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FOR ALL PURPOSES
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SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SOLANO

DYLAN W. MARSH MICHAELS, individually,
and on behalf of all others similarly situated,

Plaintiff,

vs.

COMCAST CC OF WILLOW GROVE, an
unknown entity; and DOES 1 through 10,
inclusive,

Defendants

Case No.: CU24-03584

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

1. Failure to Pay Minimum Wages [Cal. Lab. Code §§ 204, 1194, 1194.2, and 1197];
2. Failure to Pay Overtime Compensation [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 Breaks [Cal. Lab. Code §§ 226.7];
5. Failure to Indemnify Necessary Business Expenses [Cal. Lab. Code § 2802];
6. Failure to Timely Pay Final Wages at Termination [Cal. Lab. Code §§ 201-203];
7. Failure to Provide Accurate Itemized Wage Statements [Cal. Lab. Code § 226];
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

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

4 **INTRODUCTION & PRELIMINARY STATEMENT**

5 1. Plaintiff brings this action against Defendants Comcast CC of Willow Grove, and
6 Does 1 through 10 (collectively referred to as “Defendants”) for California Labor Code
7 violations and unfair business practices stemming from Defendants’ failure to pay minimum
8 wages, failure to pay overtime wages, failure to provide meal periods, failure to authorize and
9 permit rest periods, failure to maintain accurate records of hours worked and meal periods,
10 failure to timely pay all wages to terminated employees, failure to indemnify necessary business
11 expenses, and failure to furnish accurate wage statements.

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 Defendants in California as an hourly-paid, 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 Attorney General Act (“PAGA”) to recover civil penalties that are owed to
20 Plaintiff, the State of California, and past and present employees of Defendants (hereinafter
21 referred to as the “Aggrieved Employees”).

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

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

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

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 and the Class. Further, Defendants are

1 responsible for each of the unlawful acts or omissions complained of herein under the doctrine of
2 “respondeat superior”.

3 **THE PARTIES**

4 **A. Plaintiff**

5 8. Plaintiff is a California resident that worked for Defendants in the County of
6 Solano, State of California, as a cable technician during the statutory period.

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

10 **B. Defendants**

11 10. Plaintiff is informed and believes, and based upon that information and belief
12 alleges, that Defendant is:

- 13 (a) An unknown business entity with its principal place of business in Solano,
14 California.
- 15 (b) A business entity conducting business in numerous counties throughout the
16 State of California, including in Solano County; and
- 17 (c) The former employer of Plaintiff, and the current and/or former employer
18 of the putative Class. Defendants suffered and permitted Plaintiff, the
19 Class, and the Aggrieved Employees to work, and/or controlled their
20 wages, hours, or working conditions

21 11. Plaintiff does not currently know the true names or capacities of the persons or
22 entities sued herein as Does 1-10, inclusive, and therefore sues said Defendants by such fictitious
23 names. Each of the Doe Defendants was in some manner legally responsible for the damages
24 suffered by Plaintiff, the Class, and the Aggrieved Employees as alleged herein. Plaintiff will
25 amend this complaint to set forth the true names and capacities of these Defendants when they
26 have been ascertained, together with appropriate charging allegations, as may be necessary.

27 12. At all times mentioned herein, the Defendants named as Does 1-10, inclusive, and
28 each of them, were residents of, doing business in, availed themselves of the jurisdiction of,

1 and/or injured a significant number of the Plaintiff, the Class, and the Aggrieved Employees in
2 the State of California.

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

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

17 14. Plaintiff is a California resident who worked for Defendants in the County of
18 Solano, State of California during the statutory period. Plaintiff was typically scheduled to work
19 at least 5 days in a workweek, and typically in excess of 8 hours in a single workday.

20 15. Throughout the statutory period, Defendants failed to pay Plaintiff for all hours
21 worked (including minimum wages and overtime wages), failed to provide Plaintiff with
22 uninterrupted meal periods, failed to authorize and permit Plaintiff to take uninterrupted rest
23 periods, failed to indemnify Plaintiff for necessary business expenses, failed to timely pay all
24 final wages to Plaintiff when Defendants terminated Plaintiff's employment, and failed to furnish
25 accurate wage statements to Plaintiff. As discussed below, Plaintiff's experience working for
26 Defendants was typical and illustrative.

