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as an aggrieved employee, and on behalf of all other

aggrieved employees

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF ORANGE

ORALIA NAVARRO SALAZAR, as an
aggrieved employee, and on behalf of all other
aggrieved employees under the Labor Code
Private Attorneys' General Act of 2004,

Plaintiff,

v.

ENVIRONMENT CONTROL – GREATER
ORANGE COUNTY, INC., a California
corporation; ENVIRONMENT CONTROL –
PUENTE HILLS, INC., a California
corporation; and DOES 1 through 100,
inclusive,

Defendants.

CASE NO.: 30-2024-01406038-CU-OE-CXC

REPRESENTATIVE ACTION

**COMPLAINT UNDER THE LABOR
CODE PRIVATE ATTORNEYS'
GENERAL ACT OF 2004 FOR CIVIL
PENALTIES UNDER LABOR CODE
SECTIONS 210, 226.3, 558, 1174.5, 1197.1
and 2699**

DEMAND FOR JURY TRIAL

[Amount in Controversy Greater Than
\$25,000.00]

Assigned for All Purposes

Judge Lon F. Hurwitz

CX-103

1 Plaintiff Oralia Navarro Salazar, as an aggrieved employee, and on behalf of all other
2 aggrieved employees under the Labor Code Private Attorneys' General Act of 2004, alleges as
3 follows:

4 **JURISDICTION AND VENUE**

5 1. This is a representative action, pursuant to the Labor Code Private Attorneys General
6 Act of 2004, codified at Labor Code section 2698, *et seq.* ("PAGA"), against Environment Control
7 – Greater Orange County, Inc., a California corporation, and any of its respective subsidiaries or
8 affiliated companies within the State of California ("ECGOC"), and Environment Control – Puente
9 Hills, Inc., a California corporation, and any of its respective subsidiaries or affiliated companies
10 within the State of California ("ECPH") (collectively, and with DOES 1 through 100, as further
11 defined below, "Defendants"), as a proxy of the Labor and Workforce Development Agency of the
12 State of California ("LWDA"), on behalf of Plaintiff and all other current and former non-exempt
13 employees of Defendants working within the Civil Penalty Period, as further defined herein, and, as
14 it pertains to the alleged claims for failure to comply with Labor Code sections 96, 98.6, 200, 201,
15 202, 203, 204, 210, 226, 226.3, 227.3, 232, 232.5, 245, 246, 432, 432.3, 432.5, 432.7, 432.8, 1102.5,
16 1197.5, 1198.5, 1527, 3366, 3457, and 8397.4, on behalf of all employees of Defendants working
17 within the Civil Penalty Period (collectively, "Aggrieved Employees").

18 2. Jurisdiction exists in the Superior Court of the State of California pursuant to Code
19 of Civil Procedure section 410.10.

20 3. Venue is proper in Orange County, California pursuant to Code of Civil Procedure
21 sections 392, *et seq.* because, among other things, Orange County is where the causes of action
22 complained of herein arose; the county in which the employment relationship began; the county in
23 which performance of the employment contract, or part of it, between Plaintiff and Defendants was
24 due to be performed; the county in which the employment contract, or part of it, between Plaintiff
25 and Defendants was actually performed; and the county in which Defendants, or some of them,
26 reside. Moreover, the unlawful acts alleged herein have a direct effect on Plaintiff and Aggrieved
27 Employees in Orange County, and because Defendants employ numerous Aggrieved Employees in
28 Orange County.

1 4. Plaintiff is an “aggrieved employee” under PAGA, as Plaintiff was employed by
2 Defendants during the applicable statutory period and suffered one or more of the Labor Code
3 violations set forth herein. Accordingly, Plaintiff seeks to recover civil penalties, as the term “civil
4 penalty” is defined under *ZB N.A. v. Superior Court* (2019) 8 Cal.5th 175, under the Labor Code
5 Private Attorneys General Act of 2004, codified at Labor Code section 2698, *et seq.* (“PAGA”) plus
6 reasonable attorneys’ fees and costs, for Plaintiff and all other aggrieved current and former
7 employees of Defendants during the Civil Penalty Period.

8 5. Specifically, Plaintiff seeks to recover PAGA civil penalties through a representative
9 action permitted by PAGA and the California Supreme Court in, among other authorities, *Arias v.*
10 *Superior Court* (2009) 46 Cal.4th 969. According to the same authorities, class certification of the
11 PAGA allegations described herein is not required.

12 6. During the period beginning one (1) year preceding the provision of notice to the
13 LWDA regarding the herein-described Labor Code violations (the “Civil Penalty Period”),
14 Defendants violated, *inter alia*, Labor Code sections 96, 98.6, 200, 201, 201.3, 202, 203, 204, 210,
15 212, 213, 221, 223, 226, 226.3, 226.7, 227.3, 232, 232.5, 245, 246, 404, 432, 432.3, 432.5, 432.7,
16 432.8, 510, 512, 558, 1102.5, 1174, 1174.5, 11821.12, 1194, 1197, 1197.1, 1197.5, 1198.5, 1527,
17 2699, 2802, 2810.5, 3366, 3457, and 8397.4, among others, California Code of Regulations, Title
18 8, Section 3395, Business and Professions Code sections 16600, 16700, and 17200, Government
19 Code section 12952, as well as applicable Wage Orders.

