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County of Madera

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County of Madera

09/23/2024

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By: Ashley M. Ormandy, Deputy Clerk

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Attorneys for Defendant

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

RODOLFO M. BLAZ, individually, and on
behalf of all others similarly situated,

Plaintiff,

v.

MID-VALLEY LABOR SERVICES, INC., an
unknown entity; MPM FARMING COMPANY,
INC., a California corporation; and DOES 1
through 10, inclusive,

Defendants.

Case No.: MCV091352

[Assigned for all purposes to Hon. Michael J. Jurkovich, Dept. 44] Hon. Brian W. Enos

**JOINT STIPULATION FOR LEAVE TO
FILE FIRST AMENDED CLASS AND
REPRESENTATIVE ACTION
COMPLAINT; ~~PROPOSED~~ ORDER**

Complaint Filed: February 27, 2024
Trial Date: None Set

**JOINT STIPULATION FOR LEAVE TO FILE FIRST AMENDED CLASS AND
REPRESENTATIVE ACTION COMPLAINT; ~~PROPOSED~~ ORDER**

1 Plaintiff Rodolfo M. Blaz (“Plaintiff”) and Defendants Mid-Valley Labor Services, Inc.
2 and MPM Farming Company, Inc. (collectively, “Defendants”) (Plaintiff and Defendants are
3 herein collectively referred to as the “Parties”), by and through their respective counsel of record,
4 hereby enter into the stipulation below with reference to the following facts:

5 **WHEREAS**, on February 27, 2024, Plaintiff filed a class action complaint in the above-
6 entitled Court alleging violations of California law for: (1) failure to pay minimum and straight
7 time wages; (2) failure to pay overtime wages; (3) failure to provide meal periods; (4) failure to
8 authorize and permit rest periods; (5) failure to timely pay final wages at termination; (6) failure
9 to provide accurate itemized wage statements; (7) failure to indemnify for business expenditures;
10 and (8) unfair business practices.

11 **WHEREAS**, on March 25, 2024, Plaintiff provided notice to Defendant and the California
12 Labor & Workforce Development Agency (“LWDA”) regarding Plaintiff’s intent to pursue a
13 California Labor Code Private Attorney’s General Act (“PAGA”) representative action;

14 **WHEREAS**, on May 10, 2024, Defendants filed its Answer to Plaintiff’s class action
15 complaint;

16 **WHEREAS**, in order to effectively and economically litigate the claims, the Parties have
17 agreed that Plaintiff will file a First Amended Class and Representative Action Complaint adding
18 a cause of action pursuant to PAGA;

19 **WHEREAS**, Plaintiff seeks leave to file a First Amended Class and Representative Action
20 Complaint, attached hereto as **Exhibit A**, to include claims for civil penalties under PAGA. A red-
21 lined version of the First Amended Class and Representative Action Complaint is attached hereto
22 as **Exhibit B**;

23 **THEREFORE**, the Parties, by and through their undersigned counsel of record, hereby
24 stipulate and agree to Plaintiff’s filing of a First Amended Class and Representative Action
25 Complaint, and respectfully request that the Court enter an order as follows:

- 26 1. Plaintiff be allowed leave to file its First Amended Class and Representative Action
27 Complaint in the form attached as **Exhibit A** to this Stipulation;
28 2. Plaintiff’s First Amended Class and Representative Action Complaint be deemed

effective as of the date that the Court approves and issues its Order with respect hereto; and

3. Defendants shall have thirty (30) days from the service of the Order granting this Joint Stipulation to file and serve upon Plaintiff a responsive pleading to the First Amended Class and Representative Action Complaint.

Respectfully submitted,

Dated: September 19, 2024

WILSHIRE LAW FIRM

By: 

Justin F. Marquez
Benjamin H. Haber
Daniel J. Kramer

Attorneys for Plaintiff

Respectfully submitted,

Dated: September 19, 2024

WANGER JONES HELSLEY PC

By: 

Amanda G. Hebesha
Giulio A. Sanchez

Attorneys for Defendants

~~PROPOSED~~ ORDER

The Court having considered the Parties' Joint Stipulation for Leave to file a First Amended Class and Representative Action Complaint, and good cause appearing, IT IS HEREBY ORDERED AS FOLLOWS:

1. Plaintiff be allowed leave to file his First Amended Class and Representative Action Complaint in the form attached as **Exhibit A** to this Stipulation;
2. Plaintiff's First Amended Class and Representative Action Complaint be deemed effective as of the date that the Court approves and issues its Order with respect hereto; and
3. Defendants shall have thirty (30) days from the service of this Order to file and serve upon Plaintiff a responsive pleading to the First Amended Class and Representative Action Complaint.

IT IS SO ORDERED.

DATE: 09/23/2024

Brian W Enos

Honorable ~~Michael J. Jurkovich~~ Brian W. Enos
Judge of the Madera County Superior Court

The electronic signature and seal on
this document have the same validity
and legal force and effect as an original
signature and court seal. California
Government Code §68150(g).

Exhibit A

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Attorneys for Plaintiff

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

RODOLFO M. BLAZ, individually, on behalf of
all others similarly situated, the State of
California, and other aggrieved employees,

Plaintiff,

v.

MID-VALLEY LABOR SERVICES, INC., an
unknown entity; MPM FARMING COMPANY,
INC., a California corporation; and DOES 1
through 10, inclusive,

Defendants.

Case No.: MCV091352

**FIRST AMENDED CLASS AND
REPRESENTATIVE ACTION
COMPLAINT:**

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

DEMAND FOR JURY TRIAL

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

4 **INTRODUCTION & PRELIMINARY STATEMENT**

5 1. Plaintiff brings this action against Defendants MID-VALLEY LABOR
6 SERVICES, INC., MPM FARMING COMPANY, INC. and DOES 1 through 10 (hereinafter
7 collectively referred to as “Defendants”) for California Labor Code violations and unfair
8 business practices stemming from Defendants’ failure to pay for all hours worked (minimum,
9 straight time, and overtime wages), failure to provide meal periods, failure to authorize and
10 permit rest periods, failure to timely pay final wages, failure to furnish accurate wage statements,
11 and failure to indemnify employees for expenditures.

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

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

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

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

- 3 (a) Failing to pay employees for all hours worked, including all minimum,
4 straight time, and overtime wages in compliance with the California Labor
5 Code and IWC Wage Orders;
- 6 (b) Failing to provide employees with timely and duty-free meal periods in
7 compliance with the California Labor Code and IWC Wage Orders, failing
8 to maintain accurate records of all meal periods taken or missed, and
9 failing to pay an additional hour's pay for each workday a meal period
10 violation occurred;
- 11 (c) Failing to authorize and permit employees to take timely and duty-free rest
12 periods in compliance with the California Labor Code and IWC Wage
13 Orders, and failing to pay an additional hour's pay for each workday a rest
14 period violation occurred;
- 15 (d) Willfully failing to pay employees all minimum, straight time, overtime,
16 meal period premium, and rest period premium wages due within the time
17 period specified by California law when employment terminates;
- 18 (e) Failing to provide employees with accurate, itemized wage statements
19 containing all the information required by the California Labor Code and
20 IWC Wage Orders; and
- 21 (f) Failure to Indemnify Employees for Expenditures (Cal. Lab. Code § 2802).

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

26 7. At all relevant times, Defendants were and are legally responsible for all of the
27 unlawful conduct, policies, practices, acts and omissions as described in each and all of the
28 foregoing paragraphs as the employer of Plaintiff, the Class, and the Aggrieved Employees.

Further, Defendants are responsible for each of the unlawful acts or omissions complained of herein under the doctrine of “respondeat superior.”

///

THE PARTIES

A. Plaintiff

8. Plaintiff RODOLFO M. BLAZ is a resident of California who worked for Defendants in Madera County, California as an hourly-paid, non-exempt employee from approximately August 2023 to approximately October 2023.

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

B. Defendants

10. Plaintiff is informed and believes, and based upon that information and belief alleges, that Defendants MID-VALLEY LABOR SERVICES, INC. and MPM FARMING COMPANY, INC. are, and at all times herein mentioned, were:

- (a) Business entities qualified to do business and actually conducting business in numerous counties throughout the State of California, including in Madera County; and,
- (b) The former employers of Plaintiff and the current and/or former employers of the putative Class, and the current and/or former employers of the Aggrieved Employees because Defendants MID-VALLEY LABOR SERVICES, INC. and MPM FARMING COMPANY, INC. suffered and permitted Plaintiff, the Class, and the Aggrieved Employees to work, and/or controlled their wages, hours, or working conditions.

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

complaint to set forth the true names and capacities of these Defendants when they have been ascertained, together with appropriate charging allegations, as may be necessary.

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

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

ALLEGATIONS COMMON TO ALL CAUSES OF ACTION

14. Plaintiff worked for Defendants in California as an hourly-paid, non-exempt employee from approximately August 2023 to approximately October 2023. During Plaintiff's employment for Defendants, Defendants paid Plaintiff an hourly wage and classified him as non-exempt from overtime. Defendants typically scheduled Plaintiff to work at least five days in a workweek and at least eight hours per day, but Plaintiff regularly worked more than eight hours in a workday and/or more than forty (40) hours in a workweek.

15. Throughout Plaintiff's employment, Defendants failed to pay for all hours worked

(including minimum, straight time, and overtime wages), failed to provide Plaintiff with legally compliant meal periods, failed to authorize and permit Plaintiff to take rest periods, failed to timely pay all final wages to Plaintiff when Defendants terminated his employment, failed to furnish accurate wage statements to Plaintiff, and failed to indemnify employees for expenditures. As discussed below, Plaintiff's experience working for Defendants was typical and illustrative.

16. Throughout the statutory period, Defendants maintained a policy and practice of not paying Plaintiff, the Class, and the Aggrieved Employees for all hours worked, including minimum, straight time, and overtime wages. Defendants required Plaintiff, the Class, and the Aggrieved Employees to work "off-the-clock", uncompensated, by, for example, requiring Plaintiff, the Class, and the Aggrieved Employees to perform work before clocking in, after clocking out, and during meal periods. Some of this unpaid work should have been paid at the overtime rate. In failing to pay for all hours worked, Defendants also failed to maintain accurate records of the hours Plaintiff, the Class, and the Aggrieved Employees worked.

