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on behalf of himself and others similarly situated

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF ORANGE

MICHAEL PAUL LEUTY, an individual on
behalf of himself and all others similarly
situated,

Plaintiff,

vs.

YNOT6 I, LLC, a business entity of
unknown form; ANAHEIM HYUNDAI, a
business entity of unknown form; RUSSELL
WESTBROOK HYUNDAI OF ANAHEIM,
a business entity of unknown form;
RUSSELL WESTBROOK AUTOMOTIVE
GROUP, a business entity of unknown form;
and DOES 1 through 50, inclusive,

Defendants.

Case No.: 30-2024-01382820-CU-OE-CXC

CLASS ACTION

Assigned for All Purposes To:

Hon. Melissa R. McCormick
Dept.: CX104

**FIRST AMENDED CLASS ACTION
COMPLAINT FOR:**

1. Failure to Pay Minimum Wages;
2. Failure to Pay Wages and Overtime Under Labor Code § 510;
3. Meal Period Liability Under Labor Code § 226.7;
4. Rest-Break Liability Under Labor Code § 226.7;
5. Violation of Labor Code § 226(a);
6. Violation of Labor Code § 203;
7. Violation of Labor Code § 204;
8. Failure to Pay Wages Due, Negotiable and Payable in Cash on Demand (Labor Code §§ 212 and 213);
9. Failure to Keep Required Payroll Records under Labor Code §§ 1174 and 1174.5;
10. Failure to Reimburse Necessary Business Expenses § 2802;
11. Violation of Business & Professions Code § 17200 *et seq.*; and
12. Penalties under PAGA, Labor Code § 2698

DEMAND FOR JURY TRIAL

1 **INTRODUCTION**

2 1. Plaintiff MICHAEL PAUL LEUTY (“Plaintiff”) brings this action on behalf of
3 himself and the Class Members who are defined as “all current and former employees within the
4 State of California who, at any time from four (4) years prior to the filing of this lawsuit, are or
5 were employed as non-exempt hourly employees by Defendants YNOT 6 I, LLC, a business entity
6 of unknown form; ANAHEIM HYUNDAI, a business entity of unknown form; RUSSELL
7 WESTBROOK HYUNDAI OF ANAHEIM, a business entity of unknown form; RUSSELL
8 WESTBROOK AUTOMOTIVE GROUP, a business entity of unknown form; and DOES 1
9 through 50” (all defendants being collectively referred to herein as “Defendants”).

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

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

17 **THE PARTIES**

18 **A. The Plaintiff**

19 4. Plaintiff MICHAEL PAUL LEUTY resides in California, during the time period
20 relevant to this Complaint, was employed by Defendants as a non-exempt hourly employee within
21 the State of California.

22 **B. The Defendants**

23 5. Defendant YNOT 6 I, LLC is a business entity of unknown form and has been the
24 employer listed on the wage statements and employment records issued to Plaintiff during the
25 relevant time period that Plaintiff was employed with Defendants.

26 6. Defendant ANAHEIM HYUNDAI is a business entity of unknown form and has
27 been the employer listed on the employment records issued to Plaintiff during the relevant time
28 period that Plaintiff was employed with Defendants.

1 7. Defendant RUSSELL WESTBROOK HYUNDAI OF ANAHEIM is a business
2 entity of unknown form and has been the employer listed on the employment records issued to
3 Plaintiff during the relevant time period that Plaintiff was employed with Defendants.

4 8. Defendant RUSSELL WESTBROOK AUTOMOTIVE GROUP is a business entity
5 of unknown form and has been the employer listed on the employment records issued to Plaintiff
6 during the relevant time period that Plaintiff was employed with Defendants.

7 9. The true names and capacities, whether individual, corporate, associate, or
8 whatever else, of the Defendants sued herein as Does 1 through 50, inclusive, are currently
9 unknown to Plaintiff, who therefore sue these Defendants by such fictitious names under Code of
10 Civil Procedure § 474. Plaintiff is informed and believes and thereon alleges that Defendants
11 designated herein as Does 1 through 50, inclusive, and each of them, are legally responsible in
12 some manner for the unlawful acts referred to herein. Plaintiff will seek leave of court to amend
13 this Complaint to reflect the true names and capacities of the Defendants designated herein as
14 Does 1 through 50 when their identities become known.