27 16. Throughout the statutory period, Defendants maintained a policy and practice of
28 not paying Plaintiff, the Class, and the Aggrieved Employees for all hours worked, including all

1 overtime wages. Plaintiff, the Class, and the Aggrieved Employees worked an alternative
2 workweek schedule of 4 days per week and 10 hours each day. However, Defendants failed to
3 comply with all requirements for such an alternative workweek schedule, and thus this workweek
4 schedule was improper, and Defendants failed to pay all overtime wages owed to Plaintiff, the
5 Class, and the Aggrieved Employees as a result. Also during the statutory period, Plaintiff, the
6 Class, and the Aggrieved Employees were required to work “off the clock” and uncompensated.
7 For example, Plaintiff, the Class, and the Aggrieved Employees were required to undergo
8 COVID screening prior to clocking into work, including waiting in line, leading to off the clock
9 work, uncompensated. Also, Plaintiff, the Class, and the Aggrieved Employees were required to
10 keep company cellular phones on during meal breaks, and they were often interrupted, leading to
11 off the clock work time, uncompensated. Also during the statutory period, Plaintiff, the Class,
12 and the Aggrieved Employees received non-discretionary bonuses, tickets to amusement parks,
13 commissions, and other remuneration. However, Defendants failed to incorporate all
14 remuneration when calculating the correct overtime rate of pay, meal break premium rate of pay,
15 and sick day rate of pay, leading to underpayment of wages. Also, Defendants either failed to
16 place the correct legal entity name on the wage statements, or it failed to register the corporation
17 with the state of California. Finally, Defendants failed to produce the requested payroll and
18 personnel file for Plaintiff, despite attempts made in writing on October 5, 2023.

19 17. Throughout the statutory period, Defendants have wrongfully failed to provide
20 Plaintiff, the Class, and the Aggrieved Employees with legally compliant meal periods.
21 Defendants sometimes, but not always, required Plaintiff, the Class, and the Aggrieved
22 Employees to work in excess of five consecutive hours a day without providing 30-minute,
23 continuous and uninterrupted, duty-free meal period for every five hours of work, or without
24 compensating Plaintiff, the Class, and the Aggrieved Employees for meal periods that were not
25 provided by the end of the fifth hour of work or tenth hour of work. Defendants also did not
26 adequately inform Plaintiff, the Class, and the Aggrieved Employees of their right to take a meal
27 period by the end of the fifth hour of work, or, for shifts greater than 10 hours, by the end of the
28 tenth hour of work. Plaintiff, the Class, and the Aggrieved Employees were sometimes required

1 to work during their meal periods, leading to the failure to provide uninterrupted meal periods.
2 Accordingly, Defendants' policy and practice was to not provide meal periods to Plaintiff, the
3 Class, and the Aggrieved Employees in compliance with California law.

4 18. Throughout the statutory period, Defendants have wrongfully failed to authorize
5 and permit Plaintiff, the Class, and the Aggrieved Employees to take timely and duty-free rest
6 periods. Defendants sometimes, but not always, required Plaintiff, the Class, and the Aggrieved
7 Employees to work in excess of four consecutive hours a day without Defendants authorizing and
8 permitting them to take a 10-minute, continuous and uninterrupted, rest period for every four
9 hours of work (or major fraction of four hours), or without compensating Plaintiff, the Class, and
10 the Aggrieved Employees for rest periods that were not authorized or permitted. Defendants also
11 did not adequately inform Plaintiff, the Class, and the Aggrieved Employees of their right to take
12 a rest period. Moreover, Defendants did not have adequate policies or practices permitting or
13 authorizing rest periods for Plaintiff, the Class, and the Aggrieved Employees, nor did
14 Defendants have adequate policies or practices regarding the timing of rest periods. Defendants
15 also did not have adequate policies or practices to verify whether Plaintiff, the Class, and the
16 Aggrieved Employees were taking their required rest periods. Further, Defendants did not
17 maintain accurate records of employee work periods, and therefore Defendants cannot
18 demonstrate that Plaintiff, the Class, and the Aggrieved Employees took rest periods during the
19 middle of each work period. Accordingly, Defendants' policy and practice was to not authorize
20 and permit Plaintiff, the Class, and the Aggrieved Employees to take rest periods in compliance
21 with California law.

