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COURTNEY OLIVER, KATHERINE
FLORES, and SOPHIA BERMUDEZ

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF CONTRA COSTA
COMPLEX CIVIL LITIGATION

COURTNEY OLIVER, KATHERINE FLORES,
and SOPHIA BERMUDEZ, individually, on
behalf of all others similarly situated, and on
behalf of the State of California and other
aggrieved persons,

Plaintiffs,

v.

ECWC PARTNERS, INC., a California
corporation; CCSAC, INC., a California
corporation; CANN DISTRIBUTORS, INC., a
California corporation; STRATEGIC
INNOVATIONS GROUP, INC., a California
corporation; NUG INC., a Nevada corporation;
and DOES 1 through 10, inclusive,

Defendants.

Case No.: C24-01959

ASSIGNED FOR ALL PURPOSES TO:
Hon. Edward G. Weil, Dept. 39

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

1. Failure to Pay Minimum and Straight Time Wages (Cal. Lab. Code §§ 204, 1194, 1194.2, 1197, and 1197.1);
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. Failure to Produce Requested Employment Records (Cal. Lab. Code §§ 226 and 1198.5);
9. Unfair Business Practices (Cal. Bus. & Prof. Code §§ 17200, *et seq.*); and
10. Civil Penalties Under PAGA (Cal. Lab. Code §§ 2698, *et seq.*).

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DEMAND FOR JURY TRIAL

Complaint filed: July 25, 2024
Trial date: Not Set

1 Plaintiffs Courtney Oliver, Katherine Flores, and Sophia Bermudez (“Plaintiffs”), on
2 information and belief, allege as follows:

3 **INTRODUCTION & PRELIMINARY STATEMENT**

4 1. Plaintiffs bring this action against Defendants ECWC Partners, Inc., CCSAC, Inc.,
5 CANN Distributors, Inc., Strategic Innovations Group, Inc., NUG Inc., and DOES 1 through 10
6 (hereinafter collectively referred to as “Defendants”) for California Labor Code violations and
7 unfair business practices stemming from Defendants’ failure to pay for all hours worked
8 (minimum, straight time, and overtime wages), failure to provide meal periods, failure to authorize
9 and permit rest periods, failure to timely pay final wages, failure to furnish accurate wage
10 statements, failure to indemnify employees for expenditures, and failure to produce requested
11 employment records.

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

18 3. Plaintiffs bring the Tenth Cause of Action as a representative action under the Labor
19 Code Private Attorneys Act of 2004, Labor Code sections 2698 *et seq.* (“PAGA”) to recover civil
20 penalties that are owed to Plaintiffs, the State of California, and past and present non-exempt
21 employees employed by Defendants in the State of California during the statute of limitations
22 period for their PAGA claim (herein after 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 Contra Costa County. As such and based
25 upon 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.

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1 5. Despite these requirements, throughout the statutory period, Defendants have, at
2 times:

- 3 (a) Failed to pay some, but not necessarily all employees for all hours worked,
4 including all minimum, straight time, and overtime wages in compliance
5 with the California Labor Code and IWC Wage Orders;
- 6 (b) Failed to provide some, but not necessarily all employees with timely and
7 duty-free meal periods in compliance with the California Labor Code and
8 IWC Wage Orders, failed to maintain accurate records of all meal periods
9 taken or missed, and failed to pay an additional hour's pay for each workday
10 a meal period violation occurred;
- 11 (c) Failed to authorize and permit some, but not necessarily all employees to
12 take timely and duty-free rest periods in compliance with the California
13 Labor Code and IWC Wage Orders, and failed to pay an additional hour's
14 pay for each workday a rest period violation occurred;
- 15 (d) Willfully failed to pay some, but not necessarily all employees all minimum
16 wage, straight time wages, overtime wages, meal period premium wages,
17 and rest period premium wages due within the time period specified by
18 California law when employment terminates;
- 19 (e) Failed to provide some, but not necessarily all employees with accurate,
20 itemized wage statements containing all the information required by the
21 California Labor Code and IWC Wage Orders;
- 22 (f) Failed to indemnify some, but not necessarily all employees for expenditures
23 incurred in direct discharge of duties of employment; and
- 24 (g) Failed to timely produce requested employment records to some, but not
25 necessarily all employees as required by the California Labor Code and IWC
26 Wage Order.

27 6. On information and belief, Defendants were on actual and constructive notice of the
28 improprieties alleged herein and intentionally refused to rectify their unlawful conduct.

Defendants' violations, as alleged above, during all relevant times herein were willful and deliberate.

7. At all relevant times, Defendants were and are legally responsible for all of the unlawful conduct, policies, acts and omissions as described in each and all of the foregoing paragraphs as the employers of Plaintiffs, the Class, and 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. Plaintiffs

8. Plaintiff Courtney Oliver is a resident of Richmond, California who worked for Defendants in Contra Costa County, California as an hourly-paid, non-exempt employee from approximately August 2022 to approximately March 2024.

9. Plaintiff Katherine Flores is a resident of Rodeo, California who worked for Defendants in Contra Costa County, California as an hourly-paid, non-exempt employee from approximately August 2023 to approximately May 2024.

10. Plaintiff Sophia Bermudez is a resident of El Sobrante, California who worked for Defendants in Contra Costa County, California as an hourly-paid, non-exempt employee from approximately October 2023 to approximately May 2024.