15 10. Plaintiff is informed and believes and thereon alleges that each Defendant acted in
16 all respects pertinent to this action as the agent of the other Defendants, that Defendants carried
17 out a joint scheme, business plan, or policy in all respects pertinent hereto, and that the acts of
18 each Defendant are legally attributable to the other Defendants. Furthermore, Defendants acted in
19 all respects as the employers or joint employers of Class Members. Defendants, and each of them,
20 exercised control over the wages, hours or working conditions of Class Members, or suffered or
21 permitted Class Members to work, or engaged, thereby creating a common law employment
22 relationship, with Class Members. Therefore, Defendants, and each of them, employed or jointly
23 employed Class Members.

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

27 12. Whenever and wherever reference is made to individuals who are not named as a
28 Defendant in this Complaint but were agents, servants, employees and/or supervisors of

1 Defendants, such individuals at all relevant times acted on behalf of Defendants within the scope
2 of their employment.

3 **JURISDICTION AND VENUE**

4 13. This Court has jurisdiction over this Action pursuant to California Code of Civil
5 Procedure § 410.10 and California Business & Professions Code § 17203. This Action is brought
6 as a Class Action on behalf of similarly situated Class Members of Defendants pursuant to
7 California Code of Civil Procedure § 382. Venue as to Defendants is also proper in this judicial
8 district pursuant to California Code of Civil Procedure § 395 *et seq.* Upon information and belief,
9 the obligations and liabilities giving rise to this lawsuit occurred in part in Orange County.
10 Defendants maintain and operate facilities in Orange County and employs Plaintiff and other Class
11 Members in Orange County, while doing business throughout California.

12 **FACTUAL BACKGROUND**

13 14. Class Members consistently worked at Defendants behest without being paid all
14 wages due. Class Members were either not paid by Defendants for all hours worked or were not
15 paid at the appropriate minimum, regular and overtime rates based on the number of assignments
16 and the type of assignments Plaintiff and Class Members completed under a piece rate calculation.
17 Plaintiff was paid by piece-rate while he was employed by Defendants or by some hybrid
18 calculation combining the piece-rate with an hourly rate derived from Defendants' policy without
19 regard to the real-time hours worked by Plaintiff and Class Members in performing tasks required
20 of them by Defendants. Plaintiff also contends that Defendants failed to pay Class Members all
21 wages due and owing, including by requiring off the clock work, failing to pay wages due,
22 negotiable, and payable in cash on demand, unlawfully rounding to their detriment, failing to
23 provide meal and rest breaks, failing to furnish accurate wage statements, failing to timely pay
24 wages including final wages, failing to maintain accurate records, and failing to reimburse
25 necessary business expenses all in violation of various provisions of the California Labor Code
26 and applicable Wage Orders.

27 15. During the course of Class Members' employment with Defendants, they were not
28 paid all wages they were owed, including for all work performed resulting in off the clock work.

1 Class Members were paid by piece-rate or some hybrid calculation combined with an hourly rate
2 derived from Defendants' policy without regard to the real-time hours worked by Class Members
3 in performing tasks required of them by Defendants. Defendants required Class Members to
4 perform pre-shift and post-shift off the clock work. For instance, Defendants would assign more
5 work to Class Members than they could complete in their scheduled shifts, and Defendants would
6 require Class Members to clock out and keep working beyond their scheduled work hours because
7 Defendants did not allow overtime. Moreover, Class Members were required to arrive in advance
8 of their scheduled shifts to open the yard and clock in. Additionally, Class Members were required
9 to use their personal cell phones to respond to work demands outside of scheduled work hours.
10 Moreover, Class Members were not provided with minimum wages for all their non-productive
11 work time, including for time during which pieces were not being generated, time spent waiting
12 for assignments, and Defendants also failed to pay for non-productive rest break time as is
13 required for employees paid on a piece rate basis.

14 16. Moreover, Defendants had a consistent policy and practice of unlawfully rounding
15 hours worked to the detriment of the Class Members. Rather than paying Class Members for all
16 hours and minutes they actually worked, Defendants followed a uniform policy and practice of
17 rounding all time entries to the nearest quarter-hour or half-hour (i.e. to the nearest 15-minute or
18 30-minute time increment), and generally did so to the detriment of the Class Members, and
19 Plaintiff contend this policy is not neutral and resulted, over time, to the detriment of the Class
20 Members by systematically under-compensating them. Rather than reflecting the actual hours
21 worked by Class Members, the time entries were rounded and reduced to reflect the scheduled
22 work time rather than the actual hours worked. These unlawfully rounded time entries were
23 inputted into Defendants' payroll system from which wage statements and payroll checks were
24 created.