17. Throughout the statutory period, Defendants maintained a policy and practice of not paying Plaintiff, the Class, and the Aggrieved Employees for all hours worked, including minimum, straight time, and overtime wages. Defendants regularly used a system of time rounding and/or synthetic timekeeping that resulted, over a period of time, in failing to compensate Plaintiffs, the Class, and the Aggrieved Employees properly for all the time they have actually worked, even though the realities of Defendants' operations are such that it is possible, practical, and feasible to count and pay for work time to the minute. Accordingly, Defendants frequently paid Plaintiffs, the Class, and the Aggrieved Employees less than all their work time. Some of this unpaid work also should have been paid at the overtime rate. In failing to pay for all hours worked, Defendants also failed to maintain accurate records of the hours Plaintiff, the Class, and the Aggrieved Employees worked.

18. Throughout the statutory period, Defendants wrongfully failed to provide Plaintiff, the Class, and the Aggrieved Employees with legally compliant meal periods. Defendants regularly, but not always, required Plaintiff, the Class, and the Aggrieved Employees to work in

1 excess of five consecutive hours a day without providing a 30-minute, uninterrupted, and duty-
2 free meal period for every five hours of work, or without compensating Plaintiff, the Class, and
3 the Aggrieved Employees for meal periods that were not provided by the end of the fifth hour of
4 work or tenth hour of work. Instead, Defendants continued to assert control over Plaintiff, the
5 Class, and the Aggrieved Employees by requiring, pressuring, or encouraging them to perform
6 work tasks which could not be completed without working in lieu of taking mandatory meal
7 periods, or by denying Plaintiff, the Class, and the Aggrieved Employees permission to take a
8 meal period. Accordingly, Defendants' policy and practice was not to provide meal periods to
9 Plaintiff, the Class, and the Aggrieved Employees in compliance with California law.

10 19. Throughout the statutory period, Defendants have wrongfully failed to authorize
11 and permit Plaintiff, the Class, and the Aggrieved Employees to take legally compliant rest
12 periods. Defendants regularly required Plaintiff, the Class, and the Aggrieved Employees to
13 work in excess of four consecutive hours a day without Defendants authorizing and permitting
14 them to take a 10-minute, uninterrupted, duty-free rest period for every four hours of work (or
15 major fraction of four hours), or without compensating Plaintiff, the Class, and the Aggrieved
16 Employees for rest periods that were not authorized or permitted. Instead, Defendants continued
17 to assert control over Plaintiff, the Class, and the Aggrieved Employees by requiring, pressuring,
18 or encouraging them to perform work tasks which could not be completed without working in
19 lieu of taking mandatory rest periods, or by denying Plaintiff, the Class, and the Aggrieved
20 Employees permission to take a rest period. Accordingly, Defendants' policy and practice was to
21 not authorize and permit Plaintiff, the Class, and the Aggrieved Employees to take rest periods in
22 compliance with California law.

23 20. Throughout the statutory period, Defendants willfully failed and refused to timely
24 pay Plaintiff, the Class, and the Aggrieved Employees all final wages due at their termination of
25 employment. In addition, Plaintiff's final paychecks did not include payment for all minimum
26 wages, straight time wages, overtime wages, meal period premium wages, and rest period
27 premium wages owed to him by Defendants at the conclusion of his employment. On
28 information and belief, Defendants' failure to timely pay Plaintiff's final wages when his

1 employment terminated was not a single, isolated incident, but was instead consistent with
2 Defendants' policy and practice that applied to Plaintiff, the Class, and the Aggrieved
3 Employees.

4 21. Throughout the statutory period, Defendants failed to furnish Plaintiff, the Class,
5 and the Aggrieved Employees with accurate, itemized wage statements showing all applicable
6 hourly rates, all overtime hourly rates, and all gross and net wages earned (including correct
7 hours worked, correct wages for meal periods that were not provided in accordance with
8 California law, and correct wages for rest periods that were not authorized and permitted to take
9 in accordance with California law). As a result of these violations of California Labor Code §
10 226(a), the Plaintiff, the Class, and the Aggrieved Employees suffered injury because, among
11 other things:

- 12 (a) the violations led them to believe that they were not entitled to be paid
13 minimum, straight time, overtime, meal period premium, and rest period
14 premium wages, even though they were entitled;
- 15 (b) the violations led them to believe that they had been paid the minimum,
16 straight time, overtime, meal period premium, and rest period premium
17 wages, even though they had not been;
- 18 (c) the violations led them to believe they were not entitled to be paid minimum,
19 straight time, overtime, meal period premium, and rest period premium
20 wages at the correct California rate even though they were entitled;
- 21 (d) the violations led them to believe they had been paid minimum, straight time,
22 overtime, meal period premium, and rest period premium wages at the
23 correct California rate even though they had not been;
- 24 (e) the violations hindered them from determining the amounts of minimum,
25 straight time, overtime, meal period premium, and rest period premium
26 wages owed to them;
- 27 (f) in connection with their employment before and during this action, and in
28 connection with prosecuting this action, the violations caused them to have

to perform mathematical computations to determine the amounts of wages owed to them, computations they would not have to make if the wage statements contained the required accurate information;

(g) by understating the wages truly due to them, the violations caused them to lose entitlement and/or accrual of the full amount of Social Security, disability, unemployment, and other governmental benefits;

(h) the wage statements inaccurately understated the wages, hours, and wage rates to which Plaintiff and the Class were entitled, and Plaintiff and the Class were paid less than the wages and wage rates to which they were entitled.

Thus, Plaintiff, the Class, and the Aggrieved Employees are owed the amounts provided for in California Labor Code § 226(e) and injunctive relief under California Labor Code § 226(h).

22. Throughout the statutory period, Defendants have wrongfully required Plaintiff, the Class, and the Aggrieved Employees to pay expenses that they incurred in direct discharge of their duties for Defendants. Plaintiff, the Class, and the Aggrieved Employees regularly paid out-of-pocket for necessary employment-related expenses, including, without limitation, safety equipment, supplies, and the use of personal cell phones.

23. Plaintiff, the Class, and the Aggrieved Employees incurred substantial expenses as a direct result of performing their job duties for Defendants, but Defendants failed to indemnify Plaintiff, the Class, and the Aggrieved Employees for these employment-related expenses.

CLASS ACTION ALLEGATIONS

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

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

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

All persons who worked for any Defendant in California as an hourly-paid or non-exempt employee at any time during the period beginning four years and 178 days before the filing of the initial complaint in this action and ending when notice to the Class is sent.¹

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

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

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

- (a) Numerosity: The members of the Class (and each subclass, if any) are so numerous that joinder of all members would be unfeasible and impractical. The membership of the entire Class is unknown to Plaintiff at this time; however, the Class is estimated to be greater than forty (40) individuals and the identity of such membership is readily ascertainable by inspection of Defendants' records.
- (b) Typicality: Plaintiff is qualified to, and will, fairly and adequately protect the interests of each Class Member with whom there is a shared, well-defined community of interest, and Plaintiff's claims (or defenses, if any) are typical of all Class Members' claims as demonstrated herein.
- (c) Adequacy: Plaintiff is qualified to, and will, fairly and adequately protect the interests of each Class Member with whom there is a shared, well-defined community of interest and typicality of claims, as demonstrated herein. Plaintiff has no conflicts with or interests antagonistic to any Class Member. Plaintiff's attorneys, the proposed class counsel, are versed in the rules governing class action discovery, certification, and settlement. Plaintiff has incurred, and throughout the duration of this action, will continue to incur costs and attorneys' fees that have been, are, and will be

¹ In response to the COVID-19 pandemic, the Judicial Council of California adopted Emergency Rule 9(a) (California Rules of Court), whereby "statutes of limitations and repose for civil causes of action that exceed 180 days are tolled from April 6, 2020 to October 1, 2020."

necessarily expended for the prosecution of this action for the substantial benefit of each class member.

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

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

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

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

- (a) Failed to pay Class Members for all hours worked, including minimum, straight time, and overtime wages;

- (b) Failed to include non-discretionary bonuses, commissions, monetary and non-monetary incentives, production pay, performance pay, and/or shift differentials in the calculation of the Class Members' regular rate of pay used to calculate the overtime rate for the payment of overtime wages;
- (c) Failed to provide meal periods and pay meal period premium wages to Class Members;
- (d) Failed to authorize and permit rest periods and pay rest period premium wages to Class Members;
- (e) Failed to provide Class Members with timely final wages;
- (f) Failed to provide Class Members with accurate wage statements;
- (g) Failed to indemnify Class Members for expenditures; and
- (h) Violated California Business & Professions Code §§ 17200 *et. seq.* as a result of their illegal conduct as described above.

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

- (a) The questions of law and fact common to the Class predominate over any question affecting only individual members;
- (b) A class action is superior to any other available method for the fair and efficient adjudication of the claims of the members of the Class;
- (c) The members of the Class are so numerous that it is impractical to bring all members of the class before the Court;
- (d) Plaintiff, and the other members of the Class, will not be able to obtain effective and economic legal redress unless the action is maintained as a class action;
- (e) There is a community of interest in obtaining appropriate legal and equitable relief for the statutory violations, and in obtaining adequate compensation for the damages and injuries for which Defendants are responsible in an amount sufficient to adequately compensate the members

of the Class for the injuries sustained;

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

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

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

32. Plaintiff contemplates the eventual issuance of notice to the proposed members of the Class that would set forth the subject and nature of the instant action. The Defendants' own business records may be utilized for assistance in the preparation and issuance of the contemplated notices. To the extent that any further notices may be required, Plaintiff contemplates the use of additional techniques and forms commonly used in class actions, such as published notice, e-mail notice, website notice, first-class mail, or combinations thereof, or by other methods suitable to the Class and deemed necessary and/or appropriate by the Court.

FIRST CAUSE OF ACTION

(Against All Defendants for Failure to Pay Minimum and Straight Time Wages for All Hours Worked)

33. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 23 in this Complaint.

