF LABOR CODE SECTION 226.7**

3 **Rest Break Violations**

4 **(Against All Defendants)**

5 68. Plaintiff incorporates by reference the allegations in all preceding paragraphs.

6 69. California Labor Code section 226.7 and the applicable IWC Wage Order govern
7 Plaintiff and the other class members' employment by Defendants.

8 70. California Labor Code section 226.7 provides that no employer shall require an
9 employee to work during any rest period mandated by an applicable order of the California IWC.

10 71. The applicable IWC Wage Order provides that "[e]very employer shall authorize and
11 permit all employees to take rest periods, which insofar as practicable shall be in the middle of each
12 work period" and that the "rest period time shall be based on the total hours worked daily at the rate
13 of ten (10) minutes net rest time per four (4) hours or major fraction thereof" unless the total daily
14 work time is less than three and one-half (3½) hours."

15 72. Defendants routinely required Plaintiff and the other class members to work three and
16 one-half (3 ½) or more hours without authorizing or permitting a compliant ten (10) minute rest period
17 per each four (4) hour period, or major fraction thereof, worked.

18 73. Moreover, Defendants willfully required, suffered and permitted Plaintiff and the other
19 class members to work during what should have been their rest periods. Defendants also failed to
20 relieve Plaintiff and the other class members of all duties for ten (10) minutes as required for compliant
21 rest breaks.

22 74. As a result, Plaintiff worked through rest periods, took late rest periods, took
23 interrupted rest periods, and/or took short rest periods, if at all.

24 75. Pursuant to the applicable IWC Wage Order and California Labor Code section
25 226.7(b), Plaintiff and the other class members were entitled to recover from Defendants one (1)
26 additional hour of pay at their regular hourly rate of compensation for each workday that compliant
27 rest period(s) were not provided.

28 76. Defendants had no policy or practice to pay a premium when rest periods were missed,

1 short, late, and/or interrupted, or otherwise failed to comply with California law, and thus Defendants
2 failed to pay Plaintiff and the other class members the full rest period premium due to them in violation
3 of California Labor Code section 226.7 and the applicable IWC Wage Order.

4 77. Pursuant to the applicable IWC Wage Orders and California Labor Code section
5 226.7(c), Plaintiff and the other class members are entitled to recover from Defendants one additional
6 hour of pay at their regular rate of compensation for each workday complaint rest period(s) were not
7 provided as well as interest thereon.

8 **FIFTH CAUSE OF ACTION**

9 **VIOLATION OF CALIFORNIA LABOR CODE §§ 204 AND 210**

10 **Failure to Timely Pay Wages During Employment**

11 **(Against All Defendants)**

12 78. Plaintiff incorporates by reference the allegations in all preceding paragraphs.

13 79. California Labor Code section 204 provides that all wages earned by any person in any
14 employment between the 1st and 15th days, inclusive, of any calendar month, other than those wages
15 due upon termination of an employee, are due and payable between the 16th and 26th day of the month
16 during which the labor was performed.

17 80. California Labor Code section 204 provides that all wages earned by any person in any
18 employment between the 16th and the last day, inclusive, of any calendar month, other than those
19 wages due upon termination of an employee, are due and payable between the 1st and the 10th day of
20 the following month.

21 81. California Labor Code section 204 provides that all wages earned for labor in excess
22 of the normal work period shall be paid no later than the payday for the next regular payroll period.

23 82. As a result of the violations set forth in detail above (failure to pay overtime, failure to
24 pay minimum wages, meal break violations and rest break violations), Defendants intentionally and
25 willfully failed to timely pay Plaintiff and other class members all wages due to them within the period
26 permissible under California Labor Code section 204.

27 83. Plaintiff and other class members are entitled to recover all available remedies for
28 Defendant's violations of California Labor Code section 204, including statutory penalties pursuant to

1 Labor Code section 210(b).

2 **SIXTH CAUSE OF ACTION**

3 **VIOLATION OF LABOR CODE SECTION 226(a)**

4 **Failure to Provide Accurate Wage Statements**

5 **(Against All Defendants)**

6 84. Plaintiff incorporates by reference the allegations in all preceding paragraphs.

7 85. At all material times set forth herein, California Labor Code section 226(a) provides
8 that every employer shall furnish each of its employees an accurate itemized wage statement in writing,
9 including, but not limited to, the name and address of the legal entity that is the employer, total hours
10 worked, and all applicable hourly rates.

11 86. As a result of the violations set forth in detail above (failure to pay overtime, failure to
12 pay minimum wages, meal break violations and rest break violations), Defendants intentionally and
13 willfully failed to provide Plaintiff and the other class members with complete and accurate wage
14 statements. The deficiencies include, among other things, the failure to state all hours worked, the
15 failure to state the actual gross wages earned, the failure to include meal and rest break premiums, and
16 the failure to include correct rates of pay. Accordingly, Defendants violated California Labor Code
17 226(a).

18 87. As a result of Defendants' violation of California Labor Code section 226(a), Plaintiff
19 and the other class members have suffered injury and damage to their statutorily protected rights.

20 88. Specifically, Plaintiff and the other class members have been injured by Defendants'
21 intentional violation of California Labor Code section 226(a) because they were denied both their legal
22 right to receive, and their protected interest in receiving, accurate, itemized wage statements under
23 California Labor Code section 226(a). In addition, because Defendants failed to provide the accurate
24 number of total hours worked on wage statements, Plaintiff and the other class members have been
25 prevented by Defendants from determining if all hours worked were paid and the extent of the
26 underpayment. Plaintiff had to file this lawsuit, and will further have to conduct discovery, reconstruct
27 time records, and perform computations in order to analyze whether in fact Plaintiff and the other class
28 members were paid correctly and the extent of the underpayment, thereby causing Plaintiff to incur

1 expenses and lost time. Plaintiff would not have had to engage in these efforts and incur these costs
2 had Defendants provided the accurate number of total hours worked. This has also delayed Plaintiff's
3 ability to demand and recover the underpayment of wages from Defendants.

4 89. Plaintiff and the other class members are entitled to recover from Defendants the
5 greater of their actual damages caused by Defendants' failure to comply with California Labor Code
6 section 226(a), or an aggregate penalty not exceeding four thousand dollars (\$4,000).

7 **SEVENTH CAUSE OF ACTION**

8 **VIOLATION OF LABOR CODE SECTIONS 201, 202, AND 203**

9 **Final Wages Not Timely Paid**

10 **(Against All Defendants)**

11 90. Plaintiff incorporates by reference the allegations in all preceding paragraphs.

12 91. Pursuant to California Labor Code sections 201, 202, and 203, Defendants are required
13 to timely pay all earned and unpaid wages to an employee who is discharged. California Labor Code
14 section 201 mandates that if an employer discharges an employee, the employee's wages accrued and
15 unpaid at the time of discharge are due and payable immediately. California Labor Code section 202
16 mandates that if an employee quits, his or her wages shall become due and payable not later than
17 seventy-two (72) hours thereafter, unless the employee has given seventy-two (72) hours' notice of
18 his or her intention to quit, in which case the employee is entitled to his or her wages at the time of
19 quitting.

20 92. California Labor Code section 203 provides that if an employer willfully fails to pay,
21 in accordance with California Labor Code sections 201 and 202, any wages of an employee who is
22 discharged or who quits, the wages of the employee shall continue as a penalty from the due date
23 thereof at the same rate until paid or until an action therefore is commenced; but the wages shall not
24 continue for more than thirty (30) days.

