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Attorneys for Plaintiff VICTORIA ESQUIVEL,
individually and on behalf of others similarly
situated and aggrieved employees pursuant of the
California Private Attorneys General Act

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SANTA BARBARA**

VICTORIA ESQUIVEL, individually, and on
behalf of other similarly situated employees and
aggrieved employees pursuant of the California
Private Attorneys General Act,

Plaintiff,

vs.

HAMLET KARAPETIAN, DMD, INC. dba
FRIENDLY SMILES DENTAL GROUP;
HAMLET KARAPETIAN DENTAL CORP.;
and DOES 1 through 25, inclusive,

Defendants.

Case No.: 24CV03582

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

- (1) Violation of Cal. Labor Code §§ 1194,
1197 and 1197.1 (Minimum Wages)**
- (2) Violation of Cal. Labor Code §§ 510
and 1198 (Unpaid Overtime)**
- (3) Violation of Cal. Labor Code §§ 226.7
and 512(a) (Meal Break Violations)**
- (4) Violation of Cal. Labor Code § 226.7
(Rest Break Violations)**
- (5) Violation of Cal. Labor Code §§ 204
and 210 (Wages Not Timely Paid
During Employment)**
- (6) Violation of Cal. Labor Code § 226(a)
(Wage Statement Violations)**
- (7) Violation of Cal. Labor Code §§ 201,
202 and 203 (Untimely Final Wages)**
- (8) Violation of Cal. Labor Code §§ 2800
and 2802 (Failure to Reimburse
Necessary Business Expenses)**
- (9) Violation of Cal. Business &**

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Professions Code § 17200, *et seq.*

**(10) Violation of Cal. Labor Code §§ 226
and 1198.5 (Failure to Comply with
Requests to Inspect Records)**

**(11) Violation of Cal. Labor Code §§ 2698,
et seq. (California Labor Code Private
Attorneys General Act of 2004)**

DEMAND FOR JURY TRIAL

1 Plaintiff VICTORIA ESQUIVEL (“Plaintiff”), individually and on behalf of members of the
2 general public similarly situated and aggrieved employees pursuant of the California Private Attorneys
3 General Act (“PAGA”), alleges as follows against defendant(s) HAMLET KARAPETIAN, DMD,
4 INC. dba FRIENDLY SMILES DENTAL GROUP; HAMLET KARAPETIAN DENTAL CORP. and
5 DOES 1 through 25, inclusive (collectively, “Defendants”):

6 **INTRODUCTION**

7 1. This is a class action to recover damages on behalf of Plaintiff and all similarly situated
8 individuals who worked for Defendants in the State of California as hourly-paid and/or non-exempt
9 employees at any time from four years prior to the date of the original Complaint through final
10 judgment (“Class Members”).

11 2. This is also an enforcement action under PAGA to recover civil penalties on behalf of
12 Plaintiff, the State of California, and all hourly-paid and/or non-exempt employees who worked for
13 Defendants in the State of California at any time from one year prior to Plaintiff’s submission of
14 written notice of Defendants’ alleged violations of the California Labor Code to the Labor and
15 Workforce Development Agency (“LWDA”) through final judgment (“Aggrieved Employees”).

16 3. Plaintiff alleges that Defendants hired Plaintiff, Class Members, and Aggrieved
17 Employees but, among other things, failed to properly pay them all wages owed for all time worked
18 (including minimum wages, straight time wages, and overtime wages), failed to provide them with all
19 meal periods and rest periods and associated premium wages to which they were entitled, failed to
20 timely pay them all wages due during their employment, failed to timely pay them all wages due upon
21 termination of their employment, failed to provide them with accurate itemized wage statements, failed
22 to maintain accurate payroll records, and failed to reimburse them for necessary business expenses.

23 4. As a result, Defendants violated, *inter alia*, California Labor Code sections 201, 202,
24 203, 204, 226 including 226(a-c), 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 1198.5,
25 2800, and 2802, and the applicable Industrial Welfare Commission (“IWC”) Wage Order. Through
26 this action, Plaintiff seeks to recover all available remedies including but not limited to actual and
27 liquidated damages and attorney’s fees and costs.

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1 **JURISDICTION AND VENUE**

2 5. This is a class action lawsuit brought pursuant to California Code of Civil Procedure
3 section 382 and a PAGA action brought pursuant to California Labor Code sections 2698, *et seq.*

4 6. The monetary damages, restitution, statutory penalties, and other applicable legal and
5 equitable relief sought by Plaintiff exceeds the minimal jurisdiction limits of the Superior Court and
6 will be established according to proof at trial.