25 17. By implementing policies, programs, practices, procedures and protocols which
26 resulted in off the clock work and unlawful rounding, Defendants' willful actions resulted in the
27 systematic underpayment of wages to Class Members, including underpayment of overtime pay to
28 Class Members over the relevant time period. For example, the above described off the clock work

1 addressed above caused Plaintiff to begin receiving overtime pay later than they should have.

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

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

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

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

1 rates for all hours worked in excess of twelve (12) hours a day, in violation of Labor Code § 510
2 and the corresponding sections of IWC Wage Orders.

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

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

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

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

28 (a) Class Members were not provided full thirty-minute duty free meal periods

1 for work days in excess of five (5) hours and were not compensated one (1)
2 hour's wages in lieu thereof, all in violation of, among others, Labor Code
3 §§ 226.7, 512, and the applicable Industrial Welfare Commission Wage
4 Order(s);

5 (b) Class Members were not provided second full thirty-minute duty free meal
6 periods for work days in excess of ten (10) hours;

7 (c) Class Members were required to work through at least part of their daily
8 meal period(s);

9 (d) Meal periods were provided after five (5) hours of continuous work during
10 a shift; and

11 (e) Class Members were restricted in their ability to take a full thirty-minute
12 meal period.

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

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

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

28 (b) Class Members were not authorized and permitted to take timely rest

periods for every four hours worked, or major fraction thereof; and

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

28. Defendants also consistently failed to issue accurate itemized wage statements as required by Labor Code § 226(a). Specifically, the wage statements do not state all applicable hourly rates in effect during the pay period and the total hours worked by the employee. As such, the wage statements are in violation of Labor Code §§ 226(a)(2) and (8). Additionally, the wage statements given to Class Members failed to accurately account for unpaid wages and overtime because Defendants had unlawfully rounded time entries to the detriment of the Class Members and their actual hours worked were under-reported due to off the clock work. Additionally, the wage statements given to Class Members failed to accurately account for premium pay for deficiently provided meal periods and rest breaks.

29. From at least four (4) years prior to filing this lawsuit and continuing to the present, Defendants have thus also had a consistent policy of failing to pay all wages owed to Class Members at the time of their termination of within seventy-two (72) hours of their resignation, as required by California wage-and-hour laws. Specifically, Class Members were not paid all regular and overtime wages because Defendants failed to pay for all hours worked, required off the clock work, and unlawfully rounded time entries to the detriment of Class Members. Additionally, Defendants failed to pay premium wages owed for unprovided meal periods and rest periods, as further detailed in this Complaint. Defendants' failure to pay said wages within the required time was willful within the meaning of Labor Code § 203.

30. Defendants failed to pay Plaintiff and Class Members with an order, check, draft, note, memorandum, or other acknowledgment of indebtedness that was payable on demand, without discount at some established place of business in the state. Defendants' compensated Class Members with meals. Therefore, Defendants' failed to provide Plaintiff and Class Members with checks, drafts, notes or other acknowledgements of indebtedness that were payable on demand without discount as required by Labor Code § 212.

31. Additionally, from at least four (4) years prior to the filing of this lawsuit and

1 continuing to the present, Defendants have regularly required Class Members to incur business
2 expenses in the course of performing their required job duties for Defendants including for cell
3 phone expenses, protective gear including non-slip shoes and gloves, and uniforms. Upon
4 information and belief, Class Members incurred similar costs. These expenses incurred by Class
5 Members were necessary and required of them in performing their assigned job duties, but
6 Defendants failed to reimburse Class Members for all such necessary expenditures, thus entitling
7 them to reimbursement according to proof as required under Labor Code § 2802 and the
8 applicable provisions of the IWC Wage Orders.

9 32. Moreover, Defendants required Plaintiff and Aggrieved Employees to sign
10 employment contracts with provisions that are prohibited by law. Labor Code § 432.5 states “no
11 employer, or agent, or manager, superintendent, or officer thereof, shall require any employee or
12 applicant for employment to agree, in writing, to any term or condition which is known by such
13 employer, or agent, manager, superintendent, or officer thereof to be prohibited by law.”
14 Additionally, Defendants violated Labor Code 925 which states “an employer shall not require an
15 employee who primarily resides and works in California, as a condition of employment, to agree
16 to a provision that would do either of the following: (1) require the employee to adjudicate outside
17 of California a claim arising in California or (2) deprive the employee of the substantive protection
18 of California law with respect to a controversy arising in California.” Here, Defendants require, as
19 a condition of employment, that Plaintiff and other Aggrieved Employees sign an agreement
20 which includes numerous terms that are prohibited by law, including but not limited to the
21 following:

22 A) “I am aware that if for any reason I should elect, solely on my own initiative, to take my
23 meal break late, I will not be owed or entitled to any meal period premium.”