11. Plaintiffs reserve 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

12. Plaintiffs are informed and believe, and based upon that information and belief allege, that Defendants ECWC Partners, Inc., CCSAC, Inc., CANN Distributors, Inc., Strategic Innovations Group, Inc., NUG Inc. are, and at all times herein mentioned, were:

- (a) Business entities conducting business in numerous counties throughout the State of California, including Contra Costa County; and,

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(b) The former employers of Plaintiffs, and the current and/or former employers of the putative Class and Aggrieved Employees because Defendants ECWC Partners, Inc., CCSAC, Inc., CANN Distributors, Inc., Strategic Innovations Group, Inc., and NUG Inc. suffered and permitted Plaintiffs, the Class, and Aggrieved Employees to work; and/or exercised control over their wages, hours, or working conditions; and/or engaged Plaintiffs, the Class, and Aggrieved Employees, thereby creating a common law employment relationship.

13. Plaintiffs do 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 Plaintiffs, the Class, and Aggrieved Employees as alleged herein. Plaintiffs 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.

14. 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 Plaintiffs, the Class, and Aggrieved Employees in the State of California.

15. Plaintiffs are informed and believe and thereon allege that at all relevant times each Defendant, directly or indirectly, or through agents or other persons, employed Plaintiffs and the other employees described in the class definitions below, and exercised control over their wages, hours, and working conditions. Plaintiffs are informed and believe and thereon allege 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. Plaintiffs are informed and believe and thereon allege that each Defendant acted pursuant

1 to and within the scope of the relationships alleged above, that each Defendant knew or should
2 have known about, and authorized, ratified, adopted, approved, controlled, aided, and abetted the
3 conduct of all other Defendants.

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

5 16. Plaintiff Courtney Oliver worked for Defendants in Contra Costa County, California
6 as an hourly-paid, non-exempt employee from approximately August 2022 to approximately
7 March 2024. Plaintiff Katherine Flores worked for Defendants in Contra Costa County, California
8 as an hourly-paid, non-exempt employee from approximately August 2023 to approximately May
9 2024. Plaintiff Sophia Bermudez worked for Defendants in Contra Costa County, California as an
10 hourly-paid, non-exempt employee from approximately October 2023 to approximately May
11 2024. During Plaintiffs' employment for Defendants, Defendants paid Plaintiffs an hourly wage
12 and classified Plaintiffs as non-exempt from overtime. Defendants repeatedly and frequently
13 scheduled Plaintiffs to work at least five days in a workweek and at least eight hours per day, but
14 Plaintiffs also worked more than eight hours in a workday and more than forty (40) hours in a
15 workweek.

16 17. Throughout Plaintiffs' employment, Defendants, at times, failed to pay Plaintiffs
17 for all hours worked (including minimum, straight time, and overtime wages), failed to provide
18 Plaintiffs with legally compliant meal periods, failed to authorize and permit Plaintiffs to take rest
19 periods, failed to timely pay all final wages to Plaintiffs when Defendants terminated Plaintiffs'
20 employment, failed to furnish accurate wage statements to Plaintiffs, failed to indemnify Plaintiffs
21 for expenditures, and failed to produce requested employment records.

22 18. Throughout the statutory period, Defendants, at times, failed to pay Plaintiffs and
23 some of, but not necessarily all of, the Class and Aggrieved Employees for all hours worked,
24 including minimum, straight time, and overtime wages. Defendants would, at times, manufacture
25 time keeping records to falsely show that Plaintiffs and some of, but not necessarily all of, the
26 Class and Aggrieved Employees took meal periods when in fact they worked "off-the-clock,"
27 uncompensated. The effect is that Plaintiffs and some of, but not necessarily all of, the Class and
28 Aggrieved Employees worked through meal periods "off-the-clock," and continued to work after

1 they had clocked out for the workday. Defendants paid Plaintiffs and some of, but not necessarily
2 all of, the Class and Aggrieved Employees less than all their work time. Some of this unpaid work
3 should have been paid at the overtime rate. In failing to pay for all hours worked, Defendants also
4 failed to maintain accurate records of the hours Plaintiffs and some of, but not necessarily all of,
5 the Class and Aggrieved Employees worked.

6 19. Throughout the statutory period, Defendants wrongfully failed to provide Plaintiffs
7 and some of, but not necessarily all of, the Class and Aggrieved Employees with legally compliant
8 meal periods. Defendants required Plaintiffs and some of, but not necessarily all of, the Class and
9 Aggrieved Employees to work in excess of five consecutive hours a day without providing a 30-
10 minute, uninterrupted, and duty-free meal period for every five hours of work, or without
11 compensating Plaintiffs and some of, but not necessarily all of, the Class and Aggrieved Employees
12 for all missed meal periods that were not provided by the end of the fifth hour of work or tenth
13 hour of work. Instead, Defendants continued to assert control over Plaintiffs and some of, but not
14 necessarily all of, the Class and Aggrieved Employees by requiring, pressuring, or encouraging
15 them to perform work tasks which could not be completed without working in lieu of taking
16 mandatory meal periods, or by denying Plaintiffs and some of, but not necessarily all of, the Class
17 and Aggrieved Employees permission to take a meal period. Defendants also failed, at times, to
18 permit Plaintiffs and some of, but not necessarily all of, the Class and Aggrieved Employees to
19 take a second meal period when they worked at least ten hours of work in a workday. As described
20 above, Defendants would manufacture time keeping records to falsely show that Plaintiffs and
21 some of, but not necessarily all of, the Class and Aggrieved Employees took meal periods by the
22 fifth hour of work or took meal periods when in fact they worked “off-the-clock”, uncompensated.
23 Accordingly, Defendants failed to provide meal periods to Plaintiffs and some of, but not
24 necessarily all of, the Class and Aggrieved Employees in compliance with California law.