7 7. This Court has jurisdiction over this action pursuant to the California Constitution,
8 Article VI, section 10, which grants the superior court “original jurisdiction in all other causes” except
9 those given by statute to other courts. The statutes under which this action is brought do not specify
10 any other basis for jurisdiction.

11 8. This Court has jurisdiction over all Defendants because, upon information and belief,
12 Defendants are either citizens of California, have sufficient minimum contacts in California, and/or
13 otherwise intentionally avail themselves of the California market so as to render the exercise of
14 jurisdiction over them by the California courts consistent with traditional notions of fair play and
15 substantial justice. Further, no federal question is at issue because the claims asserted herein are based
16 solely on California law.

17 9. Venue is proper in this Court because, upon information and belief, Defendants
18 maintain offices, have agents, employ individuals, and/or transact business in the State of California,
19 County of Santa Barbara. Many of the acts, events, and violations alleged herein relating to Plaintiff
20 occurred throughout the state of California, including in the County of Santa Barbara.

21 **THE PARTIES**

22 10. At all times herein mentioned, Plaintiff VICTORIA ESQUIVEL is and was an
23 individual residing in Santa Barbara County in the State of California.

24 11. At all times herein mentioned, Defendant HAMLET KARAPETIAN, DMD, INC. dba
25 FRIENDLY SMILES DENTAL GROUP is and was an employer who does business in California,
26 with locations throughout the State of California, and whose employees are engaged throughout Santa
27 Barbara County and the State of California, including at 1670 S. Broadway, Santa Maria, CA 93454.

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1 12. At all times herein mentioned, Defendant HAMLET KARAPETIAN DENTAL CORP.
2 is and was an employer who does business in California, with locations throughout the state of
3 California, and whose employees are engaged throughout Santa Barbara County and the State of
4 California, including at 670 S. Broadway, Santa Maria, CA 93454.

5 13. Plaintiff is unaware of the true names or capacities of the Defendants sued herein under
6 the fictitious names DOES 1 through 25 but will seek leave of this Court to amend the complaint and
7 serve such fictitiously named Defendants once their names and capacities become known.

8 14. Plaintiff is informed and believe, and thereon allege, that the acts and omissions alleged
9 herein were performed by, or are attributable HAMLET KARAPETIAN, DMD, INC. dba FRIENDLY
10 SMILES DENTAL GROUP, HAMLET KARAPETIAN DENTAL CORP., and/or DOES 1 through
11 25, each acting as the agent, employee, alter ego, and/or joint venturer of, or working in concert with,
12 each of the other co-Defendants and within the course and scope of such agency, employment, joint
13 venture, or concerted activity with legal authority to act on the others' behalf. The acts of Defendants
14 represent and were in accordance with Defendants' official policies.

15 15. At all relevant times, Defendants were the employers of Plaintiff within the meaning
16 of all applicable state laws and statutes. Defendants directly or indirectly controlled or affected the
17 working conditions, wages, working hours, and conditions of employment of Plaintiff so as to make
18 each of said Defendants employers and employers liable under the statutory provisions set forth herein.

19 16. Defendants had the authority to hire and terminate Plaintiff, Class Members, and
20 Aggrieved Employees, to set work rules and conditions governing Plaintiff, Class Members, and
21 Aggrieved Employees' employment, and to supervise their daily employment activities.

22 17. Defendants exercised sufficient authority over the terms and conditions of Plaintiff,
23 Class Members, and Aggrieved Employees' employment for them to be joint employers of Plaintiff,
24 Class Members, and Aggrieved Employees.

25 18. Defendants directly hired and paid wages to Plaintiff, Class Members, and Aggrieved
26 Employees.

27 19. Defendants continue to employ hourly paid and/or non-exempt employees within the
28 State of California.

20. At all relevant times, Defendants, and each of them, ratified each act or omission complained of herein. At all relevant times, Defendants, and each of them, aided and abetted the acts and omissions of each and all the other Defendants in proximately causing the damages herein alleged.

21. Plaintiff is informed and believes, and thereon alleges, that each Defendant is in some manner intentionally, negligently, or otherwise responsible for the acts, omissions, occurrences, and transactions alleged herein.