25 93. As a result of the violations set forth in detail above (failure to pay overtime, failure to
26 pay minimum wages, meal break violations and rest break violations), at the time that Plaintiff and the
27 other class members' employment with Defendants ended, Defendants knowingly and willfully failed
28 to pay them all wages owed to them pursuant to California Labor Code sections 201 and

202, including, without limitation, overtime wages, minimum wages, meal period premium wages, and rest period premium wages, and all wages due to Plaintiff and class members as they became due, as required per California Labor Code sections 204.

94. As a result, Plaintiff and the other class members are entitled to all available statutory penalties, including the waiting time penalties provided in California Labor Code section 203, together with interest thereon, as well as other available remedies.

EIGHTH CAUSE OF ACTION

VIOLATION OF LABOR CODE SECTIONS 2800 AND 2802

Failure to Reimburse Necessary Business Expenses

(Against All Defendants)

95. Plaintiff incorporates by reference the allegations in all preceding paragraphs.

96. Pursuant to California Labor Code sections 2800 and 2802, an employer must reimburse its employees for all necessary expenditures incurred by the employee in direct consequence of the discharge of his or her job duties or in direct consequence of his or her job duties or in direct consequence of his or her obedience to the directions of the employer.

97. Plaintiff and the other class members incurred necessary business-related expenses and costs that were not fully reimbursed by Defendants, including, but not limited to the usage of personal cell phones for necessary, work-related purposes.

98. Defendants intentionally and willfully failed to reimburse Plaintiff and the other class members for all necessary business-related expenses and costs. Plaintiff and the other class members are entitled to recover from Defendants their business-related expenses and costs incurred during the course and scope of employment, plus interest accrued from the date on which Plaintiff and the other class members incurred the necessary expenditures at the same rate as judgments in civil actions in the State of California.

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1 **NINTH CAUSE OF ACTION**

2 **VIOLATION OF CAL. BUS. & PROF. CODE §§ 17200 *ET. SEQ.***

3 **Unfair and Unlawful Business Practices**

4 **(Against All Defendants)**

5 99. Plaintiff incorporates by reference the allegations in all preceding paragraphs.

6 100. Each and every one of Defendants' acts and omissions in violation of the California
7 Labor Code and/or the applicable IWC Wage Order as alleged in this Complaint including but not
8 limited to Defendant's failure and refusal to pay overtime compensation, Defendant's failure and
9 refusal to pay minimum wages, Defendants' failure and refusal to provide required meal periods and/or
10 pay meal period premiums, Defendants' failure and refusal to provide required rest periods and/or pay
11 the required rest break premiums, Defendants' failure to timely pay wages at the correct rate during
12 employment, Defendants' failure and refusal to furnish accurate itemized wage statements,
13 Defendants' failure and refusal to reimburse business-related expenses, and Defendants' failure to
14 timely pay wages upon termination constitutes an unfair and unlawful business practice under
15 California Business and Professions Code § 17200 *et seq.*

16 101. Defendants' violations of California wage and hour laws constitute an unfair and
17 unlawful business practice because. Among other things, they were done repeatedly over a significant
18 period of time, and in a systematic manner, to the detriment of Plaintiff and the other class members.

19 102. Defendants have avoided payment of overtime wages, minimum wages, meal period
20 premiums, rest period premiums, timely wages at the correct rate of pay, and other benefits as required
21 by the California Labor Code, the California Code of Regulations, and the applicable IWC Wage
22 Order. Further, Defendants have failed to record, report, and pay the correct sums of assessment to the
23 state authorities under the California Labor Code and other applicable regulations.

24 103. As a result of Defendants' unfair and unlawful business practices, Defendants have
25 reaped unfair and illegal profits during Plaintiff and the other class members' tenure at the expense of
26 Plaintiff, the other class members, and members of the public. Defendants should be made to disgorge
27 their ill-gotten gains and to restore them to Plaintiff and the other class members.

28 104. Defendants' unfair and unlawful business practices entitle Plaintiff and the other class

1 members to seek preliminary and permanent injunctive relief, including but not limited to orders that
2 Defendants account for, disgorge, and restore to Plaintiff and the other class members the wages and
3 other compensation unlawfully withheld from them. Plaintiff and the other class members are entitled
4 to restitution of all monies to be disgorged from Defendants in an amount according to proof at the
5 time of trial.

6 **TENTH CAUSE OF ACTION**

7 **VIOLATION OF LABOR CODE §§ 2699, ET SEQ.**

8 **California Private Attorneys General Act of 2004**

9 **(Against All Defendants)**

10 105. Plaintiff incorporates herein by specific reference, as though fully set forth, the
11 allegations in all preceding paragraphs.

12 106. Plaintiff brings this action on a representative basis on behalf of other Aggrieved
13 Employees and the State of California, in Plaintiff's capacity as a private attorney general pursuant to
14 the Private Attorneys General Act of 2004, California Labor Code sections 2698, et seq.

15 107. PAGA expressly provides for a private right of action to recover civil penalties for
16 violations of the Labor Code as follows: "Notwithstanding any other provision of law, any provision
17 of this code that provides for a civil penalty to be assessed and collected by the Labor and Workforce
18 Development Agency or any of its departments, divisions, commissions, boards, agencies, or
19 employees, for a violation of this code, may, as an alternative, be recovered through a civil action
20 brought by an aggrieved employee on behalf of himself or herself and other current or former
21 employees pursuant to the procedures specified in Section 2699.3." Cal. Lab. Code § 2699(a).

22 108. Whenever the LWDA, or any of its departments, divisions, commissions, boards,
23 agencies, or employees has discretion to assess a civil penalty, a court in a civil action is authorized to
24 exercise the same discretion, subject to the same limitations and conditions, to assess a civil penalty.

25 109. Plaintiff and the other hourly-paid, non-exempt employees are "Aggrieved Employees"
26 as defined by California Labor Code section 2699(c) in that they are all current or former employees
27 of Defendants, and one or more of the alleged violations were committed against them.

28 110. Defendants' conduct, as alleged herein, violates numerous sections of the California

1 Labor Code, including, but not limited to, the following:

- 2 (a) Violation of California Labor Code sections 510 and 1198 for failure to pay overtime
3 wages, as set forth more fully above;
- 4 (b) Violation of California Labor Code sections 1194, 1197, and 1197.1 for failure to pay
5 minimum wages, as set forth more fully above;
- 6 (c) Violation of California Labor Code sections 226.7 and 512(a) for failure to provide
7 legally required meal periods, as set forth more fully above;
- 8 (d) Violation of California Labor Code sections 226.7 and 512(a) for failure to pay
9 required meal period premiums, as set forth more fully above;
- 10 (e) Violation of California Labor Code section 226.7 for failure to provide legally required
11 rest periods, as set forth more fully above;
- 12 (f) Violation of California Labor Code section 226.7 for failure to pay required rest period
13 premiums, as set forth more fully above;
- 14 (g) Violation of California Labor Code section 204 for failure to timely pay wages to
15 Plaintiff and Aggrieved Employees during employment, as set forth more fully above;
- 16 (h) Violation of California Labor Code sections 201, 202, and 203 for failure to pay all
17 wages at time of discharge from employment, as set forth more fully above;
- 18 (i) Violation of California Labor Code section 226(a) for failure to provide accurate wage
19 statements to Plaintiff and Aggrieved Employees, as set forth more fully above;
- 20 (j) Violation of California Labor Code section 1174(d) for failure to keep complete and
21 accurate payroll records relating to Plaintiff and Aggrieved Employees; and
- 22 (k) Violation of California Labor Code sections 2800 and 2802 for failure to reimburse
23 Plaintiff and Aggrieved Employees for necessary business-related expenses and costs,
24 as set forth more fully above.