25 20. Throughout the statutory period, Defendants have, at times, wrongfully failed to
26 authorize and permit Plaintiffs and some of, but not necessarily all of, the Class and Aggrieved
27 Employees to take legally compliant rest periods. Defendants required Plaintiffs and some of, but
28 not necessarily all of, the Class and Aggrieved Employees to work in excess of four consecutive

1 hours a day without Defendants authorizing and permitting them to take a 10-minute,
2 uninterrupted, duty-free rest period for every four hours of work (or major fraction of four hours),
3 or without compensating Plaintiffs and some of, but not necessarily all of, the Class and Aggrieved
4 Employees for rest periods that were not authorized or permitted. Instead, Defendants continued
5 to assert control over Plaintiffs and some of, but not necessarily all of, the Class and Aggrieved
6 Employees by requiring, pressuring, or encouraging them to perform work tasks which could not
7 be completed without working in lieu of taking mandatory rest periods, or by denying Plaintiffs
8 and some of, but not necessarily all of, the Class and Aggrieved Employees permission to take a
9 rest period. Accordingly, Defendants failed to authorize and permit Plaintiffs and some of, but not
10 necessarily all of, the Class and Aggrieved Employees to take rest periods in compliance with
11 California law.

12 21. Throughout the statutory period, Defendants, at times, willfully failed and refused
13 to timely pay Plaintiffs and some of, but not necessarily all of, the Class and Aggrieved Employees
14 all final wages due at their termination of employment. In addition, Plaintiffs' final paychecks did
15 not include payment for all expenditures, minimum wage, straight time wages, overtime wages,
16 meal period premium wages, and rest period premium wages owed to Plaintiffs by Defendants at
17 the conclusion of Plaintiffs' employment. On information and belief, Defendants' failure to timely
18 pay Plaintiffs' final wages when Plaintiffs' employment terminated was not a single, isolated
19 incident, but was instead consistent with Defendants' practices that applied, at times, to Plaintiffs
20 and some of, but not necessarily all of, the Class and Aggrieved Employees.

21 22. Throughout the statutory period, Defendants failed, at times, to furnish Plaintiffs
22 and some of, but not necessarily all of, the Class and Aggrieved Employees with accurate, itemized
23 wage statements showing all applicable hourly rates, and all gross and net wages earned (including
24 correct hours worked, correct wages for meal periods that were not provided in accordance with
25 California law, and correct wages for rest periods that were not authorized and permitted to take
26 in accordance with California law). As a result of these violations of California Labor Code §
27 226(a), the Plaintiffs and some of, but not necessarily all of, the Class and Aggrieved Employees
28 suffered injury because, among other things:

- 1 (a) the violations led them to believe that they were not entitled to be paid
2 minimum wage, straight time wages, overtime wages, meal period premium
3 wages, and rest period premium wages, even though some, but not
4 necessarily all, of them were entitled;
- 5 (b) the violations led them to believe that they had been paid the minimum wage,
6 straight time wages, overtime wages, meal period premium wages, and rest
7 period premium wages, even though some, but not necessarily all of them
8 had not been;
- 9 (c) the violations led them to believe they were not entitled to be paid minimum
10 wage, straight time wages, overtime wages, meal period premium wages,
11 and rest period premium wages at the correct California rate even though
12 some, but not necessarily all of them were entitled;
- 13 (d) the violations led them to believe they had been paid minimum wage,
14 straight time wages, overtime wages, meal period premium wages, and rest
15 period premium wages at the correct California rate even though some, but
16 not necessarily all of them had not been;
- 17 (e) the violations hindered them from determining the amounts of minimum
18 wage, straight time wages, overtime wages, meal period premium wages,
19 and rest period premium wages owed to some, but not necessarily all of
20 them;
- 21 (f) in connection with their employment before and during this action, and in
22 connection with prosecuting this action, the violations caused them to have
23 to perform mathematical computations to determine the amounts of wages
24 owed to some, but not necessarily all of them, computations they would not
25 have to make if the wage statements contained the required accurate
26 information;
- 27 (g) by understating the wages truly due to some, but not necessarily all of them,
28 the violations caused some, but not necessarily all of them to lose entitlement

1 and/or accrual of the full amount of Social Security, disability,
2 unemployment, and other governmental benefits;

- 3 (h) the wage statements inaccurately understated the wages, hours, and wage
4 rates to which Plaintiffs and some, but not necessarily all of the Class and
5 Aggrieved Employees were entitled, and Plaintiffs and some, but not
6 necessarily all of the Class and Aggrieved Employees were paid less than
7 the wages and wage rates to which some, but not necessarily all of them were
8 entitled.

9 Thus, Plaintiffs and some, but not necessarily all of the Class and Aggrieved Employees are owed
10 the amounts provided for in California Labor Code § 226(e).

11 23. Throughout the statutory period, Defendants have wrongfully required Plaintiffs
12 and some, but not necessarily all of the Class and Aggrieved Employees to pay expenses that they
13 incurred in direct discharge of their duties for Defendants. Plaintiffs and some, but not necessarily
14 all, of the Class and Aggrieved Employees paid out-of-pocket for necessary employment-related
15 expenses.