GENERAL ALLEGATIONS

22. Plaintiff worked for Defendants from approximately December 2020 through approximately June 2021 as a Dental Assistant. Defendants jointly and severally employed Plaintiff at their location in Santa Maria, California. Plaintiff performed various duties for Defendants including, among other things, cleaning tools, assisting doctors, assisting with x-rays.

23. Plaintiff is informed and believes, and thereon alleges that Defendants engaged in a pattern and practice of wage abuse against their hourly-paid and/or non-exempt employees. As set forth in more detail below, this pattern and practice of wage abuse involved, *inter alia*, requiring Plaintiff, Class Members, and Aggrieved Employees to work off-the-clock without compensation, failing to properly pay wages for all hours worked, failing to provide all meal and rest breaks to which Plaintiff and class members were entitled and failing to pay meal and rest break premiums when due, failing to timely pay wages during employment and upon termination of employment, failing to provide accurate wage statements, failing to reimburse necessary business-related expenses and failing to adhere to other related protections afforded by the California Labor Code and the applicable Industrial Welfare Commission Wage Order.

24. Defendants knew or should have known that they had a duty to compensate Plaintiff, Class Members, and Aggrieved Employees pursuant to California law. Defendants had the financial ability to pay such compensation, but willfully, knowingly, and intentionally failed to do so to increase Defendants' profits.

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1 **CLASS ACTION ALLEGATIONS**

2 25. Plaintiff brings this lawsuit as a class action on behalf of Plaintiff and all others
3 similarly situated, as members of a proposed class pursuant to California Code of Civil Procedure
4 section 382. The class satisfies the numerosity, commonality, typicality, adequacy, predominance, and
5 superiority requirements under California Code of Civil Procedure section 382.

6 26. The proposed *Class* is defined as follows:

7 **All current and former hourly-paid and/or non-exempt employees**
8 **who worked for Defendants in the State of California at any time**
9 **during the period from four years prior to the date of the filing of**
10 **the original Complaint until final judgment.**

11 27. The proposed *Former Employee Sub-Class* is defined as follows:

12 **All former hourly-paid and/or non-exempt employees who worked**
13 **for Defendants in the State of California at any time during the**
14 **period from four years prior to the date of the filing of the original**
15 **Complaint until final judgment.**

16 28. Plaintiff reserves the right to establish additional subclasses as appropriate.

17 29. There is a well-defined community of interest in this litigation and the Class is easily
18 ascertainable. While the exact number and identities of class members are currently unknown to
19 Plaintiff, such information can be ascertained through appropriate discovery from records maintained
20 by Defendants and their agents.

21 30. The Class is so numerous that the individual joinder of all its members is impracticable.

22 31. Common questions of fact and law exist as to all class members, which predominate
23 over any questions affecting only individual members of the Class. The common legal and factual
24 questions which do not vary from class member to class member, and which may be determined
25 without reference to the individual circumstances of any class member include the following:

- 26 i. Whether Defendants had a policy and practice of failing to pay minimum wages to
27 Plaintiff and the other class members for all hours worked;

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- 1 ii. Whether Defendants had a policy and practice of failing to pay overtime wages to
2 Plaintiff and the other class members for all overtime hours worked;
- 3 iii. Whether Defendants had a policy and practice of failing to provide meal periods to
4 Plaintiff and the other class members;
- 5 iv. Whether Defendants had a policy and practice of failing to provide rest periods to
6 Plaintiff and the other class members;
- 7 v. Whether Defendants failed to pay their hourly-paid and/or non-exempt employees in
8 the State of California for all hours worked, and for all missed, short, late, and/or
9 interrupted meal periods and rest breaks;
- 10 vi. Whether Defendants failed to timely pay all wages due to Plaintiff and the other class
11 members during their employment;
- 12 vii. Whether Defendants' failure to pay wages, without abatement or reduction, in
13 accordance with the California Labor Code, was willful;
- 14 viii. Whether Defendants failed to pay all wages due to Plaintiff and the other class members
15 within the required time upon their discharge or resignation;
- 16 ix. Whether Defendants failed to comply with wage reporting as required by the California
17 Labor Code; including, *inter alia*, section 226;
- 18 x. Whether Defendants failed to allow Plaintiff and the other class members to inspect
19 their personnel records and wage statement records;
- 20 xi. Whether Defendants failed to reimburse Plaintiff and the other class members for
21 necessary business-related expenses and costs;
- 22 xii. Whether Defendants' conduct was willful or reckless;
- 23 xiii. Whether Defendants engaged in unfair business practices in violation of California
24 Business & Professions Code section 17200, *et seq.*;
- 25 xiv. The appropriate amount of damages, restitution, and/or monetary penalties resulting
26 from Defendants' violation of California law; and
- 27 xv. Whether Plaintiff and the other class members are entitled to compensatory damages
28 pursuant to the California Labor Code.