25 111. Pursuant to PAGA, and in particular Labor Code sections 2699(a), 2699.3, and 2699.5,
26 Plaintiff, acting in the public interest as a private attorney general, seek assessment and collection of
27 civil penalties for Plaintiff, all Aggrieved Employees, and the State of California against Defendants
28 for violations of Labor Code sections set forth herein, including penalties under California Labor Code

1 sections 2699, 558, 210, 1197.1, 226, 226.3, 1174.5, and 1197.1, penalties under the applicable IWC
2 Wage Order, and any and all additional penalties and remedies as provided by the California Labor
3 Code and/or other statutes.

4 112. Pursuant to California Labor Code section 2699(i), civil penalties recovered by
5 Aggrieved Employees shall be distributed as follows: seventy-five percent (75%) to the LWDA for
6 the enforcement of labor laws and education of employers and employees about their rights and
7 responsibilities and twenty-five (25%) to the Aggrieved Employees.

8 113. Plaintiff retained counsel to file this court action, and to assess and collect the civil
9 penalties owed by Defendants. Plaintiff therefore seeks an award of reasonable attorney's fees and
10 costs pursuant to Labor Code §§ 210, 218.5, 2699(g)(1), and any other applicable statute.

11 **PRAYER FOR RELIEF**

12 Plaintiff, on behalf of all others similarly situated and other Aggrieved Employees pursuant to
13 the California Private Attorneys General Act, prays for relief and judgment against Defendants, jointly
14 and severally, as follows:

15 **Class Certification**

- 16 1. That this action be certified as a class action as to the first nine causes of action;
17 2. That Plaintiff be appointed as the representative of the Class as to the first nine causes
18 of action;
19 3. That counsel for Plaintiff be appointed as Class Counsel; and
20 4. That Defendants provide to Class Counsel the names and most current/last known
21 contact information (address, e-mail and telephone numbers) of all class members.

22 **As to the First Cause of Action**

23 5. That the Court declare, adjudge, and decree that Defendants violated California Labor
24 Code sections 1194, 1197, and 1197.1 by willfully failing to pay minimum wages to Plaintiff and the
25 other class members;

- 26 6. For general unpaid wages and such general and special damages as may be appropriate;
27 7. For statutory wage penalties pursuant to California Labor Code section 1197.1 for
28 Plaintiff and the other class members in the amount as may be established according to proof at trial;

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

9. For reasonable attorneys' fees and costs of suit incurred herein pursuant to California Labor Code section 1194(a);

10. For liquidated damages pursuant to California Labor Code section 1194.2;

11. For such other and further relief as the Court may deem just and proper.

As to the Second Cause of Action

12. That the Court declare, adjudge and decree that Defendants violated California Labor Code sections 510 and 1198 and applicable IWC Wage Orders by willfully failing to pay all overtime wages due to Plaintiff and the other class members;

13. For general unpaid wages at overtime wage rates and such general and special damages as may be appropriate;

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

15. For reasonable attorneys' fees and costs of suit incurred herein pursuant to California Labor Code section 1194;

16. For such other and further relief as the Court may deem just and proper.

As to the Third Cause of Action

17. That the Court declare, adjudge and decree that Defendants violated California Labor Code sections 226.7 and 512 and applicable IWC Wage Orders by willfully failing to provide all meal periods, (including second meal periods) to Plaintiff and the other class members;

18. For premium wages pursuant to California Labor Code section 226.7(c);

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

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

21. For reasonable attorneys' fees and costs of suit incurred herein;

22. For such other and further relief as the Court may deem just and proper.

As to the Fourth Cause Action

23. That the Court declare, adjudge and decree that Defendants violated California Labor

Code section 226.7 and applicable IWC Wage Orders by willfully failing to provide all rest periods to Plaintiff and the other class members;

- 24. For premium wages pursuant to California Labor Code section 226.7(c);
- 25. For all actual, consequential, and incidental losses and damages, according to proof;
- 26. For pre-judgment interest on any unpaid wages from the date such amounts were due;
- 27. For such other and further relief as the Court may deem just and proper.

As to the Fifth Cause of Action

28. That the Court declare, adjudge and decree that Defendants violated California Labor Code section 204 by willfully failing to pay all compensation owed at the time required by California Labor Code section 204 to Plaintiff and the Class;

- 29. For statutory penalties pursuant to California Labor Code section 210;
- 30. For such other and further relief as the Court deems just and proper.

As to the Sixth Cause of Action

31. That the Court declare, adjudge and decree that Defendants violated the provisions of California Labor Code section 226(a) and applicable IWC Wage Order as to Plaintiff and the other class members, and willfully failed to provide accurate itemized wage statements to them;

- 32. For actual, consequential and incidental losses and damages, according to proof;
- 33. For statutory penalties pursuant to California Labor Code section 226(e);
- 34. For injunctive relief to ensure compliance with this section, pursuant to California Labor Code section 226(g);

- 35. For such other and further relief as the Court may deem just and proper.

As to the Seventh Cause of Action

36. That the Court declare, adjudge and decree that Defendants violated California Labor Code sections 201, 202, and 203 by willfully failing to pay all compensation owed at the time of termination of the employment of Plaintiff and the other class members no longer employed by Defendants;

- 37. For all actual, consequential, and incidental losses and damages, according to proof;
- 38. For statutory wage penalties pursuant to California Labor Code section 203 for Plaintiff

and the other class members who have left Defendants' employ;

39. For pre-judgment interest on any unpaid compensation from the date due;

40. For such other and further relief as the Court may deem just and proper.

As to the Eighth Cause of Action

41. That the Court declare, adjudge, and decree that Defendants violated California Labor Code sections 2800 and 2802 by willfully failing to reimburse Plaintiff and the other class members for all necessary business-related expenses as required by California Labor Code sections 2800 and 2802;

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

43. For the imposition of civil penalties and/or statutory penalties;

44. For reasonable attorneys' fees and costs of suit incurred herein; and

45. For such other and further relief as the Court may deem just and proper.

As to the Ninth Cause of Action

46. That the Court declare, adjudge and decree that Defendants violated the following California Labor Code sections as to Plaintiff and the other class members: 510 and 1198 (by failing to pay overtime wages); 1194, 1197, and 1197.1 (by failing to pay minimum wages); 226.7 and 512(a) (by failing to provide meal and rest periods or compensation in lieu thereof); 204 (by failing to timely pay wages during employment); 226(a) (by failing to provide accurate wage statements); and 201, 202, and 203 (by failing to pay all wages owed upon termination); and 2800 and 2802 (by failing to reimburse business-related expenses);

47. For restitution of unpaid wages to Plaintiff and all the other class members and all pre-judgment interest from the day such amounts were due and payable;

48. For the appointment of a receiver to receive, manage and distribute any and all funds disgorged from Defendants and determined to have been wrongfully acquired by Defendants as a result of violation of California Business and Professions Code sections 17200, *et seq.*;

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

50. For injunctive relief to ensure compliance with this section, pursuant to California

1 Business and Professions Code sections 17200, *et seq.*

2 **As to the Tenth Cause of Action**

3 51. For the imposition of civil penalties pursuant to California Labor Code sections 2699,
4 210, 558, 226, 226.3, 1174.5, 1197.1 and all other penalties allowed by the California Labor Code
5 and/or other applicable statutes;

6 52. For statutory attorneys' fees and costs pursuant to California Labor Code sections 201,
7 218.5 and 2699(g)(1); and

8 53. For such other and further relief as the Court may deem proper.