34. "Hours worked" is the time during which an employee is subject to the control of

an employer, and includes all the time the employee is suffered or permitted to work, whether or not required to do so.

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

36. Accordingly, Plaintiff and the Class are entitled to recover minimum and straight time wages for all non-overtime hours worked for Defendants.

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

38. By virtue of the Defendants' unlawful failure to pay additional compensation to Plaintiff and the Class for their non-overtime hours worked without pay, Plaintiff and the Class suffered, and will continue to suffer, damages in amounts which are presently unknown to Plaintiff and the Class and which will be ascertained according to proof at trial.

39. By failing to keep adequate time records required by California Labor Code § 1174(d), Defendants have made it difficult to calculate the full extent of minimum wage compensation due Plaintiff and the Class.

40. Pursuant to California Labor Code § 1194.2, Plaintiff and the Class are entitled to recover liquidated damages (double damages) for Defendants' failure to pay minimum wages.

41. California Labor Code § 204 requires employers to provide employees with all wages due and payable twice a month. Throughout the statute of limitations period applicable to this cause of action, Plaintiff and the Class were entitled to be paid twice a month at rates required by law, including minimum and straight time wages. However, during all such times, Defendants systematically failed and refused to pay Plaintiff and the Class all such wages due and failed to pay those wages twice a month.

42. Plaintiff and the Class are also entitled to seek recovery of all unpaid minimum and straight time wages, interest, and reasonable attorneys' fees and costs pursuant to California

1 Labor Code §§ 218.5, 218.6, and 1194(a).

2 **SECOND CAUSE OF ACTION**

3 **(Against All Defendants for Failure to Pay Overtime Wages)**

4 43. Plaintiff incorporates by reference and re-alleges as if fully stated herein
5 paragraphs 1 through 23 in this Complaint.

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

9 45. California Labor Code §§ 1194 and 1198 provide that employees in California
10 shall not be employed more than eight hours in any workday unless they receive additional
11 compensation beyond their regular wages in amounts specified by law. Additionally, California
12 Labor Code § 1198 states that the employment of an employee for longer hours than those fixed
13 by the IWC is unlawful.

14 46. At all times relevant hereto, Plaintiff and the Class have worked more than eight
15 hours in a workday and/or more than forty (40) hours in a workweek, as employees of
16 Defendants.

17 47. At all times relevant hereto, Defendants failed to pay Plaintiff and the Class
18 overtime compensation for the hours they have worked in excess of the maximum hours
19 permissible by law as required by California Labor Code §§ 510 and 1198.

20 48. By virtue of Defendants' unlawful failure to pay additional premium rate
21 compensation to the Plaintiff and the Class for their overtime hours worked, Plaintiff and the
22 Class have suffered, and will continue to suffer, damages in amounts which are presently
23 unknown to them but which exceed the jurisdictional minimum of this Court and which will be
24 ascertained according to proof at trial.

25 49. At all times relevant hereto, Defendants failed to include non-discretionary
26 bonuses, commissions, monetary and non-monetary incentives, production pay, performance pay,
27 and/or shift differentials in the calculation of Plaintiff's and the other Class Members' regular
28 rate of pay used to calculate the overtime rate for the payment of overtime wages.

1 50. By failing to keep adequate time records required by Labor Code § 1174(d),
2 Defendants have made it difficult to calculate the full extent of overtime compensation due to
3 Plaintiff and the Class.

4 51. Plaintiff and the Class also request recovery of overtime compensation according
5 to proof, interest, attorneys' fees and costs pursuant to California Labor Code § 1194(a), as well
6 as the assessment of any statutory penalties against Defendants, in a sum as provided by the
7 California Labor Code and/or other statutes.

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

13 **THIRD CAUSE OF ACTION**

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

15 53. Plaintiff incorporates by reference and re-alleges as if fully stated herein
16 paragraphs 1 through 23 in this Complaint.

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

25 55. Despite these legal requirements, Defendants regularly failed to provide Plaintiff
26 and the Class with both meal periods as required by California law. By their failure to permit
27 and authorize Plaintiff and the Class to take all meal periods as alleged above (or due to the fact
28 that Defendants made it impossible or impracticable to take these uninterrupted meal periods),

Defendants willfully violated the provisions of California Labor Code § 226.7 and the applicable Wage Orders.

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

FOURTH CAUSE OF ACTION

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

57. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 23 in this Complaint.

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

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

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

FIFTH CAUSE OF ACTION

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

61. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 23 in this Complaint.

62. At all times herein set forth, California Labor Code §§ 201 and 202 provide that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately, and that if an employee voluntarily leaves his or her employment, his or her wages shall become due and payable not later than seventy-two (72) hours thereafter, unless the employee has given seventy-two (72) hours previous notice of his or her intention to quit, in which case the employee is entitled to his or her wages at the time of quitting.

///

63. Within the applicable statute of limitations, the employment of many other members of the Class ended, i.e. was terminated by quitting or discharge, and the employment of others will be. However, during the relevant time period, Defendants failed, and continue to fail to pay terminated Class Members, without abatement, all wages required to be paid by California Labor Code §§ 201 and 202 either at the time of discharge, or within seventy-two (72) hours of their leaving Defendants' employ.

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

65. California Labor Code § 203 provides that if an employer willfully fails to pay wages owed, in accordance with §§ 201 and 202, then the wages of the employee shall continue as a penalty wage from the due date, and at the same rate until paid or until an action is commenced; but the wages shall not continue for more than thirty (30) days.

66. The Class is entitled to recover from Defendants their additionally accruing wages for each day they were not paid, at their regular hourly rate of pay, up to thirty (30) days

1 maximum pursuant to California Labor Code § 203.

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

5 **SIXTH CAUSE OF ACTION**

6 **(Against All Defendants for Failure to Provide and Maintain Accurate and Compliant**
7 **Wage Records)**

8 68. Plaintiff incorporates by reference and re-alleges as if fully stated herein
9 paragraphs 1 through 23 in this Complaint.

10 69. At all material times set forth herein, California Labor Code § 226(a) provides that
11 every employer shall furnish each of his or her employees an accurate itemized wage statement
12 in writing showing nine pieces of information, including: (1) gross wages earned, (2) total hours
13 worked by the employee, (3) the number of piece-rate units earned and any applicable piece rate
14 if the employee is paid on a piece-rate basis, (4) all deductions, provided that all deductions made
15 on written orders of the employee may be aggregated and shown as one item, (5) net wages
16 earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the
17 employee and the last four digits of his or her social security number or an employee
18 identification number other than a social security number, (8) the name and address of the legal
19 entity that is the employer, and (9) all applicable hourly rates in effect during the pay period and
20 the corresponding number of hours worked at each hourly rate by the employee.

21 70. Defendants have intentionally and willfully failed to provide employees with
22 complete and accurate wage statements. The deficiencies include, among other things, the
23 failure to correctly identify the gross wages earned by Plaintiff and the Class, the failure to list
24 the true "total hours worked by the employee," and the failure to list the true net wages earned.

25 71. As a result of Defendants' violation of California Labor Code § 226(a), Plaintiff
26 and the Class have suffered injury and damage to their statutorily protected rights.

27 72. Specifically, Plaintiff and the members of the Class have been injured by
28 Defendants' intentional violation of California Labor Code § 226(a) because they were denied

both their legal right to receive, and their protected interest in receiving, accurate, itemized wage statements under California Labor Code § 226(a).

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

74. Plaintiff and the Class are entitled to recover from Defendants the greater of their actual damages caused by Defendants' failure to comply with California Labor Code § 226(a), or an aggregate penalty not exceeding four thousand dollars (\$4,000) per employee.

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

SEVENTH CAUSE OF ACTION

(Against All Defendants for Violation of California Business & Professions Code §§ 17200, et seq.)

76. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 23 in this Complaint.

77. Defendants, and each of them, are "persons" as defined under California Business & Professions Code § 17201.

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

79. Defendants' activities, as alleged herein, are violations of California law, and constitute unlawful business acts and practices in violation of California Business & Professions Code §§ 17200, *et seq.*

80. A violation of California Business & Professions Code §§ 17200, *et seq.* may be

1 predicated on the violation of any state or federal law. All of the acts described herein as
2 violations of, among other things, the California Labor Code, are unlawful and in violation of
3 public policy; and in addition are immoral, unethical, oppressive, fraudulent and unscrupulous,
4 and thereby constitute unfair, unlawful and/or fraudulent business practices in violation of
5 California Business & Professions Code §§ 17200, *et seq.*

6 **Failure to Pay Minimum and Straight Time Wages**

7 81. Defendants' failure to pay minimum and straight time wages, and other benefits in
8 violation of the California Labor Code constitutes unlawful and/or unfair activity prohibited by
9 California Business & Professions Code §§ 17200, *et seq.*

10 **Failure to Pay Overtime Wages**

11 82. Defendants' failure to pay overtime compensation and other benefits in violation
12 of California Labor Code §§ 510, 1194, and 1198 constitutes unlawful and/or unfair activity
13 prohibited by California Business & Professions Code §§ 17200, *et seq.*

14 **Failure to Provide Meal Periods**

15 83. Defendants' failure to provide meal periods in accordance with California Labor
16 Code §§ 226.7 and 512, and the IWC Wage Orders, as alleged above, constitutes unlawful and/or
17 unfair activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

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

19 84. Defendants' failure to authorize and permit rest periods in accordance with
20 California Labor Code § 226.7 and the IWC Wage Orders, as alleged above, constitutes unlawful
21 and/or unfair activity prohibited by Business and Professions Code §§ 17200, *et seq.*

22 **Failure to Indemnify Business Expenses**

23 85. Defendants' failure to reimburse expenses incurred in accordance with California
24 Labor Code § 2802, as alleged above, constitutes unlawful and/or unfair activity prohibited by
25 California Business & Professions Code §§ 17200, *et seq.*

26 86. By and through their unfair, unlawful and/or fraudulent business practices
27 described herein, the Defendants, have obtained valuable property, money and services from
28 Plaintiff, and all persons similarly situated, and has deprived Plaintiff, and all persons similarly

1 situated, of valuable rights and benefits guaranteed by law, all to their detriment.