20 7. Labor Code section 2699, subdivisions (a) and (g), authorizes aggrieved employees
21 such as Plaintiff, on behalf of Plaintiff and all other aggrieved current and former employees within
22 the statutory period, to bring a civil action to recover civil penalties pursuant to the procedures
23 specified in Labor Code section 2699.3.

24 8. On or around March 26, 2024, Plaintiff provided written notice pursuant to Labor
25 Code section 2699.3 online and by certified mail, with return receipt requested, of Defendants’
26 violation of various, including the herein-described, provisions of the Labor Code, to the LWDA,
27 as well as by certified mail, with return receipt requested to Defendants, and each of them.

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1 9. Pursuant to Labor Code section 2699.3, subdivision (a)(2)(A), the LWDA did not
2 provide notice of its intention to investigate Defendants' alleged violations within sixty-five (65)
3 calendar days of the March 26, 2024 postmarked date of the herein-described notice sent by Plaintiff
4 to the LWDA and Defendants.

5 **PAGA REPRESENTATIVE ALLEGATIONS**

6 10. At all relevant times mentioned herein, Defendants had and have a policy or practice
7 of failing to pay overtime wages to Plaintiff and other Aggrieved Employees in the State of
8 California in violation of California state wage and hour laws as a result of, without limitation,
9 Plaintiff and other Aggrieved Employees working over eight (8) hours per day, forty (40) hours per
10 week, and/or seven (7) straight workdays in a workweek without paying them proper overtime
11 wages, as a result of, without limitation, failing to accurately track and/or pay for all minutes actually
12 worked; engaging, suffering, or permitting employees to work off the clock, including, without
13 limitation, by requiring employees: to remain on-call, to suffer under Defendants' control to
14 complete pre-shift tasks before clocking in and post-shift tasks after clocking out, to clock out for
15 meal periods and continue working, to don and doff uniforms and/or safety equipment off the clock,
16 to attend company meetings off the clock, to make phone calls or drive off the clock; failing to
17 include all forms of remuneration, including non-discretionary bonuses, incentive pay, meal
18 allowances, and other forms of remuneration into the regular rate of pay for the pay periods where
19 overtime was worked and the additional compensation was earned for the purpose of calculating the
20 overtime rate of pay; detrimental rounding of employee time entries, editing and/or manipulation of
21 time entries to show less hours than actually worked, for paying straight pay instead of overtime
22 pay, and by attempting but failing to properly implement an alternative workweek schedule
23 ("AWS") (including, without limitation, by failing to implement a written agreement designating
24 the regularly scheduled alternative workweek in which the specified number of work days and work
25 hours are regularly recurring; failing to adopt the AWS in a secret ballot election, before the
26 performance of work, by at least a two-thirds (2/3) vote of the affected employees in the work unit;
27 failing to follow the notice/disclosures procedures prior to any AWS election; and/or failing to
28

1 register an AWS election with the State of California, as required by Labor Code section 511 and
2 applicable Wage Orders), to the detriment of Plaintiff and other Aggrieved Employees.

3 11. At all relevant times mentioned herein, Defendants had and have a practice or policy
4 of failing to compensate Plaintiff and other Aggrieved Employees with minimum wages for all hours
5 worked or otherwise under Defendants' control as a result of, without limitation, failing to
6 accurately track and/or pay for all minutes actually worked; by requiring Aggrieved Employees: to
7 remain on-call; to suffer under Defendants' control to complete pre-shift tasks before clocking in
8 and post-shift tasks after clocking out, to clock out for meal periods and continue working, to don
9 and doff uniforms and/or safety equipment off the clock, to attend company meetings off the clock,
10 to make phone calls or drive off the clock; detrimental rounding of employee time entries, editing
11 and/or manipulation of time entries to show less hours than actually worked; failing to pay reporting
12 time pay; paid time off and vacation time owed; and failing to pay split shift premiums, to the
13 detriment of Plaintiff and other Aggrieved Employees.

14 12. At all relevant times mentioned herein, Defendants had and have a policy or practice
15 of failing to provide Plaintiff and other Aggrieved Employees a thirty (30) minute uninterrupted,
16 timely, and complete meal period for days on which the employee worked in excess of five (5) and
17 ten (10) hours per day without being afforded uninterrupted, timely, and complete 30-minute meal
18 periods or compensation in lieu thereof including, without limitation, by interrupting meal periods;
19 not providing timely meal periods; failing to provide first and second meal periods; providing short
20 meal periods; requiring that employees carry cellular telephones or walkie-talkies during meal
21 periods; not permitting employees to leave the premises; otherwise requiring on-duty/on-call meal
22 periods; and/or auto-deducting meal periods that could not be auto-deducted by law or during which
23 employees worked, as required by California wage and hour laws.