16 24. Plaintiffs and some of the Class and Aggrieved Employees incurred substantial
17 expenses as a direct result of performing their job duties for Defendants, but Defendants failed to
18 indemnify Plaintiffs and some of the Class and Aggrieved Employees for these employment-
19 related expenses.

20 25. Plaintiffs sent written requests through Plaintiffs' counsel to Defendants for
21 Plaintiffs' personnel file, pay records, wage statements, timekeeping records, and other
22 employment-related documents pursuant to Labor Code section 226 and 1198.5. However,
23 Defendants failed to timely produce the requested employment records, in violation of Labor Code
24 sections 226 and 1198.5.

25 **CLASS ACTION ALLEGATIONS**

26 26. Plaintiffs bring certain claims individually, as well as on behalf of each and all other
27 persons similarly situated, and thus, seek class certification under California Code of Civil
28 Procedure § 382.

1 27. All claims alleged herein arise under California law for which Plaintiffs seek relief
2 authorized by California law.

3 28. The proposed Class consists of and is defined as:

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

7 29. At all material times, Plaintiffs were members of the Class.

8 30. Plaintiffs undertake this concerted activity to improve the wages and working
9 conditions of all Class Members.

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

12 (a) Numerosity: The members of the Class (and each subclass, if any) are so
13 numerous that joinder of all members would be unfeasible and impractical.
14 The membership of the entire Class is unknown to Plaintiffs at this time;
15 however, the Class is estimated to be greater than forty (40) individuals and
16 the identity of such membership is readily ascertainable by inspection of
Defendants' records.

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

21 (c) Adequacy: Plaintiffs are qualified to, and will, fairly and adequately protect
22 the interests of each Class Member with whom there is a shared, well-
23 defined community of interest and typicality of claims, as demonstrated
24 herein. Plaintiffs have no conflicts with or interests antagonistic to any Class
25 Member. Plaintiffs' attorneys, the proposed class counsel, are versed in the
26 rules governing class action discovery, certification, and settlement.
27 Plaintiffs have incurred, and throughout the duration of this action, will
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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.

32. 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 provide meal periods and pay meal period premium wages to Class

Members;

- (c) Failed to authorize and permit rest periods and pay rest period premium wages to Class Members;
- (d) Failed to provide Class Members with timely final wages;
- (e) Failed to provide Class Members with accurate wage statements;
- (f) Failed to indemnify Class Members for expenditures;
- (g) Failed to produce requested employment records; and
- (h) Violated California Business & Professions Code §§ 17200 *et. seq.* as a result of their illegal conduct as described above.

33. 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 Class Members;
- (b) A class action is superior to any other available method for the fair and efficient adjudication of the claims of the Class Members;
- (c) The members of the Class are so numerous that it is impractical to bring all members of the class before the Court;
- (d) Plaintiffs, 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.

34. Plaintiffs contemplate 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, Plaintiffs contemplate 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)

35. Plaintiffs incorporate by reference and re-allege as if fully stated herein paragraphs 1 through 34 in this Complaint.

36. "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.

37. At all relevant times herein mentioned, Defendants, at times, knowingly failed to pay to Plaintiffs and some of, but not necessarily all of, the Class and Aggrieved Employees

1 compensation for all hours they worked. By their failure to pay compensation for each hour worked
2 as alleged above, Defendants willfully violated the provisions of California Labor Code § 1194,
3 and any additional applicable Wage Orders, which require such compensation to non-exempt
4 employees.

5 38. Accordingly, Plaintiffs and some of, but not necessarily all of, the Class and
6 Aggrieved Employees are entitled to recover minimum and straight time wages for all non-
7 overtime hours worked for Defendants.

8 39. By and through the conduct described above, Plaintiffs and some of, but not
9 necessarily all of, the Class and Aggrieved Employees have been deprived of their rights to be paid
10 wages earned by virtue of their employment with Defendants.

11 40. By virtue of the Defendants' unlawful failure to pay additional compensation to
12 Plaintiffs and some of, but not necessarily all of, the Class and Aggrieved Employees for their non-
13 overtime hours worked without pay, Plaintiffs and some of, but not necessarily all of, the Class
14 and Aggrieved Employees suffered, and will continue to suffer, damages in amounts which are
15 presently unknown to Plaintiffs, the Class, and Aggrieved Employees, and which will be
16 ascertained according to proof at trial.

17 41. By failing to keep adequate time records required by California Labor Code §
18 1174(d), Defendants have made it difficult to calculate the full extent of minimum wage
19 compensation due Plaintiffs and some of, but not necessarily all of, the Class and Aggrieved
20 Employees.

21 42. Pursuant to California Labor Code § 1194.2, Plaintiffs and some of, but not
22 necessarily all of, the Class and Aggrieved Employees are entitled to recover liquidated damages
23 (double damages) for Defendants' failure to pay minimum wages.

24 43. California Labor Code § 204 requires employers to provide employees with all
25 wages due and payable twice a month. Throughout the statute of limitations period applicable to
26 this cause of action, Plaintiffs, the Class, and Aggrieved Employees were entitled to be paid twice
27 a month at rates required by law, including minimum and straight time wages. However,
28 Defendants failed and refused to pay Plaintiffs and some of, but not necessarily all of, the Class

1 and Aggrieved Employees all such wages due and failed to pay those wages twice a month.