2 87. Plaintiff and the Class Members suffered monetary injury as a direct result of
3 Defendants' wrongful conduct.

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

10 89. Plaintiff, individually, and on behalf of members of the putative class, is further
11 entitled to, and does, seek a declaration that the above-described business practices are unfair,
12 unlawful and/or fraudulent, and injunctive relief restraining the Defendants, and each of them,
13 from engaging in any of the above-described unfair, unlawful and/or fraudulent business
14 practices in the future.

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

22 91. Plaintiff also alleges that if Defendants are not enjoined from the conduct set forth
23 herein above, they will continue to avoid paying the appropriate taxes, insurance and other
24 withholdings.

25 92. Pursuant to California Business & Professions Code §§ 17200, *et seq.*, Plaintiff
26 and putative Class Members are entitled to restitution of the wages withheld and retained by
27 Defendants during a period that commences four years and 178 days prior to the filing of this
28 complaint; a permanent injunction requiring Defendants to pay all outstanding wages due to

Plaintiff and Class Members; an award of attorneys' fees pursuant to California Code of Civil Procedure § 1021.5 and other applicable laws; and an award of costs.

NINTH CAUSE OF ACTION

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

93. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 23 in this Complaint.

94. At all times herein mentioned, Defendants were subject to the Labor Code of the State of California and the applicable Industrial Welfare Commission Orders.

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

96. Plaintiff has exhausted his administrative remedies pursuant to California Labor Code § 2699.3. He gave written notice by online filing to the LWDA and by certified mail to Defendant of the specific provisions of the Labor Code that Defendant violated against Plaintiff and current and former aggrieved employees, including the facts and theories to support the violations. Plaintiff also paid the filing fee.

97. The LWDA has not indicated that it intends to investigate Defendant's Labor Code violations discussed in the notice. Accordingly, Plaintiff may commence a civil action to recover penalties under Labor Code § 2699 pursuant to § 2699.3 for the violations of the Labor Code described in this Complaint. These penalties include, but are not limited to, penalties under California Labor Code §§ 210, 226.3, 1174.5, 1197.1, and 2699.

98. Based on the conduct described in this Complaint, Plaintiff is entitled to an award

of civil penalties on behalf of himself, the State of California, and similarly Aggrieved Employees of Defendants. The exact amount of the applicable penalties, in all, is in an amount to be shown according to proof at trial. These penalties are in addition to all other remedies permitted by law.

99. In addition, Plaintiff seeks an award of reasonable attorney's fees and costs pursuant to California Labor Code § 2699(g)(1), which states, "Any employee who prevails in any action shall be entitled to an award of reasonable attorney's fees and costs."

PRAYER FOR RELIEF

Plaintiff, individually, and on behalf of all others similarly situated only with respect to the class claims, prays for relief and judgment against Defendants, jointly and severally, as follows:

Class Certification

1. That this action be certified as a class action with respect to the First, Second, Third, Fourth, Fifth, Sixth, Seventh, and Eighth Causes of Action;
2. That Plaintiff be appointed as the representative of the Class; and,
3. That counsel for Plaintiff be appointed as Class Counsel.

As to the First Cause of Action

4. That the Court declare, adjudge, and decree that Defendants violated California Labor Code §§ 204 and 1194 and applicable IWC Wage Orders by willfully failing to pay all minimum and straight time wages due;
5. For unpaid wages as may be appropriate;
6. For pre-judgment interest on any unpaid compensation commencing from the date such amounts were due;
7. For liquidated damages;
8. For reasonable attorneys' fees and for costs of suit incurred herein pursuant to California Labor Code § 1194(a); and,
9. For such other and further relief as the Court may deem equitable and appropriate.

As to the Second Cause of Action

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

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

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

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

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

As to the Third Cause of Action

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

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

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

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

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

As to the Fourth Cause of Action

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

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

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

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

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

As to the Fifth Cause of Action

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

26. For statutory wage penalties pursuant to California Labor Code § 203 for former employees who have left Defendants' employ;

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

28. For reasonable attorneys' fees and for costs of suit incurred herein; and,

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

As to the Sixth Cause of Action

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

31. For all actual damages, according to proof;

32. For statutory penalties pursuant to California Labor Code § 226(e);

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

34. For reasonable attorneys' fees and for costs of suit incurred herein; and,

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

As to the Seventh Cause of Action

36. That the Court declare, adjudge, and decree that Defendants violated California Labor Code § 2802 by willfully failing to indemnify employees for expenditures;

37. For unpaid wages or unreimbursed business expenses as may be appropriate;

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

39. For reasonable attorneys' fees and for costs of suit incurred herein; and,

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

As to the Eighth Cause of Action

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

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

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

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

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

As to the Ninth Cause of Action

47. That the Court declare, adjudge and decree that Defendants violated the California Labor Code by failing to pay wages for all hours worked (including minimum, straight time, and overtime wages), failing to provide meal periods and pay the correct amount of meal period premium wages, failing to authorize and permit rest periods and pay the correct amount of rest period premium wages, failing to pay all wages owed twice per month, failing to maintain accurate records of hours worked and meal breaks, failing to pay all final wages to terminated employees, failing to furnish accurate wage statements, and failing to reimburse employees for all necessary business expenses.

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

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

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

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

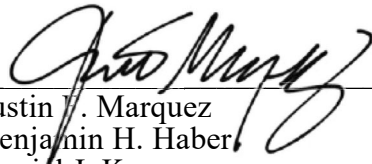
4 As to all Causes of Action

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

6 Respectfully submitted,

7 Dated: September 19, 2024

WILSHIRE LAW FIRM

8
9 By: 

Justin F. Marquez
Benjamin H. Haber
Daniel J. Kramer

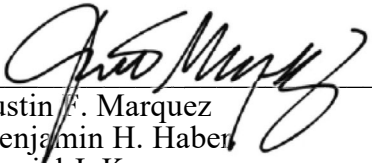
10 Attorneys for Plaintiff
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13 **DEMAND FOR JURY TRIAL**

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

15 Dated: September 19, 2024

WILSHIRE LAW FIRM

16
17 By: 

Justin F. Marquez
Benjamin H. Haber
Daniel J. Kramer

18 Attorneys for Plaintiff
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Exhibit B

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Attorneys for Plaintiff

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

RODOLFO M. BLAZ, individually, ~~and on~~
behalf of all others similarly situated, ~~the State of~~
California, and other aggrieved employees,

Plaintiff,

v.

MID-VALLEY LABOR SERVICES, INC., an
unknown entity; MPM FARMING COMPANY,
INC., a California corporation; and DOES 1
through 10, inclusive,

Defendants.

Case No.: MCV091352

**FIRST AMENDED CLASS AND
REPRESENTATIVE ACTION
COMPLAINT:**

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

DEMAND FOR JURY TRIAL

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

4 **INTRODUCTION & PRELIMINARY STATEMENT**

5 1. Plaintiff brings this action against Defendants MID-VALLEY LABOR
6 SERVICES, INC., MPM FARMING COMPANY, INC. and DOES 1 through 10 (hereinafter
7 collectively referred to as “Defendants”) for California Labor Code violations and unfair
8 business practices stemming from Defendants’ failure to pay for all hours worked (minimum,
9 straight time, and overtime wages), failure to provide meal periods, failure to authorize and
10 permit rest periods, failure to timely pay final wages, failure to furnish accurate wage statements,
11 and failure to indemnify employees for expenditures.

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

18 2-3. Plaintiff brings the Ninth Cause of Action as a representative action under the
19 California Private Attorneys General Act (“PAGA”) to recover civil penalties that are owed to
20 Plaintiff, the State of California, and past and present non-exempt employees by Defendants in
21 the State of California during the statute of limitations period for his PAGA claim (hereinafter
22 referred to as the “Aggrieved Employees”).

23 3-4. Defendants own/owned and operate/operated an industry, business, and
24 establishment within the State of California, including Madera County. As such, and based upon
25 all the facts and circumstances incident to Defendants’ business in California, Defendants are
26 subject to the California Labor Code, Wage Orders issued by the Industrial Welfare Commission
27 (“IWC”), and the California Business & Professions Code.

1 ~~4.5.~~ Despite these requirements, throughout the statutory period, Defendants
2 maintained a systematic, company-wide policy and practice of:

- 3 (a) Failing to pay employees for all hours worked, including all minimum,
4 straight time, and overtime wages in compliance with the California Labor
5 Code and IWC Wage Orders;
6 (b) Failing to provide employees with timely and duty-free meal periods in
7 compliance with the California Labor Code and IWC Wage Orders, failing
8 to maintain accurate records of all meal periods taken or missed, and
9 failing to pay an additional hour's pay for each workday a meal period
10 violation occurred;
11 (c) Failing to authorize and permit employees to take timely and duty-free rest
12 periods in compliance with the California Labor Code and IWC Wage
13 Orders, and failing to pay an additional hour's pay for each workday a rest
14 period violation occurred;
15 (d) Willfully failing to pay employees all minimum, straight time, overtime,
16 meal period premium, and rest period premium wages due within the time
17 period specified by California law when employment terminates;
18 (e) Failing to provide employees with accurate, itemized wage statements
19 containing all the information required by the California Labor Code and
20 IWC Wage Orders; and
21 (f) Failure to Indemnify Employees for Expenditures (Cal. Lab. Code § 2802).

22 ~~5.6.~~ On information and belief, Defendants, and each of them were on actual and
23 constructive notice of the improprieties alleged herein and intentionally refused to rectify their
24 unlawful policies. Defendants' violations, as alleged above, during all relevant times herein were
25 willful and deliberate.

26 ~~6.7.~~ At all relevant times, Defendants were and are legally responsible for all of the
27 unlawful conduct, policies, practices, acts and omissions as described in each and all of the
28 foregoing paragraphs as the employer of Plaintiff, ~~and the Class, and the Aggrieved Employees.~~

Further, Defendants are responsible for each of the unlawful acts or omissions complained of herein under the doctrine of “respondeat superior.”