32. Plaintiff's claims are typical of the claims of the Class, and Plaintiff's interests are coincident with and not antagonistic to those of the other class members Plaintiff seeks to represent. Plaintiff will fairly and adequately protect the interests of the members of the Class. Plaintiff has retained attorneys experienced in the prosecution of class actions and Plaintiff intend to prosecute this action vigorously.

33. A class action is superior to other available methods for the fair and efficient adjudication of this controversy since individual litigation of the claims of all class members is impracticable. Even if every class member could afford individual litigation, the court system could not. It would be unduly burdensome on the courts in which individual litigation of numerous cases would proceed. Individualized litigation would also present the potential for varying, inconsistent and/or contradictory judgments and would magnify the delay and expense to all parties and to the court system resulting from multiple trials of the same factual and legal issues. By contrast, the conduct of this action as a class action presents fewer management difficulties, conserves the resources of the parties and of the court system, and protects the rights of each class member.

34. Certification of this lawsuit as a class action will advance public policy objectives. Employers of this great state violate employment and labor laws every day. Current employees are often afraid to assert their rights out of fear of direct or indirect retaliation. However, class actions provide the class members who are not named in the complaint anonymity that allows for the vindication of their rights.

PAGA ALLEGATIONS

35. PAGA is and was applicable to Defendants' employment of Plaintiff and the Aggrieved Employees.

36. PAGA provides that any provision of law under the California Labor Code that provides for a civil penalty, including unpaid wages and premium wages, to be assessed and collected by the LWDA for violations of the California Labor Code may, as an alternative, be recovered through a civil action brought by an aggrieved employee on behalf of themselves and other current or former employees pursuant to procedures outlined in California Labor Code section 2699.3.

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1 37. Pursuant to PAGA, a civil action may be brought by an “aggrieved employee,” who is
2 any person employed by the alleged violator and who suffered the violations alleged.

3 38. Plaintiff and the other employees are “Aggrieved Employees” as defined by California
4 Labor Code section 2699(c).

5 39. Pursuant to California Labor Code sections 2699.3 and 2699.5, an aggrieved employee,
6 including Plaintiff, may pursue a civil action arising under PAGA after the following requirements
7 have been met:

8 a. The aggrieved employee shall give written notice by certified mail (hereinafter
9 “Employee’s Notice”) to the LWDA and the employer of the specific provisions of the
10 California Labor Code alleged to have been violated, including the facts and theories
11 to support the alleged violations.

12 b. The LWDA shall provide notice (“LWDA Response”) to the employer and the
13 aggrieved employee by certified mail that it does not intend to investigate the alleged
14 violation within sixty (60) calendar days of the postmark date of the Employee’s
15 Notice. Upon receipt of the LWDA Response, or if the LWDA Response is not
16 provided within sixty-five (65) calendar days of the postmark date of the Employee’s
17 Notice, the aggrieved employee may commence a civil action pursuant to California
18 Labor Code section 2699 to recover civil penalties in addition to any other penalties to
19 which the employee may be entitled.

20 40. On June 19, 2024, Plaintiff provided notice by electronic submission to the LWDA and
21 by certified mail to Defendants regarding the specific provisions of the California Labor Code alleged
22 to have been violated, including the facts and theories to support the alleged violations, pursuant to
23 California Labor Code section 2699.3. A true and correct copy of the Employee’s Notice is attached
24 hereto as **Exhibit A**.

25 41. Plaintiff did not receive an LWDA Response within sixty-five calendar days of
26 providing the Employee’s Notice.

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42. Therefore, the administrative prerequisites under California Labor Code section 2699.3(a) to recover civil penalties against Defendants, in addition to other remedies for violations of, inter alia, California Labor Code sections 201, 202, 203, 204, 226(a), 226.7, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 2800, and 2802 have been satisfied.