24 13. At all relevant times mentioned herein, Defendants had and have a policy or practice
25 of failing to provide Plaintiff and other Aggrieved Employees paid, uninterrupted, timely, and
26 complete rest periods of at least ten (10) minutes per four (4) hours worked or major fractions
27 thereof, or compensation in lieu thereof, including, without limitation, by failing to provide rest
28 periods all together; requiring that they be bundled together and/or with meal periods; interrupting

1 them; requiring that employees carry cellular telephones or walkie-talkies during rest periods not
2 providing them in a timely fashion; and not permitting employees to leave the premises; and/or
3 otherwise requiring on-duty/on-call rest periods, as required by California wage and hour laws.

4 14. At all times relevant hereto, Defendants had and have a policy or practice of failing
5 to permit Plaintiff and Aggrieved Employees from taking cooldown rest periods as required under
6 California Code of Regulations, Title 8, Section 3395, and have failed to pay premium pay in lieu
7 thereof under Labor Code section 226.7.

8 15. At all times relevant hereto, Defendants had and have a policy or practice of failing
9 to pay premium payments under Labor Code section 226.7 to Plaintiff and Aggrieved Employees
10 for non-compliant meal periods and rest periods, as well as the failure to provide cooldown periods,
11 at the proper regular rate of pay in violation of Labor Code sections 512, 226.7, and applicable wage
12 orders.

13 16. At all times mentioned herein, Defendants had and have a policy or practice of
14 unlawfully deducting wages due, or to become due, or as an advance on wages to be earned; an
15 order, check, draft, note, memorandum, gift card, or other acknowledgment of indebtedness, (unless
16 it was negotiable and payable in cash, on demand, without discount, at some established place of
17 business in the state), the name and address of which must but did not appear on the instrument, and
18 at the time of its issuance and for a reasonable time thereafter, which must be but was not at least
19 30 days, the maker or drawer did not have sufficient funds in, or credit arrangement, or
20 understanding with the drawee for its payment of any scrip, coupon, or other thing redeemable, in
21 merchandise, or purporting to be payable or redeemable otherwise than in money. Plaintiff is further
22 informed and believes, and based thereon alleges that such wages were not compensated at the
23 "regular rate" of compensation as provided under Labor Code sections 226.7 and 510, subsection
24 (a).

25 17. At all relevant times mentioned herein, Defendants had and have a policy or practice
26 of failing to comply with Labor Code section 226, subdivision (a) by intentionally failing to furnish
27 Plaintiff and other Aggrieved Employees with itemized wage statements that accurately reflect gross
28 wages earned; total hours worked by the employee; net wages earned; all deductions; all applicable

1 hourly rates in effect during the pay period and the corresponding number of hours worked at each
2 hourly rate by the employee; the legal name of the employer and/or the name and address of the
3 legal entity securing the employer's services if the employer is a farm labor contractor; and other
4 such information as required by Labor Code section 226, subdivision (a).

5 18. At all relevant times mentioned herein, Defendants had and have a policy or practice
6 of failing to comply with Labor Code section 226, subdivision (a) by intentionally failing to furnish
7 Plaintiff and other Aggrieved Employees with documents signed to obtain or hold employment
8 under Labor Code section 432, personnel records under Labor Code section 1198.5, and time records
9 under Labor Code section 1174, making it difficult for Plaintiff and other Aggrieved Employees to
10 calculate their unpaid wages and/or premium payments, to the detriment of Plaintiff and other
11 Aggrieved Employees.

12 19. At all relevant times mentioned herein, Defendants had and have a policy or practice
13 of failing to timely pay Plaintiff and other Aggrieved Employees, among other wages, all wages
14 owed as a result of Defendants' practice or policy of failing to pay, among other wages, overtime
15 wages at the regular rate of pay, minimum wages, premium wages at the regular rate of pay, paid
16 time off, paid sick leave, and vacation time owed as required by Labor Code sections 201, 202, and
17 203.

18 20. At all relevant times herein, Defendants had and have a policy or practice of failing
19 to pay Plaintiff and Aggrieved Employees their paid time off and vacation time owed upon
20 separation of employment as wages at their final rate of pay in violation of Labor Code section 227.3
21 and applicable Wage Orders.

22 21. At all relevant times mentioned herein, Defendants have had a policy or practice of
23 failing and refusing, and continue to fail and refuse, to reimburse employees, including, without
24 limitation, Plaintiff and other Aggrieved Employees, with their costs incurred for driving personal
25 vehicles (*i.e.*, mileage and gas), purchasing uniforms, including, without limitation, for steel-toe
26 boots, non-slip shoes, and other safety and/or personal protective equipment ("PPE"), providing
27 uniform and other deposits, separately laundering mandatory uniforms, for the purchase of tools,
28 and for the purchase and maintenance of cellular phones and cellular phone plans, in direct

1 consequence of the discharge of their duties, or of their obedience to the directions of Defendants,
2 as required by Labor Code 2802.

3 22. At all relevant times mentioned herein, Defendants have had a policy or practice of
4 failing to comply with the notice requirements of Labor Code section 2810.5 (*i.e.*, the Wage Theft
5 Protection Act of 2011) by, among other things, failing to provide Plaintiff and other Aggrieved
6 Employees with the rates of pay and overtime rates of pay applicable to their employment;
7 allowances claimed as part of the minimum wage; the regular payday designated by Defendants; the
8 name, address, and telephone number of the workers' compensation insurance carrier; information
9 regarding paid sick leave; and other pertinent information required to be disclosed by Defendants
10 under Labor Code section 2810.5.