///

THE PARTIES

A. Plaintiff

~~7,8.~~ Plaintiff RODOLFO M. BLAZ is a resident of California who worked for Defendants in Madera County, California as an hourly-paid, non-exempt employee from approximately August 2023 to approximately October 2023.

~~8,9.~~ Plaintiff reserves the right to seek leave to amend this complaint to add new Plaintiffs, if necessary, in order to establish suitable representative(s) pursuant to *La Sala v. American Savings and Loan Association* (1971) 5 Cal.3d 864, 872, and other applicable law.

B. Defendants

~~9,10.~~ Plaintiff is informed and believes, and based upon that information and belief alleges, that Defendants MID-VALLEY LABOR SERVICES, INC. and MPM FARMING COMPANY, INC. are, and at all times herein mentioned, were:

- (a) Business entities qualified to do business and actually conducting business in numerous counties throughout the State of California, including in Madera County; and,
- (b) The former employers of Plaintiff and the current and/or former employers of the putative Class, and the -current and/or former employers of the Aggrieved Employees because Defendants MID-VALLEY LABOR SERVICES, INC. and MPM FARMING COMPANY, INC. suffered and permitted Plaintiff, ~~and the Class,~~ and the Aggrieved Employees to work, and/or controlled their wages, hours, or working conditions.

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

1 this complaint to set forth the true names and capacities of these Defendants when they have
2 been ascertained, together with appropriate charging allegations, as may be necessary.

3 ~~11-12.~~ At all times mentioned herein, the Defendants named as Does 1-10, inclusive, and
4 each of them, were residents of, doing business in, availed themselves of the jurisdiction of,
5 and/or injured a significant number of the Plaintiff, ~~and the Class,~~ and the Aggrieved Employees
6 in the State of California.

7 ~~12-13.~~ Plaintiff is informed and believes and thereon alleges that at all relevant times
8 each Defendant, directly or indirectly, or through agents or other persons, employed Plaintiff and
9 the other employees described in the class definitions below, and the Aggrieved Employees and
10 exercised control over their wages, hours, and working conditions. Plaintiff is informed and
11 believes and thereon alleges that, at all relevant times, each Defendant was the principal, agent,
12 partner, joint venturer, officer, director, controlling shareholder, subsidiary, affiliate, parent
13 corporation, successor in interest and/or predecessor in interest of some or all of the other
14 Defendants, and was engaged with some or all of the other Defendants in a joint enterprise for
15 profit, and bore such other relationships to some or all of the other Defendants so as to be liable
16 for their conduct with respect to the matters alleged below. Plaintiff is informed and believes
17 and thereon alleges that each Defendant acted pursuant to and within the scope of the
18 relationships alleged above, that each Defendant knew or should have known about, and
19 authorized, ratified, adopted, approved, controlled, aided and abetted the conduct of all other
20 Defendants.

21 **ALLEGATIONS COMMON TO ALL CAUSES OF ACTION**

22 ~~13-14.~~ Plaintiff worked for Defendants in California as an hourly-paid, non-exempt
23 employee from approximately August 2023 to approximately October 2023. During Plaintiff's
24 employment for Defendants, Defendants paid Plaintiff an hourly wage and classified him as non-
25 exempt from overtime. Defendants typically scheduled Plaintiff to work at least five days in a
26 workweek and at least eight hours per day, but Plaintiff regularly worked more than eight hours
27 in a workday and/or more than forty (40) hours in a workweek.

28 ~~14-15.~~ Throughout Plaintiff's employment, Defendants failed to pay for all hours worked

1 (including minimum, straight time, and overtime wages), failed to provide Plaintiff with legally
2 compliant meal periods, failed to authorize and permit Plaintiff to take rest periods, failed to
3 timely pay all final wages to Plaintiff when Defendants terminated his employment, failed to
4 furnish accurate wage statements to Plaintiff, and failed to indemnify employees for
5 expenditures. As discussed below, Plaintiff's experience working for Defendants was typical
6 and illustrative.

7 ~~15-16.~~ Throughout the statutory period, Defendants maintained a policy and practice of
8 not paying Plaintiff, the Class, and the Aggrieved Employees ~~and the Class~~ for all hours worked,
9 including minimum, straight time, and overtime wages. Defendants required Plaintiff, the Class,
10 and the Aggrieved Employees ~~and the Class~~ to work "off-the-clock", uncompensated, by, for
11 example, requiring Plaintiff, the Class, and the Aggrieved Employees ~~and the Class~~ to perform
12 work before clocking in, after clocking out, and during meal periods. Some of this unpaid work
13 should have been paid at the overtime rate. In failing to pay for all hours worked, Defendants
14 also failed to maintain accurate records of the hours Plaintiff, the Class, and the Aggrieved
15 Employees ~~and the Class~~ worked.

16 ~~16-17.~~ Throughout the statutory period, Defendants maintained a policy and practice of
17 not paying Plaintiff, the Class, and the Aggrieved Employees ~~and the Class~~ for all hours worked,
18 including minimum, straight time, and overtime wages. Defendants regularly used a system of
19 time rounding and/or synthetic timekeeping that resulted, over a period of time, in failing to
20 compensate Plaintiffs, the Class, and the Aggrieved Employees ~~and the Class~~ properly for all the
21 time they have actually worked, even though the realities of Defendants' operations are such that
22 it is possible, practical, and feasible to count and pay for work time to the minute. Accordingly,
23 Defendants frequently paid Plaintiffs, the Class, and the Aggrieved Employees ~~and the Class~~
24 less than all their work time. Some of this unpaid work also should have been paid at the
25 overtime rate. In failing to pay for all hours worked, Defendants also failed to maintain accurate
26 records of the hours Plaintiff, the Class, and the Aggrieved Employees ~~and the Class~~ worked.

27 ~~17-18.~~ Throughout the statutory period, Defendants wrongfully failed to provide Plaintiff
28 the Class, and the Aggrieved Employees ~~and the Class~~ with legally compliant meal periods.

1 Defendants regularly, but not always, required Plaintiff, the Class, and the Aggrieved Employees
2 and the Class to work in excess of five consecutive hours a day without providing a 30-minute,
3 uninterrupted, and duty-free meal period for every five hours of work, or without compensating
4 Plaintiff, the Class, and the Aggrieved Employees and the Class for meal periods that were not
5 provided by the end of the fifth hour of work or tenth hour of work. Instead, Defendants
6 continued to assert control over Plaintiff, the Class, and the Aggrieved Employees and the Class
7 by requiring, pressuring, or encouraging them to perform work tasks which could not be
8 completed without working in lieu of taking mandatory meal periods, or by denying Plaintiff,
9 the Class, and the Aggrieved Employees and the Class permission to take a meal period.
10 Accordingly, Defendants' policy and practice was not to provide meal periods to Plaintiff, the
11 Class, and the Aggrieved Employees and the Class in compliance with California law.

12 ~~18-19.~~ Throughout the statutory period, Defendants have wrongfully failed to authorize
13 and permit Plaintiff, the Class, and the Aggrieved Employees and the Class to take legally
14 compliant rest periods. Defendants regularly required Plaintiff, the Class, and the Aggrieved
15 Employees and the Class to work in excess of four consecutive hours a day without Defendants
16 authorizing and permitting them to take a 10-minute, uninterrupted, duty-free rest period for
17 every four hours of work (or major fraction of four hours), or without compensating Plaintiff,
18 the Class, and the Aggrieved Employees and the Class for rest periods that were not authorized
19 or permitted. Instead, Defendants continued to assert control over Plaintiff, the Class, and the
20 Aggrieved Employees and the Class by requiring, pressuring, or encouraging them to perform
21 work tasks which could not be completed without working in lieu of taking mandatory rest
22 periods, or by denying Plaintiff, the Class, and the Aggrieved Employees and the Class
23 permission to take a rest period. Accordingly, Defendants' policy and practice was to not
24 authorize and permit Plaintiff, the Class, and the Aggrieved Employees and the Class to take rest
25 periods in compliance with California law.

26 ~~19-20.~~ Throughout the statutory period, Defendants willfully failed and refused to timely
27 pay Plaintiff, the Class, and the Aggrieved Employees and the Class all final wages due at their
28 termination of employment. In addition, Plaintiff's final paychecks did not include payment for

1 all minimum wages, straight time wages, overtime wages, meal period premium wages, and rest
2 period premium wages owed to him by Defendants at the conclusion of his employment. On
3 information and belief, Defendants' failure to timely pay Plaintiff's final wages when his
4 employment terminated was not a single, isolated incident, but was instead consistent with
5 Defendants' policy and practice that applied to Plaintiff, the Class, and the Aggrieved
6 Employees and the Class.

7 ~~20-21.~~ Throughout the statutory period, Defendants failed to furnish Plaintiff, the Class,
8 and the Aggrieved Employees and the Class with accurate, itemized wage statements showing all
9 applicable hourly rates, all overtime hourly rates, and all gross and net wages earned (including
10 correct hours worked, correct wages for meal periods that were not provided in accordance with
11 California law, and correct wages for rest periods that were not authorized and permitted to take
12 in accordance with California law). As a result of these violations of California Labor Code §
13 226(a), the Plaintiff, the Class, and the Aggrieved Employees and the Class suffered injury
14 because, among other things:

- 15 (a) the violations led them to believe that they were not entitled to be paid
16 minimum, straight time, overtime, meal period premium, and rest period
17 premium wages, even though they were entitled;
- 18 (b) the violations led them to believe that they had been paid the minimum,
19 straight time, overtime, meal period premium, and rest period premium
20 wages, even though they had not been;
- 21 (c) the violations led them to believe they were not entitled to be paid minimum,
22 straight time, overtime, meal period premium, and rest period premium
23 wages at the correct California rate even though they were entitled;
- 24 (d) the violations led them to believe they had been paid minimum, straight time,
25 overtime, meal period premium, and rest period premium wages at the
26 correct California rate even though they had not been;
- 27 (e) the violations hindered them from determining the amounts of minimum,
28 straight time, overtime, meal period premium, and rest period premium

wages owed to them;

- (f) in connection with their employment before and during this action, and in connection with prosecuting this action, the violations caused them to have to perform mathematical computations to determine the amounts of wages owed to them, computations they would not have to make if the wage statements contained the required accurate information;
- (g) by understating the wages truly due to them, the violations caused them to lose entitlement and/or accrual of the full amount of Social Security, disability, unemployment, and other governmental benefits;
- (h) the wage statements inaccurately understated the wages, hours, and wage rates to which Plaintiff and the Class were entitled, and Plaintiff and the Class were paid less than the wages and wage rates to which they were entitled.