FIRST CAUSE OF ACTION

VIOLATION OF LABOR CODE SECTIONS 1194, 1197, AND 1197.1

Failure to Pay Minimum Wage

(Against All Defendants)

43. Plaintiff incorporates by reference the allegations in all preceding paragraphs.

44. California Labor Code sections 1194, 1197 and 1197.1 provide that the minimum wage for employees fixed by the Industrial Welfare Commission is the minimum wage to be paid to employees, and the payment of a wage less than the minimum so fixed is unlawful. Plaintiff and the other class members were frequently suffered or permitted to work “off-the-clock” prior to clocking-in and/or after clocking-out for their shifts, such that they were not paid minimum wage for all hours worked.

45. Accordingly, Defendants regularly failed to pay at least minimum wages to Plaintiff and the other class members for all hours they worked in violation of California Labor Code sections 1194, 1197, and 1197.1.

46. Defendants knew or should have known that Plaintiff and class members were performing such work “off-the-clock” because, among other things, Defendants’ management witnessed, authorized, was made aware of, and/or required Plaintiff and class members to perform such work.

47. Defendants' failure to pay Plaintiff and the other class members the minimum wage as required violates California Labor Code sections 1194, 1197 and 1197.1. Pursuant to those sections, Plaintiff and the other class members are entitled to recover the unpaid balance of their minimum wage compensation, as well as interest, costs, and attorney's fees.

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48. Pursuant to California Labor Code section 1194.2, Plaintiff and the other class members are entitled to recover liquidated damages in an amount equal to the wages unlawfully unpaid and interest thereon.

SECOND CAUSE OF ACTION

VIOLATION OF LABOR CODE SECTIONS 510 AND 1198

Unpaid Overtime

(Against All Defendants)

49. Plaintiff incorporates by reference the allegations in all preceding paragraphs.

50. California Labor Code section 1198 and the applicable IWC Wage Order provide that it is unlawful to employ persons for extended periods of time without compensating them at a rate of pay either time-and-one-half or two-times that person's regular rate of pay, depending on the number of hours worked by the person on a daily and/or weekly basis.

51. Specifically, the applicable IWC Wage Order provides that Defendants were required to pay Plaintiff and the other class members at the rate of time-and-one-half for all hours worked in excess of eight (8) hours in a day, in excess of forty (40) hours in a workweek and/or the first eight (8) hours worked on the seventh consecutive day in a workweek.

52. The applicable IWC Wage Order further provides that Defendants were required to pay Plaintiff and the other class members overtime compensation at a rate of two (2) times their regular rate of pay for all hours worked in excess of twelve (12) hours in a day and/or for all hours worked in excess of eight (8) hours on the seventh consecutive day in a workweek.

53. California Labor Code section 510 codifies the right to overtime compensation at one-and-one half times the regular hourly rate for hours worked in excess of eight (8) hours in a day, forty (40) hours in a week, or for the first eight (8) hours worked on the seventh day of work, and to overtime compensation at twice the regular hourly rate for hours worked in excess of twelve (12) hours in a day or in excess of eight (8) hours in a day on the seventh day of work.

54. Plaintiff and the other class members regularly worked in excess of eight (8) hours in a day, in excess of twelve (12) hours in a day, in excess of forty (40) hours in a week and/or seven (7) consecutive days in a workweek. However, Defendants did not accurately record Plaintiff and the

1 other class members' actual hours worked and intentionally and willfully failed to pay all overtime
2 wages owed to Plaintiff and the other class members. Defendants' failure to pay correct overtime
3 wages included, *inter alia*: (a) when the combined total of the off-the-clock work discussed *supra* and
4 the on-the-clock work exceed the number of hours that trigger the payment of overtime wages under
5 Labor Code sections 510 and 1198 and/or the applicable Wage Order; (b) when Defendants
6 intentionally, willfully and/or negligently mischaracterized overtime as straight time; (c) when
7 Defendants assigned more work than could reasonably be completed in a workday or workweek to
8 Plaintiff and class members, but refused to authorize the overtime necessary for them to complete the
9 assigned work; and (d) when Defendants failed to include all required wages and remuneration
10 including non-discretionary commissions, non-discretionary bonuses, and non-discretionary
11 performance pay, when calculating the overtime rate and/or merely using straight time pay to calculate
12 the overtime rate.

13 55. Defendants' failure to pay Plaintiff and the other class members as outlined above
14 violates California Labor Code sections 510 and 1198 and the applicable Wage Order and is therefore
15 unlawful.