22 19. Throughout the statutory period, Defendants wrongfully required Plaintiff, the
23 Class, and the Aggrieved Employees to pay expenses that they incurred in direct discharge of
24 their duties for Defendants without reimbursement. For example, Plaintiff, the Class, and the
25 Aggrieved Employees were required to purchase masks, specific tools, and the use of personal
26 cellular telephones for work purposes, and the maintenance of uniforms without reimbursement.

27 20. Throughout the statutory period, Defendants willfully failed and refused to timely
28 pay Plaintiff, the Class, and the Aggrieved Employees at the conclusion of their employment all

1 wages for all minimum wages, overtime wages, meal period premium wages, and rest period
2 premium wages. Further, Defendants did not pay Plaintiff, the Class, and the Aggrieved
3 Employees their final paychecks immediately upon termination.

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, and all gross and net wages earned (including correct hours worked, correct wages
7 earned for hours worked, correct overtime hours worked, correct wages for meal periods that
8 were not provided in accordance with California law, correct wages for rest periods that were not
9 authorized and permitted to take in accordance with California law, and Defendant's address).
10 Further, the wage statements do not show Defendant's address as required by California law. As
11 a result of these violations of California Labor Code § 226(a), the Plaintiff, the Class, and the
12 Aggrieved Employees suffered injury because, among other things:

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

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

13 Thus, Plaintiff, the Class, and the Aggrieved Employees are owed the amounts provided for in
14 California Labor Code § 226(e), including actual damages.

15 **CLASS ACTION ALLEGATIONS**

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

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

21 24. The proposed Class consists of and is defined as:

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

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

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

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

3 (a) Numerosity: The members of the Class (and each subclass, if any) are so
4 numerous that joinder of all members would be unfeasible and impractical.
5 The membership of the entire Class is unknown to Plaintiff at this time,
6 however, the Class is estimated to be greater than 100 individuals and the
7 identity of such membership is readily ascertainable by inspection of
8 Defendants' records.

9 (b) Typicality: Plaintiff is qualified to, and will, fairly and adequately protect
10 the interests of each Class Member with whom there is a shared, well-
11 defined community of interest, and Plaintiff's claims (or defenses, if any)
12 are typical of all Class Members' claims as demonstrated herein.

13 (c) Adequacy: Plaintiff is qualified to, and will, fairly and adequately protect
14 the interests of each Class Member with whom there is a shared, well-
15 defined community of interest and typicality of claims, as demonstrated
16 herein. Plaintiff has no conflicts with or interests antagonistic to any Class
17 Member. Plaintiff's attorneys, the proposed class counsel, are versed in
18 the rules governing class action discovery, certification, and settlement.
19 Plaintiff has incurred, and throughout the duration of this action, will
20 continue to incur costs and attorneys' fees that have been, are, and will be
21 necessarily expended for the prosecution of this action for the substantial
22 benefit of each class member.

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

- 26 1) The interests of the members of the Class in individually
27 controlling the prosecution or defense of separate actions;
28 2) The extent and nature of any litigation concerning the controversy

1 already commenced by or against members of the Class;

2 3) The desirability or undesirability of concentrating the litigation of
3 the claims in the particular forum; and

4 4) The difficulties likely to be encountered in the management of a
5 class action.

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

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

19 (a) Failed to pay Class Members for all hours worked, including minimum
20 wages, and overtime wages;

21 (b) Failed to provide meal periods and pay meal period premium wages to
22 Class Members;

23 (c) Failed to authorize and permit rest periods and pay rest period premium
24 wages to Class Members;

25 (d) Failed to promptly pay all wages due to Class Members upon their
26 discharge or resignation;

27 (e) Failed to maintain accurate records of all hours Class Members worked,
28 and all meal periods Class Members took or missed;

- 1 (f) Failed to reimburse Class Members for all necessary business expenses;
2 and
3 (g) Violated California Business & Professions Code §§ 17200 *et. seq.* as a
4 result of their illegal conduct as described above.