2 44. Plaintiffs, the Class, and Aggrieved Employees are also entitled to seek recovery of
3 all unpaid minimum and straight time wages, interest, and reasonable attorneys' fees and costs
4 pursuant to California Labor Code §§ 218.5, 218.6, and 1194(a).

5 **SECOND CAUSE OF ACTION**

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

7 45. Plaintiffs incorporate by reference and re-allege as if fully stated herein paragraphs
8 1 through 34 in this Complaint.

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

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

17 48. At all times relevant hereto, Plaintiffs and some of, but not necessarily all of, the
18 Class and Aggrieved Employees have, at times, worked more than eight hours in a workday and/or
19 more than forty (40) hours in a workweek, as employees of Defendants.

20 49. At all times relevant hereto, Defendants failed to pay Plaintiffs and some of, but not
21 necessarily all of, the Class and Aggrieved Employees overtime compensation for the hours they
22 have worked in excess of the maximum hours permissible by law as required by California Labor
23 Code §§ 510 and 1198.

24 50. By virtue of Defendants' unlawful failure to pay additional premium rate
25 compensation to the Plaintiffs and some of, but necessarily all of, the Class and Aggrieved
26 Employees for their overtime hours worked, Plaintiffs and some of, but not necessarily all of, the
27 Class and Aggrieved Employees have suffered, and will continue to suffer, damages in amounts
28 which are presently unknown to them, but which exceed the jurisdictional minimum of this Court

1 and which will be ascertained according to proof at trial.

2 51. By failing to keep adequate time records required by Labor Code § 1174(d),
3 Defendants have made it difficult to calculate the full extent of overtime compensation due to
4 Plaintiffs and some of, but not necessarily all of, the Class and Aggrieved Employees.

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

9 53. California Labor Code § 204 requires employers to provide employees with all
10 wages due and payable twice a month. The Wage Orders also provide that every employer shall
11 pay to each employee, on the established payday for the period involved, overtime wages for all
12 overtime hours worked in the payroll period. Defendants failed to provide Plaintiffs and some of,
13 but not necessarily all of, the Class and Aggrieved Employees with all compensation due, in
14 violation of California Labor Code § 204.

15 **THIRD CAUSE OF ACTION**

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

17 54. Plaintiffs incorporate by reference and re-allege as if fully stated herein paragraphs
18 1 through 34 in this Complaint.

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

27 56. Despite these legal requirements, Defendants, at times, failed to provide Plaintiffs
28 and some, but not necessarily all of the Class and Aggrieved Employees with both meal periods as

1 required by California law. By their failure to permit and authorize Plaintiffs and some, but not
2 necessarily all of the Class and Aggrieved Employees to take all meal periods as alleged above (or
3 due to the fact that Defendants, at times, made it impossible or impracticable to take these
4 uninterrupted meal periods), Defendants willfully violated the provisions of California Labor Code
5 § 226.7 and the applicable Wage Orders.

6 57. Under California law, Plaintiffs and some of, but not necessarily all of, the Class
7 and Aggrieved Employees are entitled to be paid one hour of additional wages for each workday
8 they were not provided with all required meal period(s), plus interest thereon.

9 **FOURTH CAUSE OF ACTION**

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

11 58. Plaintiffs incorporate by reference and re-allege as if fully stated herein paragraphs
12 1 through 34 in this Complaint.

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

21 60. Despite these legal requirements, Defendants at times failed to authorize Plaintiffs
22 and some of, but not necessarily all of, the Class and Aggrieved Employees to take rest breaks,
23 regardless of whether employees worked more than four hours in a workday. By their failure to
24 permit and authorize Plaintiffs and some of, but not necessarily all of the Class and Aggrieved
25 Employees to take rest periods as alleged above (or due to the fact that Defendants, at times, made
26 it impossible or impracticable to take these uninterrupted rest periods), Defendants willfully
27 violated the provisions of California Labor Code § 226.7 and the applicable Wage Orders.

28 ///

61. Under California law, Plaintiffs and some of, but not necessarily all of, the Class and Aggrieved Employees are entitled to be paid one hour of premium wages rate for each workday they were 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)

62. Plaintiffs incorporate by reference and re-allege as if fully stated herein paragraphs 1 through 34 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 many other members of the Class and Aggrieved Employees ended, i.e., was terminated by quitting or discharge, and the employment of others will be. However, during the relevant time period, Defendants, at times, failed, and continue to fail, to pay some of, but not necessarily all of, the terminated Class Members and Aggrieved Employees, 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. Plaintiffs do not allege that all of the Class Members and Aggrieved Employees were so harmed.

65. Defendants' failure to pay some of, but not necessarily all of, the Class Members and Aggrieved Employees 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 §§ 201 and 202, then the wages of the employee shall continue as

1 a penalty wage from the due date, and at the same rate until paid or until an action is commenced;
2 but the wages shall not continue for more than thirty (30) days.

3 67. Pursuant to California Labor Code § 203, some of the Class and Aggrieved
4 Employees are entitled to recover from Defendants their additionally accruing wages for each day
5 they were not paid, at their regular hourly rate of pay, up to thirty (30) days maximum.

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

9 **SIXTH CAUSE OF ACTION**

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

12 69. Plaintiffs incorporate by reference and re-allege as if fully stated herein paragraphs
13 1 through 34 in this Complaint.