9
10 DATED: January 6, 2026

BLACKSTONE LAW, APC

11
12 By: 

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Barbara DuVan-Clarke, Esq.

P.J. Van Ert, Esq.

Annabel Blanchard, Esq.

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15 *Attorneys for Plaintiff LUKE LEON,*
16 *individually and on behalf of others similarly*
17 *situated*
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EXHIBIT A

January 17, 2024

PAGA Claim Notice Via Online Electronic Submission

California Labor & Workforce Development Agency

800 Capitol Mall, Suite 5000 (MIC-55)

Sacramento, CA 95814

<https://www.dir.ca.gov/Private-Attorneys-General-Act/Private-Attorneys-General-Act.html>

RE: Luke Leon v. Bighorn Golf Club dba Bighorn Clubhouse; Bighorn Homeowners Association; Bighorn Golf Club Charities; Bighorn Properties, LLC; Bighorn Properties, Inc.; Bighorn GP, Inc; Bighorn Penthouse Condominium Owners Association

To Whom It May Concern:

This office represents Luke Leon (“Claimant”) with respect to their claims under the California Labor Code against Bighorn Golf Club dba Bighorn Clubhouse, Bighorn Homeowners Association, Bighorn Golf Club Charities, Bighorn Properties, LLC, Bighorn Properties, Inc., Bighorn GP, Inc, and Bighorn Penthouse Condominium Owners Association (including all affiliates, subsidiaries, parents, directors, and officers) (collectively referred to herein as “Employers”). This letter is being sent simultaneously to Employers by certified mail.

Employers employed Luke Leon from approximately October 2018 to February 2023 as a non-exempt, hourly-paid employee. Luke Leon worked as a Dispatcher for Employers and was based out of Employers’ facility located at 255 Palowet Dr, Palm Desert, CA 92260.

Claimant intends to bring a representative action seeking penalties for violations of the California Labor Code which are recoverable under the Labor Code Private Attorneys General Act of 2004, California Labor Code sections 2698, *et seq.* (“PAGA”). Claimant is seeking penalties on behalf of his or herself and in a representative capacity on behalf of the State of California and all current and former hourly-paid and/or non-exempt employees who worked for Employers in the State of California during the relevant statutory period (“Aggrieved Employees”). This letter is being sent in compliance with California Labor Code section 2699.3 and shall serve as Claimant’s notice of the provisions of the California Labor Code alleged to have been violated, including the facts and theories in support thereof.

As detailed below, Employers violated several of California’s wage and hour laws during

Claimant's employment, including but not limited to California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2800, 2802, and the applicable Industrial Welfare Commission Wage Order ("IWC Wage Order").

The claims made on behalf of Claimant and Aggrieved Employees are based upon the following facts and theories:

1. FAILURE TO PAY FOR ALL TIME WORKED AT CORRECT RATES OF PAY, INCLUDING MINIMUM WAGES, STRAIGHT TIME WAGES, AND OVERTIME COMPENSATION

Employers engaged in numerous unlawful practices which resulted in the failure to pay Claimant and other Aggrieved Employees for all time worked at the correct rates of pay, including minimum wages, straight time wages, and overtime compensation.

California Labor Code sections 1194, 1197, and 1197.1 and the applicable IWC Wage Order require employers to pay at least the legal minimum wage to their employees. California Labor Code sections 510 and 1198 and the applicable IWC Wage Order further require employers to pay no less than one and one-half times an employee's regular rate of pay for hours worked in excess of eight (8) hours in one workday, for hours worked in excess of forty (40) hours in one workweek, and for the first eight (8) hours worked on the seventh day of work in any one workweek, and to pay no less than twice an employee's regular rate of pay of the employee for hours worked in excess of twelve (12) hours in one workday and for any work in excess of eight (8) hours on any seventh day of a workweek.

Throughout the relevant time, Employers regularly required Claimant and other Aggrieved Employees to perform work off-the-clock including, among other things, (1) performing usual dispatcher job duties prior to clocking in and (2) responding to text messages from supervisors in between shifts regarding work-related tasks. Employers failed to compensate Claimant and other Aggrieved Employees for any of this off-the-clock work, in violation of California law.

This uncompensated work often resulted in the total number of hours worked by Claimant and other Aggrieved Employees exceeding the daily and/or weekly triggers for overtime wages, yet Employers failed to pay Claimant and Aggrieved Employees applicable overtime rate(s) for these hours.

Employers also failed to accurately record the actual time worked by Claimant and Aggrieved Employees.

Employers also failed to pay overtime to Claimant and Aggrieved Employees for all overtime hours worked based on regular rates of pay correctly calculated to include all applicable remuneration, including non-discretionary commissions, non-discretionary bonuses, and non-discretionary performance pay.

As a result of the foregoing practices, Employers failed to pay Claimant and other

Aggrieved Employees for all wages earned at the correct rates of pay, including minimum wages, straight time wages, and overtime compensation. Accordingly, Employers violated the applicable IWC Wage Order and California Labor Code sections 204, 510, 1194, 1197, 1197.1 and 1198.

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to the applicable IWC Wage Orders; penalties pursuant to California Labor Code sections 558, 1197.1, and 1199; and attorneys' fees and costs.

2. MEAL BREAK VIOLATIONS

California law requires employers to provide employees with an opportunity to take an uninterrupted meal period of no less than thirty (30) minutes before the end of the fifth hour of work when an employee works more than five (5) hours in a day. Cal. Lab. Code §§ 226.7 & 512(a). Employers must provide a second meal period of no less than thirty (30) minutes before the end of the tenth hour of work when an employee works more than ten (10) hours in a day. *Id.* For each day that an employer fails to provide compliant meal period(s), the employer must pay the employee a meal penalty equal to one hour of pay at the employee's regular rate of compensation. *Id.*

During the relevant time period, Employers failed to provide Claimant and other Aggrieved Employees with legally compliant 30-minute meal periods. Claimant and other Aggrieved Employees were required by Employers to work more than five (5) hours per day but were not provided with uninterrupted 30-minute meal periods. Further, Claimant and other Aggrieved Employees were not provided with a second uninterrupted 30-minute meal period when they worked over ten (10) hours per day. Employers regularly required Claimant and other Aggrieved Employees to work through their first and second meal periods, to take their first meal period after their fifth (5th) hour of work, and/or to take their second meal periods after their tenth (10th) hour of work. Meal breaks, when provided, were oftentimes interrupted and/or cut short.

Employers' policies, practices, and procedures were responsible for the violations alleged above and prevented Claimant and other Aggrieved Employees from taking timely, complete and duty-free meal periods because, amongst other reasons: (1) Employers did not have legally-compliant policies regarding the provision and timing of meal periods or systematically disregarded their own purported meal period policies; (2) Employers' management at various levels failed and refused to implement and enforce legally compliant meal period policies and practices; (3) Employers failed to adequately inform and train Claimant and other Aggrieved Employees regarding their right to take timely, uninterrupted, and duty-free meal periods; (4) Employers failed to adequately inform and train Claimant and other Aggrieved Employees about their right to premium wages for non-compliant meal periods; (5) Employers failed to ensure that there was adequate staffing to allow Claimant and other Aggrieved Employees to take timely, uninterrupted, and duty-free meal periods; (6) Employers required Claimant and other Aggrieved Employees to respond to work-related requests at all times, including during meal periods; and (7) Employers' policy and culture prevented Claimant and other Aggrieved Employees from

taking timely, uninterrupted, and duty-free meal periods because of the priority placed on maximizing profits over employees' right to receive timely, uninterrupted, and duty-free meal periods.