Thus, Plaintiff, ~~the Class, and the Aggrieved Employees and the Class~~ are owed the amounts provided for in California Labor Code § 226(e) and injunctive relief under California Labor Code § 226(h).

~~21-22.~~ Throughout the statutory period, Defendants have wrongfully required Plaintiff, ~~the Class, and the Aggrieved Employees and the Class~~ to pay expenses that they incurred in direct discharge of their duties for Defendants. Plaintiff, ~~the Class, and the Aggrieved Employees and the Class~~ regularly paid out-of-pocket for necessary employment-related expenses, including, without limitation, safety equipment, supplies, and the use of personal cell phones.

~~22-23.~~ Plaintiff, ~~the Class, and the Aggrieved Employees and the Class~~ incurred substantial expenses as a direct result of performing their job duties for Defendants, but Defendants failed to indemnify Plaintiff, ~~the Class, and the Aggrieved Employees and the Class~~ for these employment-related expenses.

CLASS ACTION ALLEGATIONS

~~23-24.~~ Plaintiff brings certain claims individually, as well as on behalf of each and all

1 other persons similarly situated, and thus, seeks class certification under California Code of Civil
2 Procedure § 382.

3 ~~24-25.~~ All claims alleged herein arise under California law for which Plaintiff seeks relief
4 authorized by California law.

5 ~~25-26.~~ The proposed Class consists of and is defined as:

6 All persons who worked for any Defendant in California as an hourly-paid or
7 non-exempt employee at any time during the period beginning four years and 178
8 days before the filing of the initial complaint in this action and ending when
notice to the Class is sent.¹

9 ~~26-27.~~ At all material times, Plaintiff was a member of the Class.

10 ~~27-28.~~ Plaintiff undertook this concerted activity to improve the wages and working
11 conditions of all Class Members.

12 ~~28-29.~~ There is a well-defined community of interest in the litigation and the Class is
13 readily ascertainable:

- 14 (a) Numerosity: The members of the Class (and each subclass, if any) are so
15 numerous that joinder of all members would be unfeasible and impractical.
16 The membership of the entire Class is unknown to Plaintiff at this time;
17 however, the Class is estimated to be greater than forty (40) individuals
18 and the identity of such membership is readily ascertainable by inspection
19 of Defendants' records.
- 20 (b) Typicality: Plaintiff is qualified to, and will, fairly and adequately protect
21 the interests of each Class Member with whom there is a shared, well-
22 defined community of interest, and Plaintiff's claims (or defenses, if any)
23 are typical of all Class Members' claims as demonstrated herein.
- 24 (c) Adequacy: Plaintiff is qualified to, and will, fairly and adequately protect
25 the interests of each Class Member with whom there is a shared, well-
26 defined community of interest and typicality of claims, as demonstrated

27 ¹ In response to the COVID-19 pandemic, the Judicial Council of California adopted Emergency Rule 9(a)
28 (California Rules of Court), whereby "statutes of limitations and repose for civil causes of action that exceed
180 days are tolled from April 6, 2020 to October 1, 2020."

herein. Plaintiff has no conflicts with or interests antagonistic to any Class Member. Plaintiff's attorneys, the proposed class counsel, are versed in the rules governing class action discovery, certification, and settlement. Plaintiff has incurred, and throughout the duration of this action, will continue to incur costs and attorneys' fees that have been, are, and will be necessarily expended for the prosecution of this action for the substantial benefit of each class member.

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

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

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

1 ~~29-30.~~ There are common questions of law and fact as to the Class (and each subclass, if
2 any) that predominate over questions affecting only individual members, including without
3 limitation, whether, as alleged herein, Defendants have:

- 4 (a) Failed to pay Class Members for all hours worked, including minimum,
5 straight time, and overtime wages;
- 6 (b) Failed to include non-discretionary bonuses, commissions, monetary and
7 non-monetary incentives, production pay, performance pay, and/or shift
8 differentials in the calculation of the Class Members' regular rate of pay
9 used to calculate the overtime rate for the payment of overtime wages;
- 10 (c) Failed to provide meal periods and pay meal period premium wages to
11 Class Members;
- 12 (d) Failed to authorize and permit rest periods and pay rest period premium
13 wages to Class Members;
- 14 (e) Failed to provide Class Members with timely final wages;
- 15 (f) Failed to provide Class Members with accurate wage statements;
- 16 (g) Failed to indemnify Class Members for expenditures; and
- 17 (h) Violated California Business & Professions Code §§ 17200 *et. seq.* as a
18 result of their illegal conduct as described above.

19 ~~30-31.~~ This Court should permit this action to be maintained as a class action pursuant to
20 California Code of Civil Procedure § 382 because:

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

class action;

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

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

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

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

~~31.32.~~ Plaintiff contemplates the eventual issuance of notice to the proposed members of the Class that would set forth the subject and nature of the instant action. The Defendants' own business records may be utilized for assistance in the preparation and issuance of the contemplated notices. To the extent that any further notices may be required, Plaintiff contemplates the use of additional techniques and forms commonly used in class actions, such as published notice, e-mail notice, website notice, first-class mail, or combinations thereof, or by other methods suitable to the Class and deemed necessary and/or appropriate by the Court.

FIRST CAUSE OF ACTION

(Against All Defendants for Failure to Pay Minimum and Straight Time Wages for All Hours Worked)

~~32-33.~~ Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through ~~22-23~~ in this Complaint.

~~33-34.~~ “Hours worked” is the time during which an employee is subject to the control of an employer, and includes all the time the employee is suffered or permitted to work, whether or not required to do so.

~~34-35.~~ At all relevant times herein mentioned, Defendants knowingly failed to pay to Plaintiff and the Class compensation for all hours they worked. By their failure to pay compensation for each hour worked as alleged above, Defendants willfully violated the provisions of California Labor Code § 1194, and any additional applicable Wage Orders, which require such compensation to non-exempt employees.

~~35-36.~~ Accordingly, Plaintiff and the Class are entitled to recover minimum and straight time wages for all non-overtime hours worked for Defendants.

~~36-37.~~ By and through the conduct described above, Plaintiff and the Class have been deprived of their rights to be paid wages earned by virtue of their employment with Defendants.

~~37-38.~~ By virtue of the Defendants’ unlawful failure to pay additional compensation to Plaintiff and the Class for their non-overtime hours worked without pay, Plaintiff and the Class suffered, and will continue to suffer, damages in amounts which are presently unknown to Plaintiff and the Class and which will be ascertained according to proof at trial.

~~38-39.~~ By failing to keep adequate time records required by California Labor Code § 1174(d), Defendants have made it difficult to calculate the full extent of minimum wage compensation due Plaintiff and the Class.

~~39-40.~~ Pursuant to California Labor Code § 1194.2, Plaintiff and the Class are entitled to recover liquidated damages (double damages) for Defendants’ failure to pay minimum wages.

~~40-41.~~ California Labor Code § 204 requires employers to provide employees with all wages due and payable twice a month. Throughout the statute of limitations period applicable to

1 this cause of action, Plaintiff and the Class were entitled to be paid twice a month at rates
2 required by law, including minimum and straight time wages. However, during all such times,
3 Defendants systematically failed and refused to pay Plaintiff and the Class all such wages due
4 and failed to pay those wages twice a month.

5 ~~41-42.~~ Plaintiff and the Class are also entitled to seek recovery of all unpaid minimum
6 and straight time wages, interest, and reasonable attorneys' fees and costs pursuant to California
7 Labor Code §§ 218.5, 218.6, and 1194(a).

8 **SECOND CAUSE OF ACTION**

9 **(Against All Defendants for Failure to Pay Overtime Wages)**

10 ~~42-43.~~ Plaintiff incorporates by reference and re-alleges as if fully stated herein
11 paragraphs 1 through ~~22-23~~ in this Complaint.

12 ~~43-44.~~ California Labor Code § 510 provides that employees in California shall not be
13 employed more than eight hours in any workday or forty (40) hours in a workweek unless they
14 receive additional compensation beyond their regular wages in amounts specified by law.

15 ~~44-45.~~ California Labor Code §§ 1194 and 1198 provide that employees in California
16 shall not be employed more than eight hours in any workday unless they receive additional
17 compensation beyond their regular wages in amounts specified by law. Additionally, California
18 Labor Code § 1198 states that the employment of an employee for longer hours than those fixed
19 by the IWC is unlawful.

20 ~~45-46.~~ At all times relevant hereto, Plaintiff and the Class have worked more than eight
21 hours in a workday and/or more than forty (40) hours in a workweek, as employees of
22 Defendants.

23 ~~46-47.~~ At all times relevant hereto, Defendants failed to pay Plaintiff and the Class
24 overtime compensation for the hours they have worked in excess of the maximum hours
25 permissible by law as required by California Labor Code §§ 510 and 1198.

26 ~~47-48.~~ By virtue of Defendants' unlawful failure to pay additional premium rate
27 compensation to the Plaintiff and the Class for their overtime hours worked, Plaintiff and the
28 Class have suffered, and will continue to suffer, damages in amounts which are presently

1 unknown to them but which exceed the jurisdictional minimum of this Court and which will be
2 ascertained according to proof at trial.

3 ~~48-49.~~ At all times relevant hereto, Defendants failed to include non-discretionary
4 bonuses, commissions, monetary and non-monetary incentives, production pay, performance pay,
5 and/or shift differentials in the calculation of Plaintiff's and the other Class Members' regular
6 rate of pay used to calculate the overtime rate for the payment of overtime wages.

7 ~~49-50.~~ By failing to keep adequate time records required by Labor Code § 1174(d),
8 Defendants have made it difficult to calculate the full extent of overtime compensation due to
9 Plaintiff and the Class.