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

25 71. Defendants have, at times, intentionally and willfully failed to provide employees
26 with complete and accurate wage statements. The deficiencies include, among other things, the
27 failure to correctly identify the gross wages earned by Plaintiffs and some of the Class and
28 Aggrieved Employees, the failure to list the true "total hours worked by the employee," and the

1 failure to list the true net wages earned. Plaintiffs do not allege that all of the Class Members and
2 Aggrieved Employees were so harmed.

3 72. As a result of Defendants' violation of California Labor Code § 226(a), Plaintiffs
4 and some of, but not necessarily all of, the Class and Aggrieved Employees have suffered injury
5 and damage to their statutorily protected rights.

6 73. Specifically, Plaintiffs and some of, but not necessarily all of, the Class and
7 Aggrieved Employees have been injured by Defendants' intentional violation of California Labor
8 Code § 226(a) because Plaintiffs and some of, but not necessarily all of, the Class and Aggrieved
9 Employees were denied both their legal right to receive, and their protected interest in receiving,
10 accurate, itemized wage statements under California Labor Code § 226(a).

11 74. Calculation of the true wage entitlement for Plaintiffs and some of, but not
12 necessarily all of, the Class and Aggrieved Employees is difficult and time consuming. As a result
13 of this unlawful burden, Plaintiffs and some of, but not necessarily all of, the Class and Aggrieved
14 Employees were also injured as a result of having to bring this action to attempt to obtain correct
15 wage information following Defendants' refusal to comply with many of the mandates of
16 California's Labor Code and related laws and regulations.

17 75. Plaintiffs and some of, but not necessarily all of, the Class and Aggrieved
18 Employees are entitled to recover from Defendants the greater of their actual damages caused by
19 Defendants' failure to comply with California Labor Code § 226(a), or an aggregate penalty not
20 exceeding four thousand dollars (\$4,000) per employee.

21 76. Plaintiffs, the Class, and Aggrieved Employees are also entitled to injunctive relief,
22 as well as an award of attorney's fees and costs to ensure compliance with this section, pursuant
23 to California Labor Code § 226(h).

24 **SEVENTH CAUSE OF ACTION**

25 **(Against All Defendants for Failure to Indemnify Employees for Expenditures)**

26 77. Plaintiffs incorporate by reference and re-allege as if fully stated herein paragraphs
27 1 through 34 in this Complaint.

28 ///

1 78. As set forth above, Plaintiffs and some of, but not necessarily all of, the Class and
2 Aggrieved Employees were required to incur substantial necessary expenditures and losses in
3 direct consequence of the discharge of their duties or of their obedience to directions of Defendants.

4 79. Defendants violated California Labor Code § 2802, by failing to pay and indemnify
5 Plaintiffs and some of, but not necessarily all of, the Class and Aggrieved Employees for necessary
6 expenditures and losses incurred in direct consequence of the discharge of their duties or of their
7 obedience to directions of Defendants.

8 80. As a result, Plaintiffs and some of, but not necessarily all of, the Class and
9 Aggrieved Employees were damaged at least in the amounts of the expenses they paid, or which
10 were deducted by Defendants from their wages.

11 81. Plaintiffs, the Class, and Aggrieved Employees are entitled to reasonable attorney's
12 fees, expenses, and costs of suit pursuant to California Labor Code § 2802(c) and interest pursuant
13 to California Labor Code § 2802(b).

14 **EIGHTH CAUSE OF ACTION**

15 **(Against All Defendants for Failure to Produce Requested Employment Records)**

16 82. Plaintiffs incorporate by reference and re-allege as if fully stated herein paragraphs
17 1 through 34 in this Complaint.

18 83. Pursuant to California Labor Code § 226, current and former employees have the
19 right to inspect or receive a copy of their records pertaining to their employment, upon reasonable
20 request to their employer. Under this statute, an employer that receives a request to inspect or
21 receive a copy of records pertaining to a current or former employee must comply with the request
22 as soon as practicable, but no later than twenty-one (21) calendar days from the date of the request.

23 84. Pursuant to California Labor Code § 1198.5(a), every current and former employee,
24 or his or her representative, has the right to inspect and receive a copy of the personnel records that
25 the employer maintains relating to the employee's performance or to any grievance concerning the
26 employee. Under this statute, upon written request from a current or former employee or his or her
27 representative, an employer must make the contents of those personnel records available for
28 inspection or provide a copy of the personnel records to the current or former employee, or his or

1 her representative, not later than thirty (30) calendar days from the date the employer receives the
2 written request, subject to some limited exceptions. Failure to comply with these requests allows
3 for a civil penalty seven hundred fifty dollars (\$750), pursuant to Labor Code §§ 1198.5(k) and
4 226(f).

5 85. As set forth above, Plaintiffs, the Class, and Aggrieved Employees are current and
6 former employees of Defendants.

7 86. Plaintiffs sent a written request through Plaintiffs' counsel to Defendants for
8 Plaintiffs' personnel file, pay records, wage statements, timekeeping records, and other
9 employment-related documents pursuant to Labor Code §§ 226 and 1198.5. However, Defendants
10 failed to timely produce the requested employment records.

11 87. Defendants violated California Labor Code §§ 226, and 1198.5 by failing to timely
12 produce the required records requested by Plaintiffs.