24 Provisions of Defendants’ agreement, as described above, that Plaintiff and all Aggrieved
25 Employees were required to sign as a condition of employment, explicitly violate several
26 provisions of California law and public policy. As a result of the acts alleged above,
27 Plaintiff seeks penalties under Labor Code § 2699, et seq. because of Defendants’ violation
28 of Labor Code § 432.5.

33. In light of the foregoing, Plaintiff and Class Members bring this action pursuant to, *inter alia*, Labor Code §§ 201, 202, 203, 204, 210, 226, 226.3, 226.7, 248, 510, 512, 558, 558.1, 1174, 1174.5, 1182.12, 1185, 1194, 1194.2, 1197, 1198, 1199, 2802, 2698 *et seq.*, and California Code of Regulations, Title 8, section 11000 *et seq.*

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

CLASS ALLEGATIONS

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

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

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

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

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

e. Subclass 5. Wage Statement Subclass. All Class Members who, within the applicable limitations period, were not provided with accurate itemized wage statements.

f. Subclass 6. Termination Pay Subclass. All Class Members who, within the applicable limitations period, either voluntarily or involuntarily separated from their employment and were subject to Defendants' policy and/or practice of failing to timely pay wages upon

1 termination.

2 g. Subclass 7: Failure to Timely Pay Wages Twice Monthly Subclass. All Class
3 Members who were subject to Defendants' policy and practice of not timely paying all wages
4 earned when they were due and payable at least twice monthly.

5 h. Subclass 8. Payroll Records Subclass. All Class members who were subject to
6 Defendants' policy and/or practice of failing to keep accurate time and wage records as required
7 by California wage-and-hour laws.

8 h. Subclass 9. Pay Card Subclass. All persons employed by Defendants in California
9 who were paid by pay card (or similar means) at any time during the relevant time period.

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

13 j. Subclass 11. UCL Subclass. All Class Members who are owed restitution as a
14 result of Defendants' business acts and practices, to the extent such acts and practices are found to
15 be unlawful, deceptive, and/or unfair.

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

20 37. Defendants, as a matter of company policy, practice and procedure, and in violation
21 of the applicable Labor Code, Industrial Welfare Commission ("IWC") Wage Order requirements,
22 and the applicable provisions of California law, intentionally, knowingly, and willfully, engaged
23 in a practice whereby Defendants failed to correctly calculate compensation for the time worked
24 by Class Members, even though Defendants enjoyed the benefit of this work, required Class
25 Members to perform this work and permitted or suffered to permit this work. Defendants have
26 uniformly denied these Class Members wages to which these employees are entitled and failed to
27 provide meal periods or authorize and permit rest periods, in order to unfairly cheat the
28 competition and unlawfully profit.

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

4 **A. Numerosity**

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

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

13 **B. Commonality**

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

- 17 a. Whether Defendants failed to pay Class Members minimum wages;
- 18 b. Whether Defendants failed to pay Class Members wages for all hours worked and
19 all pieces earned;
- 20 c. Whether Defendants paid Class Members for all nonproductive time worked,
21 including non-productive time during which pieces were not being generated and
22 the nonproductive rest period time for which Class Members were not paid;
- 23 d. Whether Defendants failed to pay Class Members overtime as required under Labor
24 Code § 510;
- 25 e. Whether Defendants violated Labor Code §§ 226.7 and 512, and the applicable
26 IWC Wage Orders, by failing to provide Class Members with requisite meal
27 periods or premium pay in lieu thereof;
- 28 f. Whether Defendants violated Labor Code §§ 226.7, and the applicable IWC Wage