11 23. At all relevant times mentioned herein, Defendants failed to provide Plaintiff and
12 other Aggrieved Employees with the amount of paid sick leave required to be provided pursuant to
13 California law (including, without limitation Labor Code section 245, *et seq.*), and also did not
14 permit its use upon request as contemplated under California laws, to the detriment of Plaintiff and
15 all other Aggrieved Employees.

16 24. At all relevant times mentioned herein, Defendants had or have a policy or practice
17 of failing to reimburse deposits made, including uniform deposits, together with all interest owed at
18 the separation of employment in violation of Labor Code section 404.

19 25. At all relevant times mentioned herein, Defendants have had a policy or practice of
20 failing to pay Plaintiff and Aggrieved Employees their wages in accordance with Labor Code
21 Section 204, which requires that: "[l]abor performed between the 1st and 15th days, inclusive, of
22 any calendar month shall be paid for between the 16th and 26th day of the month during which the
23 labor was performed, and labor performed between the 16th and the last day, inclusive of any
24 calendar month, shall be paid for between the 1st and 10th day of the following month."

25 26. At all times mentioned herein, Defendants have had, and continue to have, a policy
26 of failing to provide all working employees with suitable seats when the nature of the work
27 reasonably permits the use of seats. Defendants have also failed to place an adequate number of
28 seats in reasonable proximity to the work area and/or permitted employees to use such seats when

1 it does not interfere with the performance of their duties and employees are not engaged in the active
2 duties of their employment, and the nature of their work requires standing.

3 27. At all times mentioned herein, Defendants have had, and continue to have, a policy
4 of failing to provide all temporary workers with owed wages weekly by not later than the regular
5 payday of the following week.

6 28. At all times mentioned herein, Defendants have had, and continue to have, a policy
7 of failing to provide adequate and readily accessible sanitation facilities; a regular schedule for
8 servicing, cleaning, and supplying each facility to ensure it is maintained in a clean, sanitary and
9 serviceable condition; an adequate supply of suitable cleansing agents, water, single-use towels or
10 blowers; and a sufficient number of toilets to be used by each sex of employee.

11 29. At all times mentioned herein, Defendants have had, and continue to have, a policy
12 of failing to conducting unlawful background checks on prospective and current employees prior to
13 making a conditional offer. Plaintiff is informed and believes, and based thereon alleges, that
14 Defendants violated applicable laws by, without limitation: requiring job applicants and employees
15 to disclose their conviction history before Defendants made a conditional offer of employment;
16 inquiring into or considering the conviction history of applicants before Defendants made any
17 conditional offers of employment; considering, distributing, or disseminating information about
18 arrests not followed by conviction, referrals to or participation in a pretrial or posttrial diversion
19 program, convictions that have been sealed, dismissed, expunged, or statutorily eradicated pursuant
20 to law, or any conviction for which the convicted person has received a full pardon or has been
21 issued a certificate of rehabilitation, while conducting conviction history background checks in
22 connection with any applications for employment; intending to deny an applicant a position of
23 employment solely or in part because of the applicant's conviction history; and asking applicants
24 for employment to disclose, through any written form or verbally, information concerning or related
25 to an arrest, detention, processing, diversion, supervision, adjudication, or court disposition that
26 occurred while the person was subject to the process and jurisdiction of the juvenile court, to the
27 detriment of Plaintiff and other Aggrieved Employees.

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1 30. At all times mentioned herein, Defendants have had, and continue to have, a practice
2 or policy of relying on the salary history information of an applicant for employment as a factor in
3 determining whether to offer employment to an applicant or what salary to offer the applicant in
4 violation of Labor Code section 432.3 by including, on Defendants' application for employment, an
5 inquiry regarding current and/or former salary history information, including, without limitation,
6 compensation and benefits of the applicant for employment.

7 31. At all times mentioned herein, Defendants have had, and continue to have, a practice
8 or policy of requiring Aggrieved Employees to agree in writing to confidentiality policies that
9 unlawfully restrain trade by prohibiting Employees from speaking with prospective employers about
10 their work with Defendants, including but not limited to their wages and working conditions.
11 Defendants also required Aggrieved Employees to inform prospective employers of Defendants'
12 restrictions of Aggrieved Employees' freedom to work.

13 32. At all relevant times mentioned herein, Defendants had and have a policy or practice
14 of preventing Plaintiff and/or Aggrieved Employees from using or disclosing the skills, knowledge
15 and experience they obtained at Defendants for purposes of competing with Defendants, including,
16 without limitation, preventing Aggrieved Employees from disclosing their wages in negotiating a
17 new job with a prospective employer, and from disclosing who else works at Defendants and under
18 what circumstances that they might be receptive to an offer from a rival employer. Plaintiff is
19 informed and believes that this policy and/or practice violates Business and Professions Code
20 sections 17200, 16600 and 16700, and, by virtue thereof, various provisions of the Labor Code,
21 including Labor Code sections 232, 232.5, and 1197.5, subdivision (k).