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

- 7 (a) The questions of law and fact common to the Class predominate over any
8 question affecting only individual members;
9 (b) A class action is superior to any other available method for the fair and
10 efficient adjudication of the claims of the members of the Class;
11 (c) The members of the Class are so numerous that it is impractical to bring all
12 members of the class before the Court;
13 (d) Plaintiff, and the other members of the Class, will not be able to obtain
14 effective and economic legal redress unless the action is maintained as a
15 class action;
16 (e) There is a community of interest in obtaining appropriate legal and
17 equitable relief for the statutory violations, and in obtaining adequate
18 compensation for the damages and injuries for which Defendants are
19 responsible in an amount sufficient to adequately compensate the members
20 of the Class for the injuries sustained;
21 (f) Without class certification, the prosecution of separate actions by
22 individual members of the class would create a risk of:
23 1) Inconsistent or varying adjudications with respect to individual
24 members of the Class which would establish incompatible standards
25 of conduct for Defendants; and/or
26 2) Adjudications with respect to the individual members which would,
27 as a practical matter, be dispositive of the interests of other
28 members not parties to the adjudications, or would substantially

1 impair or impede their ability to protect their interests, including but
2 not limited to the potential for exhausting the funds available from
3 those parties who are, or may be, responsible Defendants; and,

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

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

14 **FIRST CAUSE OF ACTION**

15 **(Against all Defendants for Failure to Pay Minimum Wages for All Hours Worked)**

16 31. Plaintiff incorporates by reference and re-alleges as if fully stated herein
17 paragraphs 1 through 21 in this Complaint.

18 32. “Hours worked” is the time during which an employee is subject to the control of
19 an employer, and includes all the time the employee is suffered or permitted to work, whether or
20 not required to do so.

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

26 34. Accordingly, Plaintiff and the Class are entitled to recover minimum wages for all
27 non-overtime hours worked for Defendants.

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

3 36. By virtue of the Defendants' unlawful failure to pay additional compensation to
4 Plaintiff and the Class for their non-overtime hours worked without pay, Plaintiff and the Class
5 suffered, and will continue to suffer, damages in amounts which are presently unknown to
6 Plaintiff and the Class, but which exceed the jurisdictional minimum of this Court, and which
7 will be ascertained according to proof at trial.

8 37. By failing to keep adequate time records required by California Labor Code §
9 1174(d), Defendants have made it difficult to calculate the full extent of minimum wage
10 compensation due Plaintiff and the Class.

11 38. Pursuant to California Labor Code section 1194.2, Plaintiff and the Class are
12 entitled to recover liquidated damages (double damages) for Defendants' failure to pay minimum
13 wages.

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

20 40. Plaintiff and the Class are also entitled to seek recovery of all unpaid minimum
21 wages, interest, and reasonable attorneys' fees and costs pursuant to California Labor Code §§
22 218.5, 218.6, and 1194(a).

23 **SECOND CAUSE OF ACTION**

24 **(Against all Defendants for Failure to Pay Overtime Wages)**

25 41. Plaintiff incorporates by reference and re-alleges as if fully stated herein
26 paragraphs 1 through 21 in this Complaint.

27 42. California Labor Code § 510 provides that employees in California shall not be
28 employed more than eight (8) hours in any workday or forty (40) hours in a workweek unless

1 they receive additional compensation beyond their regular wages in amounts specified by law.

2 43. California Labor Code §§ 1194 and 1198 provide that employees in California
3 shall not be employed more than eight hours in any workday unless they receive additional
4 compensation beyond their regular wages in amounts specified by law. Additionally, California
5 Labor Code § 1198 states that the employment of an employee for longer hours than those fixed
6 by the Industrial Welfare Commission is unlawful.

7 44. At all times relevant hereto, Plaintiff and the Class have worked more than eight
8 hours in a workday, as employees of Defendants.

9 45. At all times relevant hereto, Defendants failed to pay Plaintiff and the Class
10 overtime compensation for the hours they have worked in excess of the maximum hours
11 permissible by law as required by California Labor Code § 510 and 1198. Plaintiff and the Class
12 are regularly required to work overtime hours.

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

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

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

25 49. California Labor Code § 204 requires employers to provide employees with all
26 wages due and payable twice a month. The Wage Orders also provide that every employer shall
27 pay to each employee, on the established payday for the period involved, overtime wages for all
28

overtime hours worked in the payroll period. Defendants failed to provide Plaintiff and the Class with all compensation due, in violation of California Labor Code § 204.