- 1 Orders, by failing to authorize and permit Class Members to take requisite rest
2 breaks or provide premium pay in lieu thereof;
- 3 g. Whether Defendants violated Labor Code § 226(a) by providing Class Members
4 with inaccurate wage statements;
- 5 h. Whether Defendants violated Labor Code §§ 201, 202, and 203 by failing to pay
6 wages and compensation due and owing at the time of termination of employment;
- 7 i. Whether Defendants' conduct was willful;
- 8 j. Whether Defendants violated Labor Code § 226 and § 1174 and the IWC Wage
9 Orders by failing to maintain accurate records of Class Members' earned wages and
10 work periods;
- 11 k. Whether Defendants violated Labor Code § 1194 by failing to compensate all Class
12 Members during the relevant time period for all hours worked, whether regular or
13 overtime;
- 14 l. Whether Defendants violated Labor Code § 204 by failing to timely pay wages;
- 15 m. Whether Defendants violated Labor Code § 2802 by failing to reimburse all
16 necessary business expenses Defendants required them to incur in performing their
17 job duties;
- 18 n. Whether Defendants failed to pay wages due, negotiable and payable in cash on
19 demand;
- 20 o. Whether Defendants violated Business and Professions Code § 17200 *et seq.*; and
21 p. Whether Class Members are entitled to equitable relief pursuant to Business and
22 Professions Code § 17200 *et seq.*

23 **C. Typicality**

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

28 ///

D. Adequacy of Representation

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

E. Superiority of Class Action

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

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

46. Class action treatment will allow those persons similarly situated to litigate their claims in the manner that is most efficient and economical for the parties and the judicial system. Plaintiff is unaware of any difficulties in managing this case that should preclude class treatment. Plaintiff contemplates the eventual issuance of notice to the proposed Class Members that would set forth the subject and nature of the instant action. The Defendants' own business records can be

utilized for assistance in the preparation and issuance of the contemplated notices. To the extent that any further notice is required additional media and/or mailings can be used.

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

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

FIRST CAUSE OF ACTION

FAILURE TO PAY MINIMUM WAGES

(Against All Defendants)

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

50. Defendants failed to pay Class Members minimum wages for all hours worked or all pieces earned. Defendants had a consistent policy of misstating Class Members' time records and failing to pay Class Members for all hours worked. Class Members were not provided with minimum wages for all their non-productive work time, including for time during which pieces were not being generated, time spent waiting for assignments, and Defendants also failed to pay for non-productive rest break time as is required for employees paid on a piece rate basis. Class Members would work hours and not receive wages, including as alleged above in connection with

1 off the clock work and unlawful rounding of hours. Defendants, and each of them, have
2 intentionally and improperly changed, adjusted and/or modified the hours of Class Members,
3 which resulted in off the clock work and underpayment of all wages owed to Class Members over
4 a period of time, while benefiting Defendants. During the relevant time period, Defendants thus
5 regularly failed to pay minimum wages to Class Members, to their detriment. Additionally,
6 Defendants had a consistent policy of failing to pay Class Members for hours worked during
7 alleged meal and rest periods for which Class Members were consistently denied, as also
8 addressed herein. Defendants' uniform pattern of unlawful wage and hour practices manifested,
9 without limitation, applicable to the Class as a whole, as a result of implementing a uniform policy
10 and practice that denied accurate compensation to Class Members as to minimum wage pay.

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

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

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

20 54. The minimum wage provisions of California Labor Code are enforceable by private
21 civil action pursuant to Labor Code § 1194(a) which states: "Notwithstanding any agreement to
22 work for a lesser wage, any employee receiving less than the legal minimum wage or the legal
23 overtime compensation applicable to the employee is entitled to recover in a civil action the
24 unpaid balance of the full amount of this minimum wage or overtime compensation, including
25 interest thereon, reasonable attorney's fees and costs of suit."

26 55. As described in California Labor Code §§ 1185 and 1194.2, any action for wages
27 incorporates the applicable Wage Order of the California Industrial Welfare Commission. Also,
28 California Labor Code §§ 1194, 1197, 1197.1 and those Industrial Welfare Commission Wage

1 Orders entitle non-exempt employees to an amount equal to or greater than the minimum wage for
2 all hours worked. All hours must be paid at the statutory or agreed rate and no part of this rate may
3 be used as a credit against a minimum wage obligation.

4 56. Additionally, California Labor Code § 226.2(a)(1) states that, for “employees
5 compensated on a piece-rate basis during a pay period, . . . Employees shall be compensated for
6 rest and recovery periods and all other nonproductive time separate from any piece-rate
7 compensation.” Defendants failed to do so for Plaintiff and the Class Members when they were
8 paid on a piece rate basis, including by failing to comply with the other provisions of Labor Code
9 § 226.2 addressing the requirements for compensating employees for rest and recovery periods
10 and other non-productive time separate from piece rate compensation. Employees were paid on a
11 piece rate basis. However, Defendants failed to separately pay Employees for their rest periods, at
12 least for the majority of the Class period, in violation of Labor Code § 226.2 and California
13 minimum wage laws, discussed above.