22 33. Defendants had and have a policy or practice of preventing Plaintiff and/or other
23 Aggrieved Employees from disclosing violations of state and federal law, either within Defendants
24 to their managers or outside to private attorneys or government officials, among others, in violation
25 of Business and Professions Code section 17200, and, thus, in violation of Labor Code section
26 1102.5. In addition, Plaintiff is informed and believes that Defendants' herein-described policies
27 and/or practices prevent Plaintiff and/or other Aggrieved Employees from disclosing information
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1 about unsafe or discriminatory working conditions, or about wage and hour violations in violation
2 of Labor Code section 232 and 232.5.

3 34. Defendants had and have a policy or practice of preventing Plaintiff and/or other
4 Aggrieved Employees from engaging in lawful conduct during non-work hours, thus violating state
5 statutes entitling employees to disclose wages, working conditions, and illegal conduct, including,
6 without limitation, Labor Code sections 96, subdivision (k), 98.6, 232, 232.5, and 1197.5,
7 subdivision (k). Plaintiff is informed and believes that this lawful conduct includes the exercise of
8 Plaintiff's and/or other Aggrieved Employee's constitutional rights of freedom of speech and
9 economic liberty.

10 35. Plaintiff, in Plaintiff's representative capacity, seeks civil penalties under Labor
11 Code sections 210, 226.3, 558, 1174.5, 1197.1, and 2699 for the herein-described acts, which violate
12 the California Labor Code as described above, including on behalf of Plaintiff and other Aggrieved
13 Employees pursuant to PAGA.

14 **PARTIES**

15 **A. Plaintiff**

16 36. Plaintiff is a resident of the State of California. At all relevant times herein, Plaintiff
17 is informed and believes, and based thereon alleges, that Defendants employed Plaintiff as a non-
18 exempt employee, with duties that included, but were not limited to, housekeeping and general
19 cleaning services. Plaintiff is informed and believes that Plaintiff worked for Defendants from
20 approximately January of 2018 through at least April of 2023.

21 **B. Defendants**

22 37. Plaintiff is informed and believes and based thereon alleges that defendant ECGOC
23 is, and at all times relevant hereto was, a corporation organized and existing under and by virtue of
24 the laws of the State of California and doing business in the County of Orange, State of California.

25 38. Plaintiff is informed and believes and based thereon alleges that defendant ECPH is,
26 and at all times relevant hereto was, a corporation organized and existing under and by virtue of the
27 laws of the State of California and doing business in the County of Orange, State of California.

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1 39. The true names and capacities, whether individual, corporate, associate, or otherwise,
2 of defendants sued herein as DOES 1 through 100, inclusive, are currently unknown to Plaintiff,
3 who therefore sues defendants by such fictitious names under Code of Civil Procedure section 474.
4 Plaintiff is informed and believes and based thereon alleges that each of the defendants designated
5 herein as DOE is legally responsible in some manner for the unlawful acts referred to herein.
6 Plaintiff will seek leave of court to amend this Complaint to reflect the true names and capacities of
7 the defendants designated hereinafter as DOES when such identities become known. Plaintiff is
8 informed and believes, and based thereon alleges, that each defendant acted in all respects pertinent
9 to this action, as the agent of the other defendant(s), carried out a joint scheme, business plan or
10 policy in all respects pertinent hereto, and the acts of each defendant are legally attributable to the
11 other defendants. Whenever, heretofore or hereinafter, reference is made to "Defendants," it shall
12 include ECGOC, ECPH, and any of their parent, subsidiary, or affiliated companies within the State
13 of California, as well as DOES 1 through 100 identified herein.

14 **JOINT LIABILITY ALLEGATIONS**

15 40. Plaintiff is informed and believes, and based thereon alleges, that at all times
16 mentioned herein, each of the defendants was the agent, principal, employee, employer,
17 representative, joint venture or co-conspirator of each of the other defendants, either actually or
18 ostensibly, and in doing the things alleged herein acted within the course and scope of such agency,
19 employment, joint venture, and conspiracy.

20 41. All of the acts and conduct described herein of each and every corporate defendant
21 was duly authorized, ordered, and directed by the respective and collective defendant corporate
22 employers, and the officers and management-level employees of said corporate employers. In
23 addition thereto, said corporate employers participated in the aforementioned acts and conduct of
24 their said employees, agents, and representatives, and each of them; and upon completion of the
25 aforesaid acts and conduct of said corporate employees, agents, and representatives, the defendant
26 corporation respectively and collectively ratified, accepted the benefits of, condoned, lauded,
27 acquiesced, authorized, and otherwise approved of each and all of the said acts and conduct of the
28 aforementioned corporate employees, agents and representatives.