13 88. On information and belief, Defendants' failure to provide Plaintiffs with Plaintiffs'
14 requested employment records is not an isolated incident but was instead consistent with
15 Defendants' practice that applied to Plaintiffs and some of, but not necessarily all of, the Class and
16 Aggrieved Employees.

17 89. Pursuant to California Labor Code § 1198.5, Plaintiffs and some of, but not
18 necessarily all of, the Class and Aggrieved Employees are entitled to a penalty of seven hundred
19 fifty dollars (\$750) from Defendants, injunctive relief in the form of compliance with section
20 1198.5, and attorneys' fees and costs.

21 90. Pursuant to California Labor Code § 226, Plaintiffs and some of, but not necessarily
22 all of, the Class and Aggrieved Employees are entitled to a penalty of seven hundred fifty dollars
23 (\$750) from Defendants, injunctive relief in the form of compliance with section 226, and
24 attorneys' fees and costs.

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NINTH CAUSE OF ACTION

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

91. Plaintiffs incorporate by reference and re-allege as if fully stated herein paragraphs 1 through 34 in this Complaint.

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

93. Defendants’ conduct, as alleged herein, has been, and continues to be, unfair, unlawful, and harmful to Plaintiffs, other Class Members and Aggrieved Employees, and to the general public. Plaintiffs seek to enforce important rights affecting the public interest within the meaning of Code of Civil Procedure § 1021.5.

94. 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.*

95. 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 and Straight Time Wages

96. Defendants’ failure to pay minimum and straight time 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

97. 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 Provide Meal Periods

98. 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

99. 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 Business Expenses

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

101. By and through their unfair, unlawful and/or fraudulent business practices described herein, Defendants, have obtained valuable property, money and services from Plaintiffs, all persons similarly situated, and other aggrieved employees, and have deprived Plaintiffs, all persons similarly situated, and other aggrieved employees, of valuable rights and benefits guaranteed by law, all to their detriment.

102. Plaintiffs, the Class Members, and Aggrieved Employees suffered monetary injury as a direct result of Defendants' wrongful conduct.

103. Plaintiffs, individually, on behalf of members of the putative Class, and on behalf of the State of California and other Aggrieved Employees are entitled to, and do, seek such relief as may be necessary to disgorge money and/or property which the Defendants have wrongfully acquired, or of which Plaintiffs, the Class, and Aggrieved Employees have been deprived, by means of the above-described unfair, unlawful and/or fraudulent business practices. Plaintiffs, the Class, and Aggrieved Employees are not obligated to establish individual knowledge of the wrongful practices of Defendants in order to recover restitution.

104. Plaintiffs, individually, on behalf of members of the putative Class, and on behalf of the State of California and other Aggrieved Employees are further entitled to, and do, seek a

1 declaration that the above-described business practices are unfair, unlawful and/or fraudulent, and
2 injunctive relief restraining the Defendants, and each of them, from engaging in any of the above-
3 described unfair, unlawful and/or fraudulent business practices in the future.

4 105. Plaintiffs, individually, on behalf of members of the putative Class, and on behalf
5 of the State of California and other Aggrieved Employees have no plain, speedy, and/or adequate
6 remedy at law to redress the injuries which the Class Members and Aggrieved Employees suffered
7 as a consequence of the Defendants' unfair, unlawful and/or fraudulent business practices. As a
8 result of the unfair, unlawful and/or fraudulent business practices described above, Plaintiffs,
9 individually, on behalf of members of the putative Class, and on behalf of the State of California
10 and other Aggrieved Employees have suffered and will continue to suffer irreparable harm unless
11 the Defendants are restrained from continuing to engage in said unfair, unlawful and/or fraudulent
12 business practices.

13 106. Plaintiffs also allege that if Defendants are not enjoined from the conduct set forth
14 herein above, they will continue to avoid paying the appropriate taxes, insurance and other
15 withholdings.

16 107. Pursuant to California Business & Professions Code §§ 17200, *et seq.*, Plaintiffs,
17 putative Class Members, and Aggrieved Employees are entitled to restitution of the wages withheld
18 and retained by Defendants during a period that commences four years prior to the filing of this
19 complaint; a permanent injunction requiring Defendants to pay all outstanding wages due to
20 Plaintiffs, Class Members, and Aggrieved Employees; an award of attorneys' fees pursuant to
21 California Code of Civil Procedure § 1021.5 and other applicable laws; and an award of costs.

22 **TENTH CAUSE OF ACTION**

23 **(Against All Defendants for Civil Penalties Under the Private Attorneys General Act of** 24 **2004, Cal. Lab. Code § 2698 et seq.)**

25 108. Plaintiffs incorporate by reference and re-allege as if fully stated herein paragraphs
26 1 through 34 in this Complaint.

27 109. At all times herein mentioned, Defendants were subject to the Labor Code of the
28 State of California and the applicable IWC Orders.

110. 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 herself or himself and other current or former employees pursuant to the procedures specified in Section 2699.3.”

111. Plaintiffs gave written notice by online filing pursuant to California Labor Code § 2699.3 to the Labor and Workforce Development Agency and by certified mail to Defendants of the specific provisions of the Labor Code that Defendants have violated against Plaintiffs and certain current and former Aggrieved Employees, or some of them, including the facts and theories to support the violations. Plaintiffs also paid the filing fee. Plaintiffs’ PAGA case number is LWDA-CM-1035236-24. The Labor and Workforce Development Agency has not indicated that it intends to investigate Defendants’ Labor Code violations discussed in the notice. Plaintiffs hereby 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.