10 ~~50-51.~~ Plaintiff and the Class also request recovery of overtime compensation according
11 to proof, interest, attorneys' fees and costs pursuant to California Labor Code § 1194(a), as well
12 as the assessment of any statutory penalties against Defendants, in a sum as provided by the
13 California Labor Code and/or other statutes.

14 ~~51-52.~~ California Labor Code § 204 requires employers to provide employees with all
15 wages due and payable twice a month. The Wage Orders also provide that every employer shall
16 pay to each employee, on the established payday for the period involved, overtime wages for all
17 overtime hours worked in the payroll period. Defendants failed to provide Plaintiff and the Class
18 with all compensation due, in violation of California Labor Code § 204.

19 **THIRD CAUSE OF ACTION**

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

21 ~~52-53.~~ Plaintiff incorporates by reference and re-alleges as if fully stated herein
22 paragraphs 1 through ~~22-23~~ in this Complaint.

23 ~~53-54.~~ Under California law, Defendants have an affirmative obligation to relieve the
24 Plaintiff and the Class of all duty in order to take their first daily meal periods no later than the
25 start of Plaintiff's and the Class' sixth hour of work in a workday, and to take their second meal
26 periods no later than the start of the eleventh hour of work in the workday. California Labor
27 Code § 512, and Section 11 of the applicable Wage Orders require that an employer provide
28 unpaid meal periods of at least thirty (30) minutes for each five-hour period worked. It is a

1 violation of California Labor Code § 226.7 for an employer to require any employee to work
2 during any meal period mandated under any Wage Order.

3 ~~54-55.~~ Despite these legal requirements, Defendants regularly failed to provide Plaintiff
4 and the Class with both meal periods as required by California law. By their failure to permit
5 and authorize Plaintiff and the Class to take all meal periods as alleged above (or due to the fact
6 that Defendants made it impossible or impracticable to take these uninterrupted meal periods),
7 Defendants willfully violated the provisions of California Labor Code § 226.7 and the applicable
8 Wage Orders.

9 ~~55-56.~~ Under California law, Plaintiff and the Class are entitled to be paid one hour of
10 additional wages for each workday he or she was not provided with all required meal period(s),
11 plus interest thereon.

12 **FOURTH CAUSE OF ACTION**

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

14 ~~56-57.~~ Plaintiff incorporates by reference and re-alleges as if fully stated herein
15 paragraphs 1 through ~~22-23~~ in this Complaint.

16 ~~57-58.~~ Defendants are required by California law to authorize and permit breaks of ten
17 uninterrupted minutes for each four hours of work or major fraction of four hours (i.e. more than
18 two hours). California Labor Code § 512, the applicable Wage Orders require that the employer
19 permit and authorize all employees to take paid rest periods of ten minutes each for each 4-hour
20 period worked. Thus, for example, if an employee's work time is six hours and ten minutes, the
21 employee is entitled to two rest breaks. Each failure to authorize rest breaks as so required is
22 itself a violation of California's rest break laws. It is a violation of California Labor Code §
23 226.7 for an employer to require any employee to work during any rest period mandated under
24 any Wage Order.

25 ~~58-59.~~ Despite these legal requirements, Defendants failed to authorize Plaintiff and the
26 Class to take rest breaks, regardless of whether employees worked more than four hours in a
27 workday. By their failure to permit and authorize Plaintiff and the Class to take rest periods as
28 alleged above (or due to the fact that Defendants made it impossible or impracticable to take

1 these uninterrupted rest periods), Defendants willfully violated the provisions of California Labor
2 Code § 226.7 and the applicable Wage Orders.

3 ~~59-60.~~ Under California law, Plaintiff and the Class are entitled to be paid one hour of
4 premium wages rate for each workday he or she was not provided with all required rest break(s),
5 plus interest thereon.

6 **FIFTH CAUSE OF ACTION**

7 **(Against All Defendants for Failure to Pay Wages of Discharged Employees – Waiting Time**
8 **Penalties)**

9 ~~60-61.~~ Plaintiff incorporates by reference and re-alleges as if fully stated herein
10 paragraphs 1 through ~~22-23~~ in this Complaint.

11 ~~61-62.~~ At all times herein set forth, California Labor Code §§ 201 and 202 provide that if
12 an employer discharges an employee, the wages earned and unpaid at the time of discharge are
13 due and payable immediately, and that if an employee voluntarily leaves his or her employment,
14 his or her wages shall become due and payable not later than seventy-two (72) hours thereafter,
15 unless the employee has given seventy-two (72) hours previous notice of his or her intention to
16 quit, in which case the employee is entitled to his or her wages at the time of quitting.

17 ///

18 ~~62-63.~~ Within the applicable statute of limitations, the employment of many other
19 members of the Class ended, i.e. was terminated by quitting or discharge, and the employment of
20 others will be. However, during the relevant time period, Defendants failed, and continue to fail
21 to pay terminated Class Members, without abatement, all wages required to be paid by California
22 Labor Code §§ 201 and 202 either at the time of discharge, or within seventy-two (72) hours of
23 their leaving Defendants' employ.

24 ~~63-64.~~ Defendants' failure to pay those Class members who are no longer employed by
25 Defendants their wages earned and unpaid at the time of discharge, or within seventy-two (72)
26 hours of their leaving Defendants' employ, is in violation of California Labor Code §§ 201 and
27 202.

28 ~~64-65.~~ California Labor Code § 203 provides that if an employer willfully fails to pay

1 wages owed, in accordance with §§ 201 and 202, then the wages of the employee shall continue
2 as a penalty wage from the due date, and at the same rate until paid or until an action is
3 commenced; but the wages shall not continue for more than thirty (30) days.

4 ~~65-66.~~ The Class is entitled to recover from Defendants their additionally accruing wages
5 for each day they were not paid, at their regular hourly rate of pay, up to thirty (30) days
6 maximum pursuant to California Labor Code § 203.

7 ~~66-67.~~ Pursuant to California Labor Code §§ 218.5, 218.6 and 1194, the Class is also
8 entitled to an award of reasonable attorneys' fees, interest, expenses, and costs incurred in this
9 action.

10 **SIXTH CAUSE OF ACTION**

11 **(Against All Defendants for Failure to Provide and Maintain Accurate and Compliant**
12 **Wage Records)**

13 ~~67-68.~~ Plaintiff incorporates by reference and re-alleges as if fully stated herein
14 paragraphs 1 through ~~22-23~~ in this Complaint.

15 ~~68-69.~~ At all material times set forth herein, California Labor Code § 226(a) provides that
16 every employer shall furnish each of his or her employees an accurate itemized wage statement
17 in writing showing nine pieces of information, including: (1) gross wages earned, (2) total hours
18 worked by the employee, (3) the number of piece-rate units earned and any applicable piece rate
19 if the employee is paid on a piece-rate basis, (4) all deductions, provided that all deductions made
20 on written orders of the employee may be aggregated and shown as one item, (5) net wages
21 earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the
22 employee and the last four digits of his or her social security number or an employee
23 identification number other than a social security number, (8) the name and address of the legal
24 entity that is the employer, and (9) all applicable hourly rates in effect during the pay period and
25 the corresponding number of hours worked at each hourly rate by the employee.

26 ~~69-70.~~ Defendants have intentionally and willfully failed to provide employees with
27 complete and accurate wage statements. The deficiencies include, among other things, the
28 failure to correctly identify the gross wages earned by Plaintiff and the Class, the failure to list

1 the true “total hours worked by the employee,” and the failure to list the true net wages earned.

2 ~~70-71.~~ As a result of Defendants’ violation of California Labor Code § 226(a), Plaintiff
3 and the Class have suffered injury and damage to their statutorily protected rights.

4 ~~71-72.~~ Specifically, Plaintiff and the members of the Class have been injured by
5 Defendants’ intentional violation of California Labor Code § 226(a) because they were denied
6 both their legal right to receive, and their protected interest in receiving, accurate, itemized wage
7 statements under California Labor Code § 226(a).

8 ~~72-73.~~ Calculation of the true wage entitlement for Plaintiff and the Class is difficult and
9 time consuming. As a result of this unlawful burden, Plaintiff and the Class were also injured as
10 a result of having to bring this action to attempt to obtain correct wage information following
11 Defendants’ refusal to comply with many of the mandates of California’s Labor Code and related
12 laws and regulations.

13 ~~73-74.~~ Plaintiff and the Class are entitled to recover from Defendants the greater of their
14 actual damages caused by Defendants’ failure to comply with California Labor Code § 226(a), or
15 an aggregate penalty not exceeding four thousand dollars (\$4,000) per employee.

16 ~~74-75.~~ Plaintiff and the Class are also entitled to injunctive relief, as well as an award of
17 attorney’s fees and costs to ensure compliance with this section, pursuant to California Labor
18 Code § 226(h).

19 **SEVENTH CAUSE OF ACTION**

20 **(Against All Defendants for Violation of California Business & Professions Code §§ 17200,**
21 **et seq.)**

22 ~~75-76.~~ Plaintiff incorporates by reference and re-alleges as if fully stated herein
23 paragraphs 1 through ~~22-23~~ in this Complaint.

24 ~~76-77.~~ Defendants, and each of them, are “persons” as defined under California Business
25 & Professions Code § 17201.