1 42. Plaintiff is informed and believes, and based thereon alleges, that despite the
2 formation of the purported corporate existence of ECGOC, ECPH, and DOES 1 through 50,
3 inclusive (the “Alter Ego Defendants”), they, and each of them, are one and the same with DOES
4 51 through 100 (“Individual Defendants”), and each of them, due to, but not limited to, the following
5 reasons:

6 a. The Alter Ego Defendants are completely dominated and controlled by the
7 Individual Defendants who personally committed the wrongful and illegal acts and violated the laws
8 as set forth in this Complaint, and who have hidden and currently hide behind the Alter Ego
9 Defendants to perpetrate frauds, circumvent statutes, or accomplish some other wrongful or
10 inequitable purpose;

11 b. The Individual Defendants derive actual and significant monetary benefits by
12 and through the Alter Ego Defendants’ unlawful conduct, and by using the Alter Ego Defendants as
13 the funding source for the Individual Defendants’ own personal expenditures;

14 c. Plaintiff is informed and believes, and thereon alleges, that the Individual
15 Defendants and the Alter Ego Defendants, while really one and the same, were segregated to appear
16 as though separate and distinct for purposes of perpetrating a fraud, circumventing a statute, or
17 accomplishing some other wrongful or inequitable purpose;

18 d. Plaintiff is informed and believes, and thereon alleges, that the business affairs
19 of the Individual Defendants and the Alter Ego Defendants are, and at all relevant times mentioned
20 herein were, so mixed and intermingled that the same cannot reasonably be segregated, and the same
21 are inextricable confusion. The Alter Ego Defendants are, and at all relevant times mentioned herein
22 were, used by the Individual Defendants as mere shells and conduits for the conduct of certain of
23 their, and each of their affairs. The Alter Ego Defendants are, and at all relevant times mentioned
24 herein were, the alter egos of the Individual Defendants;

25 e. The recognition of the separate existence of the Individual Defendants from
26 the Alter Ego Defendants would promote injustice insofar that it would permit these defendants to
27 insulate themselves from liability to Plaintiff for violations to the Civil Code, Government Code,
28 and other statutory violations. The corporate existence of these defendants should thus be

1 disregarded in equity and for the ends of justice because such disregard is necessary to avoid fraud
2 and injustice to Plaintiff herein;

3 f. Accordingly, the Alter Ego Defendants constitute the alter ego of the
4 Individual Defendants (and vice versa), and the fiction of their separate corporate existence must be
5 disregarded.

6 43. As a result of the aforementioned facts, Plaintiff is informed and believes, and based
7 thereon alleges that Defendants, and each of them, are joint employers.

8 **FIRST CAUSE OF ACTION**

9 **(Civil Penalties Under the Private Attorneys' General Act (2004) – Against All Defendants)**

10 44. Plaintiff re-alleges and incorporates by reference all of the allegations set forth in the
11 preceding paragraphs as though fully set forth hereat.

12 **Civil Penalties Under Labor Code § 210**

13 45. At all relevant times herein, Labor Code section 204, requires and required that:
14 “[l]abor performed between the 1st and 15th days, inclusive, of any calendar month shall be paid for
15 between the 16th and 26th day of the month during which the labor was performed, and labor
16 performed between the 16th and the last day, inclusive, of any calendar month, shall be paid for
17 between the 1st and 10th day of the following month.”

18 46. At all relevant times herein, Labor Code section 210, subdivision (a) states and stated
19 that “[i]n addition to, and entirely independent and apart from, any other penalty provided in this
20 article, every person who fails to pay the wages of each employee as provided in Sections 201.3,
21 204, 204b, 204.1, 205, 205.5, and 1197.5, shall be subject to a civil penalty as follows: (1) For any
22 initial violation, one hundred dollars (\$100) for each failure to pay each employee” and “(2) For
23 each subsequent violation, or any willful or intentional violation, two hundred dollars (\$200) for
24 each failure to pay each employee, plus 25 percent of the amount unlawfully withheld.”

25 47. At all relevant times herein, Defendants have had a consistent policy or practice of
26 failing to pay Plaintiff and/or Aggrieved Employees during their employment on a timely basis as
27 per Labor Code section 204. Thus, pursuant to Labor Code section 210, Plaintiff and other
28 Aggrieved Employees are entitled to recover civil penalties for Defendants’ violations of Labor

1 Code section 204, in the amount of one hundred dollars (\$100) for each Aggrieved Employee for
2 each initial violation per employee, and two hundred dollars (\$200) for each Aggrieved Employee
3 for each subsequent violation in connection with each payment that was made in violation of Labor
4 Code section 204.

5 Civil Penalties Under Labor Code § 226.3

6 48. Defendants had and have a policy or practice of failing to comply with Labor Code
7 section 226, subdivision (a) by intentionally failing to furnish Plaintiff and Aggrieved Employees
8 with itemized wage statements that accurately reflect gross wages earned; total hours worked; net
9 wages earned; the name and address of each employer with whom they have been placed to work;
10 all applicable hourly rates in effect during the pay period and the corresponding number of hours
11 worked at each hourly rate; the legal name of the employer and/or the name and address of the legal
12 entity securing the employer's services if the employer is a farm labor contractor; and other such
13 information as required by Labor Code section 226, subdivision (a).

14 49. Labor Code section 226.3 states that "[a]ny employer who violates subdivision (a)
15 of Section 226 shall be subject to a civil penalty in the amount of two hundred fifty dollars (\$250)
16 per employee per violation in an initial citation and one thousand dollars (\$1,000) per employee for
17 each violation in a subsequent citation, for which the employer fails to provide the employee a wage
18 deduction statement or fails to keep the records required in subdivision (a) of Section 226."

19 50. Labor Code section 226.3 further provides that "[t]he civil penalties provided for in
20 this section are in addition to any other penalty provided by law."