112. Based on the conduct described in this Complaint, Plaintiffs are entitled to an award of civil penalties individually, on behalf of the State of California and certain 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.

113. In addition, Plaintiffs seek an award of reasonable attorneys’ fees and costs pursuant to 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

Plaintiffs, individually, and on behalf of all others similarly situated only with respect to the class claims, pray 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, Eighth, and Ninth Causes of Action;

2. That Plaintiffs be appointed as the representatives of the Class; and,

3. That counsel for Plaintiffs 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 penalties, restitution, and liquidated damages pursuant to California Labor Code § 1197.1;

8. For liquidated damages;

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

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

As to the Second Cause of Action

11. 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;

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

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

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

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

As to the Third Cause of Action

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

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

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

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

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

As to the Fourth Cause of Action

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

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

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

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

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

As to the Fifth Cause of Action

26. 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;

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

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

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

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

As to the Sixth Cause of Action

31. 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;

32. For all actual damages, according to proof;

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

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

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

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

As to the Seventh Cause of Action

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

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

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

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

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

As to the Eighth Cause of Action

42. That the Court declare, adjudge, and decree that Defendants violated California Labor Code § 226 and 1198.5 by willfully failing to produce employment records;

43. For statutory penalties pursuant to California Labor Code §§ 226(f) and 1198.5(k);

44. For injunctive relief to ensure compliance with this section, pursuant to California Labor Code § 226(h) and 1198.5(l);

45. For reasonable attorneys' fees and for costs of suit incurred herein; 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 California

1 Business & Professions Code §§ 17200, *et seq.* by failing to pay for all hours worked (minimum,
2 straight time, and overtime wages), failing to provide meal periods, and failing to authorize and
3 permit rest periods;

4 48. For restitution of unpaid wages to Plaintiffs and all Class Members and prejudgment
5 interest from the day such amounts were due and payable;

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

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

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

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

14 As to the Tenth Cause of Action

15 53. That the Court declare, adjudge and decree that Defendants violated the California
16 Labor Code by failing to pay for all hours worked (minimum, straight time, and overtime wages),
17 failing to provide meal periods, failing to authorize and permit rest periods, failing to pay all earned
18 wages twice per month, failing to maintain accurate records of hours worked and meal periods,
19 failing to timely pay final wages, failing to furnish accurate wage statements, and failing to
20 indemnify for expenditures;

21 54. An award of civil penalties on behalf of Plaintiffs, individually, and on behalf of the
22 State of California, and all similarly aggrieved employees pursuant to PAGA;

23 55. Pre-judgment and post-judgment interest at the maximum rate allowed;

24 56. Attorneys' fees and costs reasonably incurred; and

25 57. Injunctive and declaratory relief to the extent allowed by PAGA.

26 As to all Causes of Action

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

28 ///

Respectfully submitted,

Dated: September 2, 2025

WILSHIRE LAW FIRM, PLC

By: Refugio Ortega-Carrillo
JOHN G. YSLAS
WILLIAM M. PAO
REFUGIO ORTEGA-CARRILLO
Attorneys for *Plaintiffs*
COURTNEY OLIVER, KATHERINE FLORES,
and SOPHIA BERMUDEZ

DEMAND FOR JURY TRIAL

Plaintiffs demand a trial by jury as to all causes of action triable by jury.

Dated: September 2, 2025

WILSHIRE LAW FIRM, PLC

By: Refugio Ortega-Carrillo
JOHN G. YSLAS
WILLIAM M. PAO
REFUGIO ORTEGA-CARRILLO
Attorneys for *Plaintiffs*
COURTNEY OLIVER, KATHERINE FLORES,
and SOPHIA BERMUDEZ

PROOF OF SERVICE

Oliver, et al. v. ECWC Partners, Inc., et al.
Case No.: C24-01959

STATE OF CALIFORNIA)
) ss
COUNTY OF LOS ANGELES)

I, Jonathan A. Valmeo, state that I am employed in the aforesaid County, State of California; I am over the age of eighteen years and not a party to the within action; my business address is 660 S. Figueroa Street, Sky Lobby. Los Angeles, California 90017. My electronic service address is jonathan.valmeo@wilshirelawfirm.com.

On **September 2, 2025**, I served the foregoing: **FIRST AMENDED CLASS ACTION AND PAGA REPRESENTATIVE ACTION COMPLAINT**, on the interested parties listed below by placing a true copy thereof, enclosed in a sealed envelope by following one of the methods of service as follows:

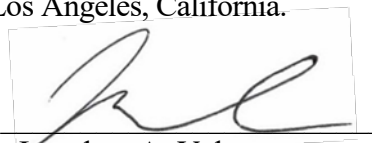
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ROPERS MAJESKI, P.C.
535 Middlefield Road, Suite 245
Menlo Park, CA 94025

Attorneys for *Defendants*,
ECWC PARTNERS, INC., CCSAC, INC., CANN DISTRIBUTORS, INC., STRATEGIC
INNOVATIONS GROUP, INC., and NUG INC.

(X) **BY ELECTRONIC SERVICE:** Based on a court order or an agreement of the parties to accept service by electronic transmission, I caused the documents to be sent to the person at the email addresses listed above using One Legal.

I declare under the penalty of perjury under the laws of the State of California, that the foregoing is true and correct.

Executed on **September 2, 2025**, at Los Angeles, California.


Jonathan A. Valmeo