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

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

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

1 employee minimum wages.

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

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

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

14 **SECOND CAUSE OF ACTION**

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

16 **(Against All Defendants)**

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

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

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

1 worked on the seventh day of work in any one workweek; or (b) twice their regular rate of pay for
2 hours worked in excess of twelve (12) hours in any one (1) day or for hours worked in excess of
3 eight (8) hours on any seventh day of work in a workweek.

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

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

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

1 be paid to the affected employee.” Labor Code § 558(c) states, “the civil penalties provided for in
2 this section are in addition to any other civil or criminal penalty provided by law.” Defendants
3 have violated provisions of the Labor Code regulating hours and days of work as well as the IWC
4 Wage Orders. Accordingly, Plaintiff and the Class Members seek the remedies set forth in Labor
5 Code § 558.

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

13 70. Class Members have been damaged by these violations of California Labor Code
14 §§ 204 and 510 (and the relevant orders of the Industrial Welfare Commission).

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

21 **THIRD CAUSE OF ACTION**

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

23 **(Against All Defendants)**

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

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

1 not less than thirty (30) minutes or for a shift of more than ten (10) hours without providing him or
2 her with a second meal period of not less than thirty (30) minutes.

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

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

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

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

26 **FOURTH CAUSE OF ACTION**

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

28 **(Against All Defendants)**

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

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

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

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

20 82. Defendants, and each of them, have therefore intentionally and improperly denied
21 rest periods to Class Members in violation of Labor Code §§ 226.7 and 512 and paragraph 12 of
22 the applicable IWC Wage Orders.

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

27 84. Therefore, pursuant to Labor Code § 226.7 and paragraph 12 of the applicable IWC
28 Wage Orders, Class Members are entitled to damages in an amount equal to one (1) hour of wages

1 at their effective hourly rates of pay for each day worked without the required rest breaks, a sum to
2 be proven at trial, as well as the assessment of any statutory penalties against Defendants, and each
3 of them, in a sum as provided by the Labor Code and/or other statutes.

4 **FIFTH CAUSE OF ACTION**
5 **VIOLATION OF LABOR CODE § 226(a)**
6 **(Against All Defendants)**

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

9 86. California Labor Code § 226(a) requires an employer to furnish each of his or her
10 employees with an accurate, itemized statement in writing showing the gross and net earnings,
11 total hours worked, and the corresponding number of hours worked at each hourly rate; these
12 statements must be appended to the detachable part of the check, draft, voucher, or whatever else
13 serves to pay the employee's wages; or, if wages are paid by cash or personal check, these
14 statements may be given to the employee separately from the payment of wages; in either case the
15 employer must give the employee these statements twice a month or each time wages are paid.

16 87. Defendants failed to provide Class Members with accurate itemized wage
17 statements in writing, as required by the Labor Code. Specifically, the wage statements do not
18 state all applicable hourly rates in effect during the pay period and the total hours worked by the
19 employee. As such, the wage statements are in violation of Labor Code §§ 226(a)(2) and (8).
20 Additionally, the wage statements given to Class Members failed to accurately account for unpaid
21 wages and overtime because Defendants had unlawfully rounded time entries to the detriment of
22 the Class Members and their actual hours worked were under-reported due to off the clock work.
23 Additionally, the wage statements given to Class Members failed to accurately account for
24 premium pay for deficiently provided meal periods and rest breaks.

25 88. Throughout the liability period, Defendants intentionally failed to furnish to Class
26 Members, upon each payment of wages, itemized statements accurately showing: (1) gross wages
27 earned, (2) total hours worked by the employee, (3) the number of piece-rate units earned and any
28 applicable piece rate paid on a piece-rate basis, (4) all deductions, (5) net wages earned, (6) the

1 inclusive dates of the period for which the employee is paid, (7) the name of the employee and
2 only the last four digits of his or her social security number or an employee identification number
3 other than a social security number, (8) the name and address of the legal entity that is the
4 employer and (9) all applicable hourly rates in effect during the pay period and the corresponding
5 number of hours worked at each hourly rate by the employee pursuant to Labor Code § 226,
6 amongst other statutory requirements. Defendants knowingly and intentionally failed to provide
7 Class Members with such timely and accurate wage and hour statements.