Claimant and other Aggrieved Employees did not receive an extra hour of wages at their regular rate of pay for each day a compliant meal period was not provided to them in compliance with California law.

Accordingly, Employers violated the applicable IWC Wage Order and California Labor Code sections 226.7, 512(a) and 1198.

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to paragraph of the applicable IWC Wage Orders; penalties pursuant to California Labor Code sections 558 and 1199; and attorneys' fees and costs.

3. REST BREAK VIOLATIONS

California law requires employers to authorize and permit employees to take an uninterrupted rest period of no less than ten (10) minutes for every four (4) hours, or major fraction thereof, worked. Cal. Lab. Code § 226.7. For each day that an employer fails to authorize and permit a compliant rest period, the employer owes the employee one hour of pay at the employee's regular rate of compensation. Cal. Lab. Code § 226.7(c).

Employers failed to authorize and permit Claimant and other Aggrieved Employees to take compliant 10-minute rest periods. Employers required Claimant and other Aggrieved Employees to work through rest periods. Claimant and Aggrieved Employees were not provided with uninterrupted, duty-free rest periods when they worked more than four (4) hours or a major fraction thereof. Further, Claimant and other Aggrieved Employees were not provided with a second uninterrupted, duty-free rest period when they worked more than six (6) hours in a day, or a third uninterrupted, duty-free rest period after working more than ten (10) hours in day. In the rare event that a rest period was taken, it was frequently interrupted or cut short. Moreover, Claimant and other Aggrieved Employees were not completely relieved of duty as required by *Augustus v. ABM Security Services, Inc.*, 2 Cal.5th 257 (2016).

Employers' policies, practices, and procedures were responsible for the violations alleged above and prevented Claimant and other Aggrieved Employees from taking timely and complete rest periods because, amongst other reasons: (1) Employers did not have legally-compliant policies regarding the provision and timing of rest periods or systematically disregarded its own purported rest period policies; (2) Employers' management at various levels failed and refused to implement and enforce legally compliant rest period policies and practices; (3) Employers failed to adequately inform and train Claimant and other Aggrieved Employees regarding their right to take timely, uninterrupted, and duty-free rest periods; (4) Employers failed to adequately inform and train Claimant and other Aggrieved Employees about their right to premium wages for non-compliant

rest periods; (5) Employers failed to ensure that there was adequate staffing to allow Claimant and other Aggrieved Employees to take timely, uninterrupted, and duty-free rest periods; (6) Employers required Claimant and other Aggrieved Employees to respond to work-related requests at all times, including during rest periods; and (7) Employers' policy and culture prevented Claimant and other Aggrieved Employees from taking timely, uninterrupted, and duty-free rest periods because of the priority placed on completing job requirements over employees' right to receive rest periods.

Claimant and other Aggrieved Employees did not receive an extra hour of wages at their regular rate of pay for each day a rest period was not provided to them in compliance with California law. Accordingly, Employers violated the applicable IWC Wage Order and California Labor Code sections 226.7 and 1198.

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to the applicable IWC Wage Orders; Labor Code sections 558 and 1199 penalties; and attorneys' fees and costs.

4. FAILURE TO TIMELY PAY WAGES DURING EMPLOYMENT

California Labor Code section 204 requires that all wages earned by any person in any employment between the 1st and the 15th days, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 16th and the 26th day of the month during which the labor was performed, and that all wages earned by any person in any employment between the 16th and the last day, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 1st and the 10th day of the following month.

California Labor Code section 204 also requires that all wages earned for labor in excess of the normal work period shall be paid no later than the payday for the next regular payroll period. During the relevant time period, Employers failed to timely pay all wages earned because Claimant and other Aggrieved Employees were not paid all the wages they were owed including, *inter alia*, overtime compensation, straight time wages, minimum wages, and meal and rest period premiums. Accordingly, Employers violated California Labor Code section 204(a).

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to Labor Code section 2699; penalties pursuant to California Labor Code sections 210 and 1199; and attorneys' fees and costs.

5. FAILURE TO PROVIDE ACCURATE ITEMIZED WAGE STATEMENTS

California Labor Code section 226(a) requires an employer semimonthly or at the time of each payment of wages to furnish wage statements to its employees setting forth, *inter alia*, (1) gross wages earned, (2) total hours worked by the employee, (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis, (4) all deductions, provided that all deductions made on written orders of the employee may be

aggregated and shown as one item, (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the employee and only the last four digits of his or her social security number or an employee identification number other than a social security number, and (8) the name and address of the legal entity that is the employer.

As a result of the practices described above, the wage statements provided to Claimant and other Aggrieved Employees failed to include the actual hours worked (including time spent working off-the-clock), the actual gross wages earned (including wages owed for time spent working off the clock and meal and rest period premiums), and the correct rates of pay. Accordingly, Employers violated California Labor Code section 226(a).

Claimant and Aggrieved Employees will therefore seek PAGA default penalties; penalties pursuant to California Labor Code section 226.3; and attorneys' fees and costs.

6. FAILURE TO MAINTAIN ACCURATE RECORDS

California Labor Code section 1174(d) requires an employer to keep, at a central location in the state or at the plants or establishments at which employees are employed, payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments. These records shall be kept with rules established for this purpose by the commission, but in any case, shall be kept on file for not less than three years. During the relevant time period, Employers have failed to maintain accurate records relating to Claimant and other Aggrieved Employees' work periods, meal periods, total daily hours worked, and total hours worked per payroll period. Accordingly, Employers violated the applicable IWC Wage Order and California Labor Code sections 1198.5 and 1174(d).

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to paragraph of the applicable IWC Wage Orders; California Labor Code section 1174.5 penalties; and attorneys' fees and costs.

7. FAILURE TO REIMBURSE NECESSARY EXPENDITURES

California Labor Code sections 2800 and 2802 require an employer to reimburse its employees for all necessary expenditures incurred by the employee in direct consequence of the discharge of his or her job duties or in direct consequence of his or her obedience to the directions of the employer. The applicable IWC Wage Order requires employers to provide employees with the tools or equipment necessary for the performance of their job. During the relevant time period, Claimant and Aggrieved Employees incurred necessary business-related expenses and costs that were not fully reimbursed by Employers. These costs include but are not limited to the usage of personal cell phones and personal vehicles for necessary, work-related purposes.

Accordingly, Employers violated the applicable IWC Order and California Labor Code sections 2800 and 2802. Claimant and Aggrieved Employees will therefore seek PAGA default

penalties pursuant to California Labor Code section 2699; penalties pursuant to paragraph of the applicable IWC Wage Orders; and attorneys' fees and costs.

8. FAILURE TO TIMELY PAY ALL WAGES UPON TERMINATION

California Labor Code sections 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 if an employee quits 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' 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.