26 ~~77-78.~~ Defendants’ conduct, as alleged herein, has been, and continues to be, unfair,
27 unlawful, and harmful to Plaintiff, other Class members, and to the general public. Plaintiff
28 seeks to enforce important rights affecting the public interest within the meaning of Code of Civil

1 Procedure § 1021.5.

2 ~~78-79.~~ Defendants' activities, as alleged herein, are violations of California law, and
3 constitute unlawful business acts and practices in violation of California Business & Professions
4 Code §§ 17200, *et seq.*

5 ~~79-80.~~ A violation of California Business & Professions Code §§ 17200, *et seq.* may be
6 predicated on the violation of any state or federal law. All of the acts described herein as
7 violations of, among other things, the California Labor Code, are unlawful and in violation of
8 public policy; and in addition are immoral, unethical, oppressive, fraudulent and unscrupulous,
9 and thereby constitute unfair, unlawful and/or fraudulent business practices in violation of
10 California Business & Professions Code §§ 17200, *et seq.*

11 **Failure to Pay Minimum and Straight Time Wages**

12 ~~80-81.~~ Defendants' failure to pay minimum and straight time wages, and other benefits in
13 violation of the California Labor Code constitutes unlawful and/or unfair activity prohibited by
14 California Business & Professions Code §§ 17200, *et seq.*

15 **Failure to Pay Overtime Wages**

16 ~~81-82.~~ Defendants' failure to pay overtime compensation and other benefits in violation
17 of California Labor Code §§ 510, 1194, and 1198 constitutes unlawful and/or unfair activity
18 prohibited by California Business & Professions Code §§ 17200, *et seq.*

19 **Failure to Provide Meal Periods**

20 ~~82-83.~~ Defendants' failure to provide meal periods in accordance with California Labor
21 Code §§ 226.7 and 512, and the IWC Wage Orders, as alleged above, constitutes unlawful and/or
22 unfair activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

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

24 ~~83-84.~~ Defendants' failure to authorize and permit rest periods in accordance with
25 California Labor Code § 226.7 and the IWC Wage Orders, as alleged above, constitutes unlawful
26 and/or unfair activity prohibited by Business and Professions Code §§ 17200, *et seq.*

27 **Failure to Indemnify Business Expenses**

1 ~~84-85.~~ Defendants' failure to reimburse expenses incurred in accordance with California
2 Labor Code § 2802, as alleged above, constitutes unlawful and/or unfair activity prohibited by
3 California Business & Professions Code §§ 17200, *et seq.*

4 ~~85-86.~~ By and through their unfair, unlawful and/or fraudulent business practices
5 described herein, the Defendants, have obtained valuable property, money and services from
6 Plaintiff, and all persons similarly situated, and has deprived Plaintiff, and all persons similarly
7 situated, of valuable rights and benefits guaranteed by law, all to their detriment.

8 ~~86-87.~~ Plaintiff and the Class Members suffered monetary injury as a direct result of
9 Defendants' wrongful conduct.

10 ~~87-88.~~ Plaintiff, individually, and on behalf of members of the putative Class, is entitled
11 to, and does, seek such relief as may be necessary to disgorge money and/or property which the
12 Defendants have wrongfully acquired, or of which Plaintiff and the Class have been deprived, by
13 means of the above-described unfair, unlawful and/or fraudulent business practices. Plaintiff and
14 the Class are not obligated to establish individual knowledge of the wrongful practices of
15 Defendants in order to recover restitution.

16 ~~88-89.~~ Plaintiff, individually, and on behalf of members of the putative class, is further
17 entitled to, and does, seek a declaration that the above-described business practices are unfair,
18 unlawful and/or fraudulent, and injunctive relief restraining the Defendants, and each of them,
19 from engaging in any of the above-described unfair, unlawful and/or fraudulent business
20 practices in the future.

21 ~~89-90.~~ Plaintiff, individually, and on behalf of members of the putative class, has no
22 plain, speedy, and/or adequate remedy at law to redress the injuries which the Class Members
23 suffered as a consequence of the Defendants' unfair, unlawful and/or fraudulent business
24 practices. As a result of the unfair, unlawful and/or fraudulent business practices described
25 above, Plaintiff, individually, and on behalf of members of the putative Class, has suffered and
26 will continue to suffer irreparable harm unless the Defendants, and each of them, are restrained
27 from continuing to engage in said unfair, unlawful and/or fraudulent business practices.

28 ~~90-91.~~ Plaintiff also alleges that if Defendants are not enjoined from the conduct set forth

1 herein above, they will continue to avoid paying the appropriate taxes, insurance and other
2 withholdings.

3 92. Pursuant to California Business & Professions Code §§ 17200, *et seq.*, Plaintiff
4 and putative Class Members are entitled to restitution of the wages withheld and retained by
5 Defendants during a period that commences four years and 178 days prior to the filing of this
6 complaint; a permanent injunction requiring Defendants to pay all outstanding wages due to
7 Plaintiff and Class Members; an award of attorneys' fees pursuant to California Code of Civil
8 Procedure § 1021.5 and other applicable laws; and an award of costs.

9 **NINTH CAUSE OF ACTION**

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

12 93. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1
13 through 23 in this Complaint.

14 94. At all times herein mentioned, Defendants were subject to the Labor Code of the
15 State of California and the applicable Industrial Welfare Commission Orders.

16 95. California Labor Code § 2699(a) specifically provides for a private right of action
17 to recover penalties for violations of the Labor Code: "Notwithstanding any other provision of
18 law, any provision of this code that provides for a civil penalty to be assessed and collected by
19 the Labor and Workforce Development Agency or any of its departments, divisions,
20 commissions, boards, agencies, or employees, for a violation of this code, may, as an alternative,
21 be recovered through a civil action brought by an aggrieved employee on behalf of himself or
22 herself and other current or former employees pursuant to the procedures specified in Section
23 2699.3."

24 96. Plaintiff has exhausted his administrative remedies pursuant to California Labor
25 Code § 2699.3. He gave written notice by online filing to the LWDA and by certified mail to
26 Defendant of the specific provisions of the Labor Code that Defendant violated against Plaintiff
27 and current and former aggrieved employees, including the facts and theories to support the
28 violations. Plaintiff also paid the filing fee.

1 97. The LWDA has not indicated that it intends to investigate Defendant's Labor
2 Code violations discussed in the notice. Accordingly, Plaintiff may commence a civil action to
3 recover penalties under Labor Code § 2699 pursuant to § 2699.3 for the violations of the Labor
4 Code described in this Complaint. These penalties include, but are not limited to, penalties under
5 California Labor Code §§ 210, 226.3, 1174.5, 1197.1, and 2699.

6 98. Based on the conduct described in this Complaint, Plaintiff is entitled to an award
7 of civil penalties on behalf of himself, the State of California, and similarly Aggrieved
8 Employees of Defendants. The exact amount of the applicable penalties, in all, is in an amount
9 to be shown according to proof at trial. These penalties are in addition to all other remedies
10 permitted by law.

11 91.99. In addition, Plaintiff seeks an award of reasonable attorney's fees and costs
12 pursuant to California Labor Code § 2699(g)(1), which states, "Any employee who prevails in
13 any action shall be entitled to an award of reasonable attorney's fees and costs."

14 **PRAYER FOR RELIEF**

15 Plaintiff, individually, and on behalf of all others similarly situated only with respect to
16 the class claims, prays for relief and judgment against Defendants, jointly and severally, as
17 follows:

18 **Class Certification**

- 19 1. That this action be certified as a class action with respect to the First, Second,
20 Third, Fourth, Fifth, Sixth, Seventh, and Eighth Causes of Action;
- 21 2. That Plaintiff be appointed as the representative of the Class; and,
- 22 3. That counsel for Plaintiff be appointed as Class Counsel.

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

- 24 4. That the Court declare, adjudge, and decree that Defendants violated California
25 Labor Code §§ 204 and 1194 and applicable IWC Wage Orders by willfully failing to pay all
26 minimum and straight time wages due;
- 27 5. For unpaid wages as may be appropriate;
- 28 6. For pre-judgment interest on any unpaid compensation commencing from the date

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1 such amounts were due;

2 7. For liquidated damages;

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

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

6 As to the Second Cause of Action

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

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

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

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

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

16 As to the Third Cause of Action

17 15. That the Court declare, adjudge, and decree that Defendants violated California
18 Labor Code §§ 226.7 and 512, and the IWC Wage Orders;

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

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

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

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

25 As to the Fourth Cause of Action

26 20. That the Court declare, adjudge, and decree that Defendants violated California
27 Labor Code §§ 226.7 and 512, and the IWC Wage Orders;

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

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

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

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

6 As to the Fifth Cause of Action

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

10 26. For statutory wage penalties pursuant to California Labor Code § 203 for former
11 employees who have left Defendants' employ;

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

14 28. For reasonable attorneys' fees and for costs of suit incurred herein; and,

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

16 As to the Sixth Cause of Action

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

20 31. For all actual damages, according to proof;

21 32. For statutory penalties pursuant to California Labor Code § 226(e);

22 33. For injunctive relief to ensure compliance with this section, pursuant to California
23 Labor Code § 226(h);

24 34. For reasonable attorneys' fees and for costs of suit incurred herein; and,

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

26 As to the Seventh Cause of Action

27 36. That the Court declare, adjudge, and decree that Defendants violated California Labor
28 Code § 2802 by willfully failing to indemnify employees for expenditures;

37. For unpaid wages or unreimbursed business expenses as may be appropriate;

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

39. For reasonable attorneys' fees and for costs of suit incurred herein; and,

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

As to the Eighth Cause of Action

41. That the Court declare, adjudge, and decree that Defendants violated California Business & Professions Code §§ 17200, *et seq.* by failing to pay for all hours worked (minimum, straight time, and overtime wages), failing to provide meal periods, and failing to authorize and permit rest periods;

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

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

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

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

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

As to the Ninth Cause of Action

47. That the Court declare, adjudge and decree that Defendants violated the California Labor Code by failing to pay wages for all hours worked (including minimum, straight time, and overtime wages), failing to provide meal periods and pay the correct amount of meal period premium wages, failing to authorize and permit rest periods and pay the correct amount of rest period premium wages, failing to pay all wages owed twice per month, failing to maintain accurate records of hours worked and meal breaks, failing to pay all final wages to terminated

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employees, failing to furnish accurate wage statements, and failing to reimburse employees for all necessary business expenses.

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

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

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

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

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As to all Causes of Action

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

Respectfully submitted,

Dated: ~~February 27~~September, 2024

WILSHIRE LAW FIRM

By:

Justin F. Marquez
Benjamin H. Haber
Daniel J. Kramer

Attorneys for Plaintiff

DEMAND FOR JURY TRIAL

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

Dated: ~~February 27~~September, 2024

WILSHIRE LAW FIRM

By:

Justin F. Marquez
Benjamin H. Haber
Daniel J. Kramer

Attorneys for Plaintiff

Blaz. v. Mid-Valley Labor Services, Inc., et al.
MCV091352

1 PROOF OF SERVICE