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

23 90. Therefore, as a direct and proximate cause of Defendants' violation of Labor Code
24 § 226(a), Class Members suffered injuries, including among other things confusion over whether
25 they received all wages owed them, the difficulty and expense involved in reconstructing pay
26 records, and forcing them to make mathematical computations to analyze whether the wages paid
27 in fact compensated them correctly for all hours worked.

28 91. Pursuant to Labor Code §§ 226(a) and 226(e) and 1174, and the applicable IWC

1 Wage Order, paragraph 7(B), Class Members are entitled to recover the greater of all actual
2 damages or fifty dollars (\$50) for the initial pay period in which a violation occurs and one
3 hundred dollars (\$100) for each violation in a subsequent pay period, not exceeding an aggregate
4 penalty of four thousand dollars (\$4,000). They are also entitled to an award of costs and
5 reasonable attorneys' fees.

6 **SIXTH CAUSE OF ACTION**
7 **VIOLATION OF LABOR CODE § 203**
8 **(Against All Defendants)**

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

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

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

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

17 96. Defendants failed to pay Class Members without abatement, all wages as defined
18 by applicable California law. Specifically, Class Members were not paid all regular and overtime
19 wages because Defendants failed to pay for all hours worked, required off the clock work, and
20 unlawfully rounded time entries to the detriment of Class Members. Additionally, Defendants
21 failed to pay premium wages owed for unprovided meal periods and rest periods, as further
22 detailed in this Complaint. Defendants' failure to pay said wages within the required time was
23 willful within the meaning of Labor Code § 203.

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

27 ///

28 ///

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

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

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

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

101. Defendants thus violated Labor Code § 204 by systematically refusing to pay wages due under the Labor Code, as addressed above. Additionally, under paragraph 4(B) of the

1 applicable IWC Wage Orders, employers are required “to pay each employee, on the established
2 payday for the period involved, not less than the applicable minimum wage for all hours worked in
3 the payroll period, ...” Under Labor Code § 1198, “[t]he employment of any employee for longer
4 hours than those fixed by the order or under conditions of labor prohibited by the order is
5 unlawful.” Plaintiff and the Class Members may therefore pursue damages and penalties for
6 violations of Labor Code § 204 and paragraph 4(B) of the applicable IWC Wage Orders, including
7 penalties under paragraph 20 of the applicable IWC Wage Orders.

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

13 **EIGHTH CAUSE OF ACTION**

14 **FAILURE TO PAY WAGES DUE, NEGOTIABLE AND PAYABLE IN CASH ON**
15 **DEMAND**

16 **(Lab. Code §§ 212 and 213)**

17 **(Against All Defendants)**

18 103. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully alleged
19 herein.

20 104. Labor Code § 212 states that no employer “shall issue in payment of wages due” by
21 “order, check, draft, note, memorandum, or other acknowledgment of indebtedness, unless it is
22 negotiable and payable in cash, on demand, without discount, at some established place of
23 business in the state.”

24 105. Defendants failed to pay Plaintiff and Class Members with an order, check, draft,
25 note, memorandum, or other acknowledgment of indebtedness that was payable on demand,
26 without discount at some established place of business in the state. Defendants compensated Class
27 Members in the form of meals. Therefore, Defendants failed to provide Plaintiff and Class
28 Members with checks, drafts, notes or other acknowledgements of indebtedness that were payable

on demand without discount as required by Labor Code § 212.

106. Such a pattern, practice and uniform administration of corporate policy regarding illegal employee compensation as described herein is unlawful and creates an entitlement to recovery by Plaintiff and Class Members in a civil action for damages and wages owed and for costs and attorneys' fees.

NINTH CAUSE OF ACTION

FAILURE TO KEEP REQUIRED PAYROLL RECORDS UNDER LABOR CODE § 1174

AND 1174.5

(Against All Defendants)

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

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

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

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

TENTH CAUSE OF ACTION

REIMBURSEMENT OF NECESSARY EXPENDITURES UNDER LABOR CODE § 2802

(Against All Defendants)

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

112. Under Labor Code § 2802(a) an employer must indemnify its employees for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge

1 of his or her duties, or of his or her obedience to the directions of the employer.