During the relevant time period, upon the termination of employment (including but not limited to when they were temporarily laid off, laid off, discharged, and/or resigned), Employers failed to pay all wages due to their employees within twenty-four (24) hours of termination or even within seventy-two (72) hours for those who resigned. Specifically, as a result of Employers' practices of requiring Claimant and Aggrieved Employees to work off-the-clock without compensation, failing to pay proper overtime compensation, failure to properly calculate regular rates, and failure to accurately record all hours actually worked, Employers failed to pay Claimant and Aggrieved Employees for all straight time wage, minimum wages and overtime compensation owed to them upon termination of their employment. Employers also failed to pay Claimant and Aggrieved Employees for meal period premiums and rest period premiums they were owed, amongst other wages. Accordingly, Employers violated California Labor Code sections 201 and 202.

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to California Labor Code sections 203 and 1199; and attorneys' fees and costs.

9. EMPLOYER'S OTHER VIOLATIONS OF THE CALIFORNIA LABOR CODE

Finally, pursuant to *Huff v. Securitas Security Services USA, Inc.* (2018) 25 Cal.App.5th 745 ("*Huff*"), as an Aggrieved Employee, Claimant has standing, and intends to pursue civil penalties on behalf of the LWDA against Employers for any and all other Labor Code violations committed by Employers. In *Huff*, the California Court of Appeals held that an employee alleging a single violation of the Labor Code under PAGA may also bring PAGA claims against Employer for all other alleged Labor Code violations, even those suffered by other employees of the same employer. According to the *Huff* decision, Claimant, as an "aggrieved" employee affected by at least one Labor Code violation may, and hereby does, pursue penalties on behalf of LWDA for all Labor Code violations by Employer.

Employers are in direct violation of numerous California wage and hour laws including but not limited to said sections stated above. Claimant hereby provides notice to the LWDA under the California Labor Code Private Attorneys General Act of 2004, California Labor Code Sections

2698, *et seq.*, and specifically asks for an investigation, or if the agency does not intend to investigate the alleged violations, a letter confirming the same so that Claimant may allege a cause of action under PAGA against Employers for the violations discussed in this letter.

This letter is sent in compliance with the reporting requirements of California Labor Code section 2699.3. By law, an employee alleging a violation of one of the above referenced sections must notify his or her employer and the Labor and Workforce Development Agency (LWDA) before he or she can invoke the provisions of Sections 2699, *et seq.*, by seeking redress in court. Cal. Lab. Code § 2699.3(a)(1). The LWDA must then notify the employer and the employee within 60 calendar days regarding whether it intends to investigate the alleged violation. Cal. Lab. Code § 2699.3(a)(2)(B). If the LWDA advises it will not investigate, or if no notice is provided within 65 calendar days, the employee may file a lawsuit invoking the provisions under Labor Code § 2699. Cal. Lab. Code § 2699.3(a)(2)(A). It is Claimant's intention to file a civil complaint and to bring the appropriate claims under California Labor Code § 2699 on behalf of themselves, the State of California and all Aggrieved Employees should your office not address Employers' alleged violations within this timeframe.

If you have any questions or require additional information, please do not hesitate to contact my office. Thank you for your attention to this matter.

BLACKSTONE LAW

Karen Gold

Karen Gold, Esq.

cc: By U.S. Certified Mail, Return Receipt Requested

Bighorn Golf Club dba Bighorn Clubhouse Agent for Service, Carl Cardinalli 255 Palowet Dr. Palm Desert, CA 92260	Bighorn Homeowners Association, Inc. Agent for Service, Joseph D. Curtis 255 Palowet Dr. Palm Desert, CA 92260
Bighorn Homeowners Association, Inc. 941 Andreas Canyon Drive Palm Desert, CA 92260	Bighorn Golf Club Charities Agent for Service, Joe Curtis 255 Palowet Dr. Palm Desert, CA 92260
Bighorn Properties, LLC Agent for Service, Carl Cardinalli 255 Palowet Dr. Palm Desert, CA 92260	Bighorn GP, Inc. Tamara Groat 72650 Fred Waring Drive, Suite 202 Palm Desert, CA 92260
Bighorn Bighorn Properties, Inc. Agent for Service, Carl Cardinalli 255 Palowet Dr. Palm Desert, CA 92260	Bighouse Condominium Owners Association Agent for Service, Carl Cardinalli 535 Mesquite Hills Palm Desert, CA 92260



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Karen Gold, Esq.
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January 24, 2024

Amended PAGA Claim Notice Via Online Electronic Submission

California Labor & Workforce Development Agency

800 Capitol Mall, Suite 5000 (MIC-55)

Sacramento, CA 95814

<https://www.dir.ca.gov/Private-Attorneys-General-Act/Private-Attorneys-General-Act.html>

RE: *Luke Leon v. Bighorn Golf Club dba Bighorn Clubhouse; Bighorn Homeowners Association, Inc. dba Bighorn Homeowners Association; Bighorn Golf Club Charities; Bighorn Properties, LLC; Bighorn Properties, Inc.; Bighorn GP, Inc; Bighorn Penthouse Condominium Owners Association*

AMENDED PAGA Notice

To Whom It May Concern:

This office represents Luke Leon (“Claimant”) with respect to their claims under the California Labor Code against Bighorn Golf Club dba Bighorn Clubhouse, Bighorn Homeowners Association, Inc. dba Bighorn Homeowners Association, Bighorn Golf Club Charities, Bighorn Properties, LLC, Bighorn Properties, Inc., Bighorn GP, Inc, and Bighorn Penthouse Condominium Owners Association (including all affiliates, subsidiaries, parents, directors, and officers) (collectively referred to herein as “Employers”). This letter is being sent simultaneously to Employers by certified mail.

Employers employed Luke Leon from approximately October 2018 to February 2023 as a non-exempt, hourly-paid employee. Luke Leon worked as a Dispatcher for Employers and was based out of Employers’ facility located at 255 Palowet Dr, Palm Desert, CA 92260.

Claimant intends to bring a representative action seeking penalties for violations of the California Labor Code which are recoverable under the Labor Code Private Attorneys General Act of 2004, California Labor Code sections 2698, *et seq.* (“PAGA”). Claimant is seeking penalties on behalf of his or herself and in a representative capacity on behalf of the State of California and all current and former hourly-paid and/or non-exempt employees who worked for Employers in the State of California during the relevant statutory period (“Aggrieved Employees”). This letter is being sent in compliance with California Labor Code section 2699.3 and shall serve as Claimant’s notice of the provisions of the California Labor Code alleged to have been violated, including the

facts and theories in support thereof.

As detailed below, Employers violated several of California's wage and hour laws during Claimant's employment, including but not limited to California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2800, 2802, and the applicable Industrial Welfare Commission Wage Order ("IWC Wage Order").

The claims made on behalf of Claimant and Aggrieved Employees are based upon the following facts and theories:

1. FAILURE TO PAY FOR ALL TIME WORKED AT CORRECT RATES OF PAY, INCLUDING MINIMUM WAGES, STRAIGHT TIME WAGES, AND OVERTIME COMPENSATION

Employers engaged in numerous unlawful practices which resulted in the failure to pay Claimant and other Aggrieved Employees for all time worked at the correct rates of pay, including minimum wages, straight time wages, and overtime compensation.

California Labor Code sections 1194, 1197, and 1197.1 and the applicable IWC Wage Order require employers to pay at least the legal minimum wage to their employees. California Labor Code sections 510 and 1198 and the applicable IWC Wage Order further require employers to pay no less than one and one-half times an employee's regular rate of pay for hours worked in excess of eight (8) hours in one workday, for hours worked in excess of forty (40) hours in one workweek, and for the first eight (8) hours worked on the seventh day of work in any one workweek, and to pay no less than twice an employee's regular rate of pay of the employee for hours worked in excess of twelve (12) hours in one workday and for any work in excess of eight (8) hours on any seventh day of a workweek.