THIRD CAUSE OF ACTION

(Against All Defendants for Failure to Provide Meal Periods)

50. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 21 in this Complaint.

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

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

53. 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)

54. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 21 in this Complaint.

1 55. Defendants are required by California law to authorize and permit breaks of 10
2 uninterrupted minutes for each four hours of work or major fraction of four hours (i.e. more than
3 two hours). Section 512 of the California Labor Code, the applicable Wage Orders require that
4 the employer permit and authorize all employees to take paid rest periods of 10 minutes each for
5 each 4-hour period worked. Thus, for example, if an employee's work time is 6 hours and ten
6 minutes, the employee is entitled to two rest breaks. Each failure to authorize rest breaks as so
7 required is itself a violation of California's rest break laws. It is a violation of Section 226.7 of
8 the California Labor Code for an employer to require any employee to work during any rest
9 period mandated under any Wage Order.

10 56. Despite these legal requirements, Defendants failed to authorize Plaintiff and the
11 Class to take rest breaks, regardless of whether employees worked more than 4 hours in a
12 workday. By their failure to permit and authorize Plaintiff and the Class to take rest periods as
13 alleged above (or due to the fact that Defendants made it impossible or impracticable to take
14 these uninterrupted rest periods), Defendants willfully violated the provisions of Section 226.7 of
15 the California Labor Code and the applicable Wage Orders.

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

19 **FIFTH CAUSE OF ACTION**

20 **(Against All Defendants for Failure to Indemnify Necessary Business Expenses)**

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

23 59. Defendants violated Labor Code section 2802 and the IWC Wage Orders, by
24 failing to pay and indemnify the Plaintiff and the Class for their necessary expenditures and
25 losses incurred in direct consequence of the discharge of their duties or of their obedience to
26 directions of Defendants.

27 60. As a result, Plaintiff and the Class were damaged at least in the amounts of the
28 expenses they paid, or which were deducted by Defendants from their wages.

61. Plaintiff and the class they represent are entitled to attorney's fees, expenses, and costs of suit pursuant to Labor Code section 2802(c) and interest pursuant to Labor Code section 2802(b).

SIXTH CAUSE OF ACTION

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

62. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 21 in this Complaint.

63. 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.

64. Within the applicable statute of limitations, the employment of Plaintiff and 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 sections 201 and 202 either at the time of discharge, or within seventy-two (72) hours of their leaving Defendants' employ.

65. Defendants' failure to pay Plaintiff and 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.

66. California Labor Code § 203 provides that if an employer willfully fails to pay wages owed, in accordance with sections 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.

67. Plaintiff and the Class are 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 30 days maximum pursuant to California Labor Code § 203.

68. Pursuant to California Labor Code §§ 218.5, 218.6 and 1194, Plaintiff and the Class are also entitled to an award of reasonable attorneys' fees, interest, expenses, and costs incurred in this action.

SEVENTH CAUSE OF ACTION

(Against all Defendants for Failure to Provide and Maintain Accurate and Compliant Wage Records)

69. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 21 in this Complaint.

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

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

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

73. Specifically, Plaintiff and the members of the Class have been injured by 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).

74. 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.

75. Plaintiff and the Class are entitled to recover from Defendants their actual damages caused by Defendants' failure to comply with California Labor Code § 226(a).

76. 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).

EIGHTH CAUSE OF ACTION

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

77. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 21 in this Complaint.

78. Defendants, and each of them, are “persons” as defined under California Business & Professions Code § 17201.

79. 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.

80. 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.*

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

Failure to Pay Minimum Wages

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

Failure to Pay Overtime Wages

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

Failure to Maintain Accurate Records of All Hours Worked

84. Defendants' failure to maintain accurate records of all hours worked in accordance with California Labor Code § 1174.5 and the IWC Wage Orders constitutes unlawful and/or unfair activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

Failure to Provide Meal Periods

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

Failure to Authorize and Permit Rest Periods

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

Failure to Indemnify Necessary Business Expenses

87. Defendants' failure to indemnify employees for necessary business expenses in

1 accordance with California Labor Code § 2802 and the IWC Wage Orders, as alleged above,
2 constitutes unlawful and/or unfair activity prohibited by Business and Professions Code §§
3 17200, *et seq.*

4 **Failure to Provide Accurate Itemized Wage Statements**

5 88. Defendants' failure to provide accurate itemized wage statements in accordance
6 with California Labor Code § 226, as alleged above, constitutes unlawful and/or unfair activity
7 prohibited by California Business & Professions Code §§ 17200, *et seq.*

8 89. By and through their unfair, unlawful and/or fraudulent business practices
9 described herein, the Defendants, have obtained valuable property, money and services from
10 Plaintiff, and all persons similarly situated, and have deprived Plaintiff, and all persons similarly
11 situated, of valuable rights and benefits guaranteed by law, all to their detriment.