2 113. Defendants have regularly required Class Members to incur business expenses in
3 the course of performing their required job duties for Defendants including for cell phone
4 expenses, safety equipment including non-slip shoes and gloves, and uniforms. These expenses
5 incurred by Class Members were necessary and required of them in performing their assigned job
6 duties, but Defendants failed to reimburse Class Members for all such necessary expenditures.
7 Class Members were not reimbursed for those lawful and necessary work related expenses or
8 losses incurred in direct discharge of their job duties during employment with Defendants and at
9 the direction of the Defendants pursuant to Labor Code § 2802(a) and the applicable IWC Wage
10 Orders, paragraph 9.

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

14 **ELEVENTH CAUSE OF ACTION**

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

16 **(Against All Defendants)**

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

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

24 117. Plaintiff is a "person" within the meaning of Business & Professions Code
25 § 17204, has suffered injury, and therefore has standing to bring this cause of action for injunctive
26 relief, restitution, and other appropriate equitable relief.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

24 (f) All Alleged Violations of the IWC Wage Orders and Other Labor Code Sections:
25 For any above addressed violation of the applicable provisions of the IWC Wage Orders, each of
26 which constitute separate violations of Labor Code § 1198 and Labor Code § 2699.5, and seeking
27 penalties available and applicable under Labor Code § 2699(f)(2) and paragraph 20 of the
28 applicable IWC Wage Orders, and for attorneys' fees and costs pursuant to Labor Code §

1 2699(g)(1).

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

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

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

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

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

WHEREFORE, Plaintiff prays for the following relief:

1. For an order certifying this action as a class action;
2. For compensatory damages in the amount of the unpaid minimum wages for work performed by Class Members and unpaid overtime compensation from at least four (4) years prior to the filing of this action, as may be proven;
3. For liquidated damages in the amount equal to the unpaid minimum wage and interest thereon, from at least four (4) years prior to the filing of this action, according to proof;
4. For compensatory damages in the amount of all unpaid wages, including overtime and double-time pay, as may be proven;
5. For compensatory damages in the amount of the hourly wage made by Class Members for each missed or deficient meal period where no premium pay was paid therefor from four (4) years prior to the filing of this action, as may be proven;
6. For compensatory damages in the amount of the hourly wage made by Class Members for each day requisite rest breaks were not provided or were deficiently provided where no premium pay was paid therefor from at least four (4) years prior to the filing of this action, as may be proven;
7. For penalties pursuant to Labor Code § 226(e) for Class Members, as may be proven;
8. For penalties pursuant to Labor Code § 203 for all Class Members who quit or were fired in an amount equal to their daily wage times thirty (30) days, as may be proven;
9. For restitution and/or damages for all amounts unlawfully withheld from the wages for all class members in violation of Labor Code § 204, as may be proven;
10. For restitution and/or damages for all amounts unlawfully withheld from the wages for all Class Members in violation of Labor Code § 2802, as may be proven;
11. For restitution for unfair competition pursuant to Business & Professions Code § 17200 *et seq.*, including disgorgement or profits, as may be proven;
12. For an order enjoining Defendants and their agents, servants, and employees, and

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

3 13. For other wages and penalties under the Labor Code as may be proven;

4 14. For all general, special, and incidental damages as may be proven;

5 15. For an award of pre-judgment and post-judgment interest;

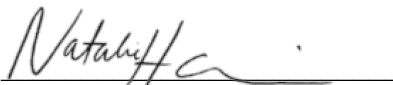
6 16. For an award providing for the payment of the costs of this suit;

7 17. For an award of attorneys' fees; and

8 18. For such other and further relief as this Court may deem proper and just.

9 DATED: May 3, 2024

D.LAW, INC.

10
11 By: 
12 David Yeremian
13 Natalie Haritonian
14 Jonas Agle
15 Attorneys for Plaintiff MICHAEL PAUL
16 LEUTY, and all others similarly situated
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DEMAND FOR JURY TRIAL

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

DATED: May 3, 2024

D.IAW, INC.

By: 
David Yeremian
Natalie Haritounian
Jonas Agle
Attorneys for Plaintiff MICHAEL PAUL
LEUTY, and all others similarly situated

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

Robert W. Thompson
rthompson@ctsclaw.com
Alex A. Zolg
azolg@ctsclaw.com
CALLAHAN THOMPSON SHERMAN & CAUDILL LLP
2601 Main Street, Suite 800
Irvine, CA 92614

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

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


Kathryn Perez