16 56. Pursuant to California Labor Code section 1194, Plaintiff and the other class members
17 are entitled to recover their unpaid overtime compensation, and interest, costs, and attorneys' fees.

18 **THIRD CAUSE OF ACTION**

19 **VIOLATION OF LABOR CODE SECTIONS 226.7 AND 512**

20 **Meal Break Violations**

21 **(Against All Defendants)**

22 57. Plaintiff incorporates by reference the allegations in all preceding paragraphs.

23 58. California Labor Code sections 226.7 and 512(a) and the applicable Wage Order
24 govern Plaintiff and the other class members' employment by Defendants.

25 59. California Labor Code section 226.7 provides that no employer shall require an
26 employee to work during any meal period mandated by an applicable IWC Order.

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1 60. The applicable IWC Wage Order and California Labor Code section 512(a) provide
2 that an employer may not require, cause, or permit an employee to work for a period of more than five
3 (5) hours per day without providing the employee with a meal period of not less than thirty (30)
4 minutes, except that if the total work period per day of the employee is not more than six (6) hours,
5 the meal period may be waived by mutual consent of both the employer and the employee.

6 61. The applicable IWC Wage Order and California Labor Code section 512(a) further
7 provide that an employer may not require, cause, or permit an employee to work a work period of
8 more than ten (10) hours per day without providing the employee with a second uninterrupted meal
9 period of not less than thirty (30) minutes, except if the total hours worked is no more than twelve (12)
10 hours, the second meal period may be waived by mutual consent of the employer and the employee
11 only if the first meal period was not waived.

12 62. Plaintiff and the other class members who were scheduled to work for shifts no longer
13 than six (6) hours, and who did not waive their legally mandated meal periods by mutual consent, were
14 required to work for periods longer than five (5) hours without an uninterrupted meal period of not
15 less than thirty (30) minutes.

16 63. Plaintiff and the other class members who were scheduled to work for shifts in excess
17 of ten (10) hours but no longer than twelve (12) hours, and who did not waive their legally-mandated
18 meal periods by mutual consent, were required to work for periods longer than ten (10) hours without
19 a second uninterrupted meal period of not less than thirty (30) minutes.

20 64. Defendants intentionally and willfully required Plaintiff and the other class members
21 to work during meal periods and failed to compensate Plaintiff and the other class members for work
22 performed during meal periods. This includes, among other things, requiring Plaintiff and class
23 members to work through their lunch breaks, permitting and/or requiring Plaintiff and class members
24 to take late lunch breaks, permitting and/or requiring Plaintiff and class members to take short lunch
25 breaks, interrupting and/or allowing others to interrupt Plaintiff and class members during their lunch
26 breaks, failing to relieve Plaintiff and class members of all duties during their lunch breaks, and
27 restricting Plaintiff and class members from leaving the premises during their lunch breaks.

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1 65. During the relevant time period, Defendants failed to pay Plaintiff and the other class
2 members all meal period premiums due pursuant to California Labor Code section 226.7 and 512 and
3 the applicable Wage Order. Defendants failed to include all required wages and renumeration,
4 including non-discretionary commissions, non-discretionary bonuses, and non-discretionary
5 performance pay, when calculating regular rates of pay for meal period premiums and/or merely using
6 straight time pay to calculate regular rates of pay for meal period premiums.

7 66. Defendants' conduct therefore violates the applicable IWC Wage Order and California
8 Labor Code sections 226.7 and 512(a).

9 67. Pursuant to the applicable IWC Wage Order and California Labor Code section
10 226.7(b), Plaintiff and the other class members are entitled to recover from Defendants one additional
11 hour of pay at their regular rate of compensation for each workday that a compliant meal
12 period was not provided as well as interest thereon.

13 **FOURTH CAUSE OF ACTION**

14 **VIOLATION OF LABOR CODE SECTION 226.7**

15 **Rest Break Violations**

16 **(Against All Defendants)**

17 68. Plaintiff incorporates by reference the allegations in all preceding paragraphs.

18 69. California Labor Code section 226.7 and the applicable IWC Wage Order govern
19 Plaintiff and the other class members' employment by Defendants.

20 70. California Labor Code section 226.7 provides that no employer shall require an
21 employee to work during any rest period mandated by an applicable order of the California IWC.