21 51. Plaintiff is informed and believes, and based thereon alleges, that Defendants had
22 and have a policy or practice of failing to furnish Aggrieved Employees with itemized wage
23 statements that accurately reflect gross wages earned; total hours worked; net wages earned; all
24 deductions; all applicable hourly rates in effect and the corresponding number of hours worked at
25 each hourly rate in effect during the pay period; the legal name of the employer and/or the name and
26 address of the legal entity securing the employer's services if the employer is a farm labor contractor;
27 and other such information as required by Labor Code section 226, subdivision (a).

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52. Pursuant to Labor Code section 226.3, Plaintiff and other Aggrieved Employees are entitled to recover civil penalties for Defendants' violation of Labor Code section 226, subdivision (a) in the amount of two hundred fifty dollars (\$250) for each Aggrieved Employee per pay period for the initial violation, and one thousand dollars (\$1,000) for each Aggrieved Employee per pay period for each subsequent violation.

Violation of Labor Code § 558

53. Pursuant to Labor Code section 558, subdivision (a): “Any employer or other person acting on behalf of an employer who violates, or causes to be violated . . . any provision regulating hours and days of work in any of the Industrial Welfare Commission” shall be subject to a civil penalty as follows:

- (1) For any initial violation, fifty dollars (\$50) for each underpaid employee and for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages;
- (2) For each subsequent violation, one hundred dollars (\$100) for each underpaid employee for each pay period for which the employee was underpaid in addition to an amount sufficient to recover underpaid wages;
- (3) Wages recovered pursuant to this section shall be paid to the affected employee.”

54. Plaintiff is informed and believes, and based thereon alleges, that Defendants, and each of them, violated, or caused to be violated, the Labor Code sections described herein, including causing Plaintiff and other Aggrieved Employees not to: be paid with the rates of pay and overtime rates of pay applicable to their employment, allowances claimed as part of the minimum wage, the regular payday designated by employer, the name of the employer, including any “doing business as” names used, the name, address, and telephone number of the workers’ compensation insurance carrier, information regarding paid sick leave, and other pertinent information.

55. As a direct and proximate result of the herein-described Labor Code violations, pursuant to Labor Code section 558, Plaintiff and other Aggrieved Employees are entitled to recover civil penalties for Defendants' herein-described Labor Code violations in the amount fifty dollars (\$50) for each Aggrieved Employee per pay period for the initial violation, and one hundred dollars

1 (\$100) for each Aggrieved Employee per pay period for each subsequent violation.

2 Violation of Labor Code § 1174.5

3 56. At all times mentioned herein, Labor Code section 1174, subdivision (b) has required
4 every person employing labor in California to “[a]llow any member of the commission or the
5 employees of the Division of Labor Standards Enforcement free access to the place of business or
6 employment of the person to secure any information or make any investigation that they are
7 authorized by this chapter to ascertain or make. The commission may inspect or make excerpts,
8 relating to the employment of employees, from the books, reports, contracts, payrolls, documents,
9 or papers of the person.”

10 57. At all times mentioned herein, Labor Code section 1174, subdivision (c) has required
11 every person employing labor in California to “[k]eep a record showing the names and addresses of
12 all employees employed and the ages of all minors.”

13 58. At all times mentioned herein, Labor Code section 1174, subdivision (d) has required
14 every person employing labor in California to “[k]eep, at a central location in the state or at the
15 plants or establishments at which employees are employed, payroll records showing the hours
16 worked daily by and the wages paid to, and the number of piece-rate units earned by and applicable
17 piece rate paid to, employees employed at the respective plants or establishments. These records
18 shall be kept in accordance with rules established for this purpose by the commission, but in any
19 case, shall be kept on file for not less than three years. An employer shall not prohibit an employee
20 from maintaining a personal record of hours worked, or, if paid on a piece-rate basis, piece-rate units
21 earned.”

22 59. Pursuant to Labor Code section 1174.5, “[a]ny person employing labor who willfully
23 fails to maintain the records required by subdivision (c) of [Labor Code] Section 1174 or accurate
24 and complete records required by subdivision (d) of [Labor Code] Section 1174, or to allow any
25 member of the commission or employees of the division to inspect records pursuant to subdivision
26 (b) of [Labor Code] Section 1174, shall be subject to a civil penalty of five hundred dollars (\$500).

27 60. Plaintiff is informed and believes, and based thereon alleges, that Defendants have
28 willfully failed to keep adequate or accurate time records including wage statements and similar

1 payroll documents under Labor Code section 226, documents signed to obtain or hold employment
2 under Labor Code section 432, personnel records under Labor Code section 1198.5, and time records
3 under Labor Code section 1174.

4 61. As a direct and proximate result of the herein-described Labor Code violations,
5 pursuant to Labor Code section 1174.5, Plaintiff and other Aggrieved Employees are entitled to
6 recover civil penalties for Defendants' herein-described Labor Code violations in the amount of five
7 hundred dollars (\$500) per violation per Aggrieved Employee.