12 90. Plaintiff and the Class Members suffered monetary injury as a direct result of
13 Defendants' wrongful conduct.

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

20 92. Plaintiff, individually, and on behalf of members of the putative class, are further
21 entitled to and do seek a declaration that the above described business practices are unfair,
22 unlawful and/or fraudulent, and injunctive relief restraining the Defendants, and each of them,
23 from engaging in any of the above-described unfair, unlawful and/or fraudulent business
24 practices in the future.

25 93. Plaintiff, individually, and on behalf of members of the putative class, have no
26 plain, speedy, and/or adequate remedy at law to redress the injuries which the Class Members
27 suffered as a consequence of the Defendants' unfair, unlawful and/or fraudulent business
28 practices. As a result of the unfair, unlawful and/or fraudulent business practices described

1 above, Plaintiff, individually, and on behalf of members of the putative Class, has suffered and
2 will continue to suffer irreparable harm unless the Defendants, and each of them, are restrained
3 from continuing to engage in said unfair, unlawful and/or fraudulent business practices.

4 94. Plaintiff also alleges that if Defendants are not enjoined from the conduct set forth
5 herein above, they will continue to avoid paying the appropriate taxes, insurance and other
6 withholdings.

7 95. Pursuant to California Business & Professions Code §§ 17200, *et seq.*, Plaintiff
8 and putative Class Members are entitled to restitution of the wages withheld and retained by
9 Defendants during a period that commences four years prior to the filing of this complaint; a
10 permanent injunction requiring Defendants to pay all outstanding wages due to Plaintiff and
11 Class Members; an award of attorneys' fees pursuant to California Code of Civil Procedure §
12 1021.5 and other applicable laws; and an award of costs.

13 **NINTH CAUSE OF ACTION**

14 **(Against all Defendants for Civil Penalties Under the Private Attorneys General Act** 15 **of 2004, Cal. Lab. Code § 2698 et seq.)**

16 96. Plaintiff incorporates by reference and re-allege as if fully stated herein paragraphs
17 1 through 21 in this Second Amended Complaint.

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

20 98. California Labor Code § 2699(a) specifically provides for a private right of action
21 to recover penalties for violations of the Labor Code: "Notwithstanding any other provision of
22 law, any provision of this code that provides for a civil penalty to be assessed and collected by
23 the Labor and Workforce Development Agency or any of its departments, divisions,
24 commissions, boards, agencies, or employees, for a violation of this code, may, as an alternative,
25 be recovered through a civil action brought by an aggrieved employee on behalf of himself or
26 herself and other current or former employees pursuant to the procedures specified in Section
27 2699.3."
28

1 99. Plaintiff has exhausted his administrative remedies pursuant to California Labor
2 Code § 2699.3. On May 5, 2024, Plaintiff gave written notice by online filing to the Labor and
3 Workforce Development Agency and by certified mail to Defendants of the specific provisions
4 of the Labor Code that Defendants have violated against Plaintiff and current and former
5 aggrieved employees, including the facts and theories to support the violations (See attached as
6 Exhibit A). Plaintiff's PAGA case number is No. LWDA-CM- 1026373-24. At the time of this
7 filing, 65 days has elapsed since Plaintiff provided notice, but the Labor and Workforce
8 Development Agency has not indicated that it intends to investigate Defendants' Labor Code
9 violations discussed in the notice. Accordingly, Plaintiff may commence a civil action to recover
10 penalties under Labor Code § 2699 pursuant to § 2699.3 for the violations of the Labor Code
11 described in this Complaint. These penalties include, but are not limited to, penalties under
12 California Labor Code §§ 210, 226.3, 558, 1197.1, and 2699(f)(2).