22 71. The applicable IWC Wage Order provides that "[e]very employer shall authorize and
23 permit all employees to take rest periods, which insofar as practicable shall be in the middle of each
24 work period" and that the "rest period time shall be based on the total hours worked daily at the rate
25 of ten (10) minutes net rest time per four (4) hours or major fraction thereof" unless the total daily
26 work time is less than three and one-half (3½) hours."

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72. Defendants routinely required Plaintiff and the other class members to work three and one-half (3 ½) or more hours without authorizing or permitting a compliant ten (10) minute rest period per each four (4) hour period, or major fraction thereof, worked.

73. Moreover, Defendants willfully required, suffered and permitted Plaintiff and the other class members to work during what should have been their rest periods. Defendants also failed to relieve Plaintiff and the other class members of all duties for ten (10) minutes as required for compliant rest breaks.

74. As a result, Plaintiff worked through rest periods, took late rest periods, took interrupted rest periods, and/or took short rest periods, if at all.

75. Pursuant to the applicable IWC Wage Order and California Labor Code section 226.7(b), Plaintiff and the other class members were entitled to recover from Defendants one (1) additional hour of pay at their regular hourly rate of compensation for each workday that compliant rest period(s) were not provided.

76. Defendants had no policy or practice to pay a premium when rest periods were missed, short, late, and/or interrupted, or otherwise failed to comply with California law, and thus Defendants failed to pay Plaintiff and the other class members the full rest period premium due to them in violation of California Labor Code section 226.7 and the applicable IWC Wage Order. Defendants failed to include all required wages and remuneration, including non-discretionary commissions, non-discretionary bonuses, and non-discretionary performance pay, when calculating regular rates of pay for rest period premiums and/or merely using straight time pay to calculate regular rates of pay for rest period premiums.

77. Pursuant to the applicable IWC Wage Orders and California Labor Code section 226.7(c), Plaintiff and the other class members are entitled to recover from Defendants one additional hour of pay at their regular rate of compensation for each workday complaint rest period(s) were not provided as well as interest thereon.

FIFTH CAUSE OF ACTION

VIOLATION OF CALIFORNIA LABOR CODE §§ 204 AND 210

Failure to Timely Pay Wages During Employment

1 **(Against All Defendants)**

2 78. Plaintiff incorporates by reference the allegations in all preceding paragraphs.

3 79. California Labor Code section 204 provides that all wages earned by any person in any
4 employment between the 1st and 15th days, inclusive, of any calendar month, other than those wages
5 due upon termination of an employee, are due and payable between the 16th and 26th day of the month
6 during which the labor was performed.

7 80. California Labor Code section 204 provides that all wages earned by any person in any
8 employment between the 16th and the last day, inclusive, of any calendar month, other than those
9 wages due upon termination of an employee, are due and payable between the 1st and the 10th day of
10 the following month.

11 81. California Labor Code section 204 provides that all wages earned for labor in excess
12 of the normal work period shall be paid no later than the payday for the next regular payroll period.

13 82. As a result of the violations set forth in detail above (failure to pay overtime, failure to
14 pay minimum wages, meal break violations and rest break violations), Defendants intentionally and
15 willfully failed to timely pay Plaintiff and other class members all wages due to them within the period
16 permissible under California Labor Code section 204.

17 83. Plaintiff and other class members are entitled to recover all available remedies for
18 Defendant's violations of California Labor Code section 204, including statutory penalties pursuant to
19 Labor Code section 210(b).

20 **SIXTH CAUSE OF ACTION**

21 **VIOLATION OF LABOR CODE SECTION 226(a)**

22 **Failure to Provide Accurate Wage Statements**

23 **(Against All Defendants)**

24 84. Plaintiff incorporates by reference the allegations in all preceding paragraphs.

25 85. At all material times set forth herein, California Labor Code section 226(a) provides
26 that every employer shall furnish each of its employees an accurate itemized wage statement in writing,
27 including, but not limited to, the name and address of the legal entity that is the employer, total hours
28 worked, and all applicable hourly rates.

86. Defendants intentionally and willfully failed to provide Plaintiff and the other class members with wage statements. If and when wage statements were provided, as a result of the violations set forth in detail above (failure to pay overtime, failure to pay minimum wages, meal break violations and rest break violations), they contained a number of deficiencies including, among other things, the failure to state all hours worked, the failure to state the actual gross wages earned, the failure to include meal and rest break premiums, and the failure to include correct rates of pay. Accordingly, Defendants violated California Labor Code 226(a).

87. As a result of Defendants' violation of California Labor Code section 226(a), Plaintiff and the other class members have suffered injury and damage to their statutorily protected rights.