8 Violation of Labor Code § 1197.1

9 62. Pursuant to Labor Code section 1197.1, subdivision (a): "Any employer or other
10 person acting either individually or as an officer, agent, or employee of another person, who pays
11 or causes to be paid to any employee a wage less than the minimum fixed by an applicable state or
12 local law, or by an order of the commission shall be subject to a civil penalty, restitution of wages,
13 liquidated damages payable to the employee, and any applicable penalties imposed pursuant to
14 Section 203 as follows:

15 (1) For any initial violation that is intentionally committed, one hundred dollars
16 (\$100) for each underpaid employee for each pay period for which the
17 employee is underpaid. This amount shall be in addition to an amount
18 sufficient to recover underpaid wages, liquidated damages pursuant to Section
19 1194.2, and any applicable penalties imposed pursuant to Section 203.

20 (2) For each subsequent violation for the same specific offense, two hundred fifty
21 dollars (\$250) for each underpaid employee for each pay period for which the
22 employee is underpaid regardless of whether the initial violation is
23 intentionally committed. This amount shall be in addition to an amount
24 sufficient to recover underpaid wages, liquidated damages pursuant to Section
25 1194.2, and any applicable penalties imposed pursuant to Section 203.

26 (3) Wages, liquidated damages, and any applicable penalties imposed pursuant to
27 Section 203, recovered pursuant to this section shall be paid to the affected
28 employee."

1 63. Plaintiff is informed and believes, and based thereon alleges, that Defendants caused
2 Plaintiff and Aggrieved Employees not to be paid minimum wages as a result of Defendants, without
3 limitation, routinely failing to pay Plaintiff or other Aggrieved Employees' minimum wages for all
4 hours worked or otherwise under Defendants' control due to, without limitation, routinely failing to
5 accurately track and/or pay for all hours actually worked; detrimental rounding or manipulation of
6 time entries; paying straight pay instead of overtime or otherwise failing to pay overtime hours at
7 the proper overtime rate of pay; engaging, suffering, or permitting employees to work off the clock,
8 entitling Plaintiff and other Aggrieved Employees to actual and liquidated damages.

9 64. As a direct and proximate result of the herein-described Labor Code violations,
10 pursuant to Labor Code section 1197.1, Plaintiff and other Aggrieved Employees are entitled to
11 recover civil penalties for Defendants' herein-described Labor Code violations in the amount one
12 hundred dollars (\$100) for each Aggrieved Employee per pay period for the initial violation, and
13 two hundred and fifty dollars (\$250) for each Aggrieved Employee per pay period for each
14 subsequent violation.

15 Civil Penalties Under Labor Code § 2699

16 65. Pursuant to Labor Code section 2699, subdivision (a), notwithstanding any other
17 provision of law, any provision of the Labor Code that provides for a civil penalty to be assessed
18 and collected by the LWDA or any of its departments, divisions, commissions, boards, agencies or
19 employees for a violation of the Labor Code may, as an alternative, be recovered through a civil
20 action brought by an aggrieved employee on behalf of himself or herself and other current or former
21 employees pursuant to the procedures specified in Labor Code section 2699.3.

22 66. Pursuant to Labor Code section 2699, subdivision (f), for all provisions of the Labor
23 Code except those for which a civil penalty is specifically provided, the established civil penalty for
24 a violation of those provisions is as follows: if, at the time of the alleged violation, the person
25 employs one or more employees, the civil penalty is one hundred dollars (\$100) for each aggrieved
26 employee per pay period for the initial violation and two hundred dollars (\$200) for each aggrieved
27 employee per pay period for each subsequent violation.

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1 67. Plaintiff is informed and believes, and based thereon alleges that Defendants, and
2 each of them, violated the Labor Code sections described herein, including, without limitation, for
3 the failure to: pay the rates of pay and overtime rates of pay applicable to their employment,
4 allowances claimed as part of the minimum wage, the regular payday designated by Defendants, the
5 name of the employer, including “doing business as” names used, the name, address, and telephone
6 number of the workers’ compensation insurance carrier, information regarding paid sick leave, and
7 other pertinent information required to be disclosed by Defendants under Labor Code section
8 2810.5, failing to provide Plaintiff and other Aggrieved Employees with the amount of paid sick
9 leave required to be provided pursuant to California and local laws.

10 68. Moreover, Plaintiff and other Aggrieved Employees within the State of California
11 whom he seeks to represent are entitled to an award of reasonable attorneys’ fees and costs in
12 connection with their herein-described claims for civil penalties.

13 **REQUEST FOR JURY TRIAL**

14 69. Plaintiff hereby requests a trial by jury.

15 **PRAYER**

16 **WHEREFORE**, on behalf of Plaintiff and Aggrieved Employees, Plaintiff prays for
17 judgment against Defendants as follows:

- 18 A. An award of civil penalties pursuant to Labor Code sections 210, 226.3, 558,
19 1174.5, 1197.1, and 2699;
20 B. An award of reasonable attorneys’ fees and costs pursuant to Labor Code sections
21 210, 226.3, 558, 1174.5, 1197.1, and 2699;
22 C. Pre-judgment and post-judgment interest;
23 D. For costs of suit incurred herein; and
24 E. Such other and further relief as the Court deems just and proper.

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Dated: June 14, 2024

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SALAZAR, as an aggrieved employee, and on behalf
of all other aggrieved employees