13 100. In addition, Plaintiff seeks penalties for Defendants' violation of California Labor
14 Code § 1174(d). Pursuant to California Labor Code § 1174.5, any person, including any entity,
15 employing labor who willfully fails to maintain accurate and complete records required by
16 California Labor Code § 1174 is subject to a penalty under § 1174.5. Pursuant to the applicable
17 IWC Order § 7(A)(3), every employer shall keep time records showing when the employee
18 begins and ends each work period. Meal periods, and total hours worked daily shall also be
19 recorded. Additionally, pursuant to the applicable IWC Order § 7(A)(5), every employer shall
20 keep total hours worked in the payroll period and applicable rates of pay.

21 101. During the time period of employment for Plaintiff and the Aggrieved Employees,
22 Defendants failed to maintain records pursuant to the Labor Code and IWC Orders by failing to
23 maintain accurate records showing meal periods, and accurate records showing when employees
24 begin and end each work period. Defendants' failure to provide and maintain records required by
25 the Labor Code IWC Wage Orders deprived Plaintiff and the Aggrieved Employees the ability to
26 know, understand and question the accuracy and frequency of meal periods, and the accuracy of
27 their hours worked stated in Defendants' records. Therefore, Plaintiff and the Aggrieved
28 Employees had no way to dispute the resulting failure to pay wages, all of which resulted in an

1 unjustified economic enrichment to Defendants. As a direct result, Plaintiff and the Aggrieved
2 Employees have suffered and continue to suffer, substantial losses related to the use and
3 enjoyment of such wages, lost interest on such wages and expenses and attorney's fees in seeking
4 to compel Defendants to fully perform its obligation under state law, all to their respective
5 damage in amounts according to proof at trial. Because of Defendants' knowing failure to
6 comply with the Labor Code and applicable IWC Wage Orders, Plaintiffs and the Aggrieved
7 Employees have also suffered an injury in that they were prevented from knowing,
8 understanding, and disputing the wage payments paid to them.

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

14 103. In addition, Plaintiffs seek an award of reasonable attorney's fees and costs
15 pursuant to California Labor Code § 2699(g)(1), which states, "Any employee who prevails in
16 any action shall be entitled to an award of reasonable attorney's fees and costs."
17

18 **PRAYER FOR RELIEF**

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

22 **Class Certification**

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

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

- 28 4. That the Court declare, adjudge and decree that Defendants violated California

1 Labor Code §§ 204 and 1194 and applicable IWC Wage Orders by willfully failing to pay all
2 minimum wages due;

3 5. For general unpaid wages as may be appropriate;

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

6 7. For liquidated damages;

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

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

10 As to the Second Cause of Action

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

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

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

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

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

20 As to the Third Cause of Action

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

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

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

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

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

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

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

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

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

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

27

46. That the Court declare, adjudge and decree that Defendants violated the California Labor Code by failing to pay minimum wages, failure to pay overtime wages, failure to provide meal periods, failure to authorize and permit rest periods, failure to maintain accurate records of hours worked and meal periods, failure to timely pay all wages to terminated employees, failure to indemnify necessary business expenses, and failure to furnish accurate wage statements;

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

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

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

As to all Causes of Action

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

Dated: July 9, 2024

Respectfully submitted,

MOON LAW GROUP, PC

By:

Kane Moon
Allen Feghali
S. Emily Grams
Attorneys for Plaintiff

DEMAND FOR JURY TRIAL

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

Dated: July 9, 2024

MOON LAW GROUP, PC

By:

Kane Moon
Allen Feghali
S. Emily Grams
Attorneys for Plaintiff

STATE OF CALIFORNIA)
) ss
COUNTY OF LOS ANGELES)

SECOND AMENDED CLASS AND REPRESENTATIVE ACTION COMPLAINT

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[✓] **BY E-MAIL OR ELECTRONIC TRANSMISSION:** I caused a copy of the document(s) to be sent from e-mail address sdelgado@moonlawgroup.com to the persons at the e-mail addresses listed above. I did not receive, within a reasonable time after the transmission, any electronic message or other indication that the transmission was unsuccessful.

Executed on July 9, 2024, at Los Angeles, California.

/s/ Steven Delgado
Signature