Throughout the relevant time, Employers regularly required Claimant and other Aggrieved Employees to perform work off-the-clock including, among other things, (1) performing usual dispatcher job duties prior to clocking in and (2) responding to text messages from supervisors in between shifts regarding work-related tasks. Employers failed to compensate Claimant and other Aggrieved Employees for any of this off-the-clock work, in violation of California law.

This uncompensated work often resulted in the total number of hours worked by Claimant and other Aggrieved Employees exceeding the daily and/or weekly triggers for overtime wages, yet Employers failed to pay Claimant and Aggrieved Employees applicable overtime rate(s) for these hours.

Employers also failed to accurately record the actual time worked by Claimant and Aggrieved Employees.

Employers also failed to pay overtime to Claimant and Aggrieved Employees for all overtime hours worked based on regular rates of pay correctly calculated to include all applicable remuneration, including non-discretionary commissions, non-discretionary bonuses, and non-

discretionary performance pay.

As a result of the foregoing practices, Employers failed to pay Claimant and other Aggrieved Employees for all wages earned at the correct rates of pay, including minimum wages, straight time wages, and overtime compensation. Accordingly, Employers violated the applicable IWC Wage Order and California Labor Code sections 204, 510, 1194, 1197, 1197.1 and 1198.

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to the applicable IWC Wage Orders; penalties pursuant to California Labor Code sections 558, 1197.1, and 1199; and attorneys' fees and costs.

2. MEAL BREAK VIOLATIONS

California law requires employers to provide employees with an opportunity to take an uninterrupted meal period of no less than thirty (30) minutes before the end of the fifth hour of work when an employee works more than five (5) hours in a day. Cal. Lab. Code §§ 226.7 & 512(a). Employers must provide a second meal period of no less than thirty (30) minutes before the end of the tenth hour of work when an employee works more than ten (10) hours in a day. *Id.* For each day that an employer fails to provide compliant meal period(s), the employer must pay the employee a meal penalty equal to one hour of pay at the employee's regular rate of compensation. *Id.*

During the relevant time period, Employers failed to provide Claimant and other Aggrieved Employees with legally compliant 30-minute meal periods. Claimant and other Aggrieved Employees were required by Employers to work more than five (5) hours per day but were not provided with uninterrupted 30-minute meal periods. Further, Claimant and other Aggrieved Employees were not provided with a second uninterrupted 30-minute meal period when they worked over ten (10) hours per day. Employers regularly required Claimant and other Aggrieved Employees to work through their first and second meal periods, to take their first meal period after their fifth (5th) hour of work, and/or to take their second meal periods after their tenth (10th) hour of work. Meal breaks, when provided, were oftentimes interrupted and/or cut short.

Employers' policies, practices, and procedures were responsible for the violations alleged above and prevented Claimant and other Aggrieved Employees from taking timely, complete and duty-free meal periods because, amongst other reasons: (1) Employers did not have legally-compliant policies regarding the provision and timing of meal periods or systematically disregarded their own purported meal period policies; (2) Employers' management at various levels failed and refused to implement and enforce legally compliant meal period policies and practices; (3) Employers failed to adequately inform and train Claimant and other Aggrieved Employees regarding their right to take timely, uninterrupted, and duty-free meal periods; (4) Employers failed to adequately inform and train Claimant and other Aggrieved Employees about their right to premium wages for non-compliant meal periods; (5) Employers failed to ensure that there was adequate staffing to allow Claimant and other Aggrieved Employees to take timely,

uninterrupted, and duty-free meal periods; (6) Employers required Claimant and other Aggrieved Employees to respond to work-related requests at all times, including during meal periods; and (7) Employers' policy and culture prevented Claimant and other Aggrieved Employees from taking timely, uninterrupted, and duty-free meal periods because of the priority placed on maximizing profits over employees' right to receive timely, uninterrupted, and duty-free meal periods.

Claimant and other Aggrieved Employees did not receive an extra hour of wages at their regular rate of pay for each day a compliant meal period was not provided to them in compliance with California law.

Accordingly, Employers violated the applicable IWC Wage Order and California Labor Code sections 226.7, 512(a) and 1198.

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to paragraph of the applicable IWC Wage Orders; penalties pursuant to California Labor Code sections 558 and 1199; and attorneys' fees and costs.

3. REST BREAK VIOLATIONS

California law requires employers to authorize and permit employees to take an uninterrupted rest period of no less than ten (10) minutes for every four (4) hours, or major fraction thereof, worked. Cal. Lab. Code § 226.7. For each day that an employer fails to authorize and permit a compliant rest period, the employer owes the employee one hour of pay at the employee's regular rate of compensation. Cal. Lab. Code § 226.7(c).

Employers failed to authorize and permit Claimant and other Aggrieved Employees to take compliant 10-minute rest periods. Employers required Claimant and other Aggrieved Employees to work through rest periods. Claimant and Aggrieved Employees were not provided with uninterrupted, duty-free rest periods when they worked more than four (4) hours or a major fraction thereof. Further, Claimant and other Aggrieved Employees were not provided with a second uninterrupted, duty-free rest period when they worked more than six (6) hours in a day, or a third uninterrupted, duty-free rest period after working more than ten (10) hours in day. In the rare event that a rest period was taken, it was frequently interrupted or cut short. Moreover, Claimant and other Aggrieved Employees were not completely relieved of duty as required by *Augustus v. ABM Security Services, Inc.*, 2 Cal.5th 257 (2016).

Employers' policies, practices, and procedures were responsible for the violations alleged above and prevented Claimant and other Aggrieved Employees from taking timely and complete rest periods because, amongst other reasons: (1) Employers did not have legally-compliant policies regarding the provision and timing of rest periods or systematically disregarded its own purported rest period policies; (2) Employers' management at various levels failed and refused to implement and enforce legally compliant rest period policies and practices; (3) Employers failed to adequately

inform and train Claimant and other Aggrieved Employees regarding their right to take timely, uninterrupted, and duty-free rest periods; (4) Employers failed to adequately inform and train Claimant and other Aggrieved Employees about their right to premium wages for non-compliant rest periods; (5) Employers failed to ensure that there was adequate staffing to allow Claimant and other Aggrieved Employees to take timely, uninterrupted, and duty-free rest periods; (6) Employers required Claimant and other Aggrieved Employees to respond to work-related requests at all times, including during rest periods; and (7) Employers' policy and culture prevented Claimant and other Aggrieved Employees from taking timely, uninterrupted, and duty-free rest periods because of the priority placed on completing job requirements over employees' right to receive rest periods.

Claimant and other Aggrieved Employees did not receive an extra hour of wages at their regular rate of pay for each day a rest period was not provided to them in compliance with California law. Accordingly, Employers violated the applicable IWC Wage Order and California Labor Code sections 226.7 and 1198.

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to the applicable IWC Wage Orders; Labor Code sections 558 and 1199 penalties; and attorneys' fees and costs.

4. FAILURE TO TIMELY PAY WAGES DURING EMPLOYMENT

California Labor Code section 204 requires that all wages earned by any person in any employment between the 1st and the 15th days, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 16th and the 26th day of the month during which the labor was performed, and that all wages earned by any person in any employment between the 16th and the last day, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 1st and the 10th day of the following month.

California Labor Code section 204 also requires that all wages earned for labor in excess of the normal work period shall be paid no later than the payday for the next regular payroll period. During the relevant time period, Employers failed to timely pay all wages earned because Claimant and other Aggrieved Employees were not paid all the wages they were owed including, *inter alia*, overtime compensation, straight time wages, minimum wages, and meal and rest period premiums. Accordingly, Employers violated California Labor Code section 204(a).

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to Labor Code section 2699; penalties pursuant to California Labor Code sections 210 and 1199; and attorneys' fees and costs.

5. FAILURE TO PROVIDE ACCURATE ITEMIZED WAGE STATEMENTS

California Labor Code section 226(a) requires an employer semimonthly or at the time of each payment of wages to furnish wage statements to its employees setting forth, *inter alia*, (1)

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

As a result of the practices described above, the wage statements provided to Claimant and other Aggrieved Employees failed to include the actual hours worked (including time spent working off-the-clock), the actual gross wages earned (including wages owed for time spent working off the clock and meal and rest period premiums), and the correct rates of pay. Accordingly, Employers violated California Labor Code section 226(a).

Claimant and Aggrieved Employees will therefore seek PAGA default penalties; penalties pursuant to California Labor Code section 226.3; and attorneys' fees and costs.

6. FAILURE TO MAINTAIN ACCURATE RECORDS

California Labor Code section 1174(d) requires an employer to keep, at a central location in the state or at the plants or establishments at which employees are employed, payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments. These records shall be kept with rules established for this purpose by the commission, but in any case, shall be kept on file for not less than three years. During the relevant time period, Employers have failed to maintain accurate records relating to Claimant and other Aggrieved Employees' work periods, meal periods, total daily hours worked, and total hours worked per payroll period. Accordingly, Employers violated the applicable IWC Wage Order and California Labor Code sections 1198.5 and 1174(d).

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to paragraph of the applicable IWC Wage Orders; California Labor Code section 1174.5 penalties; and attorneys' fees and costs.

7. FAILURE TO REIMBURSE NECESSARY EXPENDITURES

California Labor Code sections 2800 and 2802 require an employer to reimburse its employees for all necessary expenditures incurred by the employee in direct consequence of the discharge of his or her job duties or in direct consequence of his or her obedience to the directions of the employer. The applicable IWC Wage Order requires employers to provide employees with the tools or equipment necessary for the performance of their job. During the relevant time period, Claimant and Aggrieved Employees incurred necessary business-related expenses and costs that were not fully reimbursed by Employers. These costs include but are not limited to the usage of personal cell phones and personal vehicles for necessary, work-related purposes.

Accordingly, Employers violated the applicable IWC Order and California Labor Code sections 2800 and 2802. Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to paragraph of the applicable IWC Wage Orders; and attorneys' fees and costs.

8. FAILURE TO TIMELY PAY ALL WAGES UPON TERMINATION

California Labor Code sections 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 if an employee quits 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' 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.

During the relevant time period, upon the termination of employment (including but not limited to when they were temporarily laid off, laid off, discharged, and/or resigned), Employers failed to pay all wages due to their employees within twenty-four (24) hours of termination or even within seventy-two (72) hours for those who resigned. Specifically, as a result of Employers' practices of requiring Claimant and Aggrieved Employees to work off-the-clock without compensation, failing to pay proper overtime compensation, failure to properly calculate regular rates, and failure to accurately record all hours actually worked, Employers failed to pay Claimant and Aggrieved Employees for all straight time wage, minimum wages and overtime compensation owed to them upon termination of their employment. Employers also failed to pay Claimant and Aggrieved Employees for meal period premiums and rest period premiums they were owed, amongst other wages. Accordingly, Employers violated California Labor Code sections 201 and 202.

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to California Labor Code sections 203 and 1199; and attorneys' fees and costs.

9. EMPLOYER'S OTHER VIOLATIONS OF THE CALIFORNIA LABOR CODE

Finally, pursuant to *Huff v. Securitas Security Services USA, Inc.* (2018) 25 Cal.App.5th 745 ("*Huff*"), as an Aggrieved Employee, Claimant has standing, and intends to pursue civil penalties on behalf of the LWDA against Employers for any and all other Labor Code violations committed by Employers. In *Huff*, the California Court of Appeals held that an employee alleging a single violation of the Labor Code under PAGA may also bring PAGA claims against Employer for all other alleged Labor Code violations, even those suffered by other employees of the same employer. According to the *Huff* decision, Claimant, as an "aggrieved" employee affected by at least one Labor Code violation may, and hereby does, pursue penalties on behalf of LWDA for all Labor Code violations by Employer.

Employers are in direct violation of numerous California wage and hour laws including

but not limited to said sections stated above. Claimant hereby provides notice to the LWDA under the California Labor Code Private Attorneys General Act of 2004, California Labor Code Sections 2698, *et seq.*, and specifically asks for an investigation, or if the agency does not intend to investigate the alleged violations, a letter confirming the same so that Claimant may allege a cause of action under PAGA against Employers for the violations discussed in this letter.

This letter is sent in compliance with the reporting requirements of California Labor Code section 2699.3. By law, an employee alleging a violation of one of the above referenced sections must notify his or her employer and the Labor and Workforce Development Agency (LWDA) before he or she can invoke the provisions of Sections 2699, *et seq.*, by seeking redress in court. Cal. Lab. Code § 2699.3(a)(1). The LWDA must then notify the employer and the employee within 60 calendar days regarding whether it intends to investigate the alleged violation. Cal. Lab. Code § 2699.3(a)(2)(B). If the LWDA advises it will not investigate, or if no notice is provided within 65 calendar days, the employee may file a lawsuit invoking the provisions under Labor Code § 2699. Cal. Lab. Code § 2699.3(a)(2)(A). It is Claimant's intention to file a civil complaint and to bring the appropriate claims under California Labor Code § 2699 on behalf of themselves, the State of California and all Aggrieved Employees should your office not address Employers' alleged violations within this timeframe.

If you have any questions or require additional information, please do not hesitate to contact my office. Thank you for your attention to this matter.

BLACKSTONE LAW

Karen Gold
Karen Gold, Esq.

cc: By U.S. Certified Mail, Return Receipt Requested

Bighorn Golf Club dba Bighorn Clubhouse Agent for Service, Carl Cardinalli 255 Palowet Dr. Palm Desert, CA 92260	Bighorn Homeowners Association, Inc. Agent for Service, Joseph D. Curtis 255 Palowet Dr. Palm Desert, CA 92260
Bighorn Homeowners Association, Inc. dba Bighorn Homeowners Association 941 Andreas Canyon Drive Palm Desert, CA 92260	Bighorn Golf Club Charities Agent for Service, Joe Curtis 255 Palowet Dr. Palm Desert, CA 92260
Bighorn Properties, LLC Agent for Service, Carl Cardinalli 255 Palowet Dr. Palm Desert, CA 92260	Bighorn GP, Inc. Tamara Groat 72650 Fred Waring Drive, Suite 202 Palm Desert, CA 92260
Bighorn Bighorn Properties, Inc. Agent for Service, Carl Cardinalli 255 Palowet Dr. Palm Desert, CA 92260	Bighouse Condominium Owners Association Agent for Service, Carl Cardinalli 535 Mesquite Hills Palm Desert, CA 92260

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1 section 2699(I). I did not receive, within a reasonable time after the transmission, any
2 electronic message or other indication that the transmission was unsuccessful.



STATE:

4 I declare under penalty of perjury under the laws of the State of California that the above is
5 true and correct.

6 Executed on January 6, 2026 at Beverly Hills, California.

7 /s/ Lorena Bautista

8 Lorena Bautista
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