88. Specifically, Plaintiff and the other class members have been injured by Defendants' intentional violation of California Labor Code section 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 section 226(a). In addition, because Defendants failed to provide the accurate number of total hours worked on wage statements, Plaintiff and the other class members have been prevented by Defendants from determining if all hours worked were paid and the extent of the underpayment. Plaintiff had to file this lawsuit, and will further have to conduct discovery, reconstruct time records, and perform computations in order to analyze whether in fact Plaintiff and the other class members were paid correctly and the extent of the underpayment, thereby causing Plaintiff to incur expenses and lost time. Plaintiff would not have had to engage in these efforts and incur these costs had Defendants provided the accurate number of total hours worked. This has also delayed Plaintiff's ability to demand and recover the underpayment of wages from Defendants.

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

SEVENTH CAUSE OF ACTION

VIOLATION OF LABOR CODE SECTIONS 201, 202, AND 203

Final Wages Not Timely Paid

(Against All Defendants)

1 90. Plaintiff incorporates by reference the allegations in all preceding paragraphs.

2 91. Pursuant to California Labor Code sections 201, 202, and 203, Defendants are required
3 to timely pay all earned and unpaid wages to an employee who is discharged. California Labor Code
4 section 201 mandates that if an employer discharges an employee, the employee's wages accrued and
5 unpaid at the time of discharge are due and payable immediately. California Labor Code section 202
6 mandates that if an employee quits, his or her wages shall become due and payable not later than
7 seventy-two (72) hours thereafter, unless the employee has given seventy-two (72) hours' notice of
8 his or her intention to quit, in which case the employee is entitled to his or her wages at the time of
9 quitting.

10 92. California Labor Code section 203 provides that if an employer willfully fails to pay,
11 in accordance with California Labor Code sections 201 and 202, any wages of an employee who is
12 discharged or who quits, the wages of the employee shall continue as a penalty from the due date
13 thereof at the same rate until paid or until an action therefore is commenced; but the wages shall not
14 continue for more than thirty (30) days.

15 93. As a result of the violations set forth in detail above (failure to pay overtime, failure to
16 pay minimum wages, meal break violations and rest break violations), at the time that Plaintiff and the
17 other class members' employment with Defendants ended, Defendants knowingly and willfully failed
18 to pay them all wages owed to them pursuant to California Labor Code sections 201 and
19 202, including, without limitation, overtime wages, minimum wages, meal period premium wages,
20 and rest period premium wages, and all wages due to Plaintiff and class members as they became due,
21 as required per California Labor Code sections 204.

22 94. As a result, Plaintiff and the other class members are entitled to all available
23 statutory penalties, including the waiting time penalties provided in California Labor Code section
24 203, together with interest thereon, as well as other available remedies.

25 **EIGHTH CAUSE OF ACTION**

26 **VIOLATION OF LABOR CODE SECTIONS 2800 AND 2802**

27 **Failure to Reimburse Necessary Business Expenses**

28 **(Against All Defendants)**

95. Plaintiff incorporates by reference the allegations in all preceding paragraphs.

96. Pursuant to California Labor Code sections 2800 and 2802, an employer must reimburse its employees for all necessary expenditures incurred by the employee in direct consequence of the discharge of his or her job duties or in direct consequence of his or her job duties or in direct consequence of his or her obedience to the directions of the employer.

97. Plaintiff and the other class members incurred necessary business-related expenses and costs that were not fully reimbursed by Defendants.

98. Defendants intentionally and willfully failed to reimburse Plaintiff and the other class members for all necessary business-related expenses and costs. Plaintiff and the other class members are entitled to recover from Defendants their business-related expenses and costs incurred during the course and scope of employment, plus interest accrued from the date on which Plaintiff and the other class members incurred the necessary expenditures at the same rate as judgments in civil actions in the State of California.

NINTH CAUSE OF ACTION

VIOLATION OF CAL. BUS. & PROF. CODE §§ 17200 *ET. SEQ.*

Unfair and Unlawful Business Practices

(Against All Defendants)

99. Plaintiff incorporates by reference the allegations in all preceding paragraphs.

100. Each and every one of Defendants' acts and omissions in violation of the California Labor Code and/or the applicable IWC Wage Order as alleged in this Complaint including but not limited to Defendant's failure and refusal to pay overtime compensation, Defendant's failure and refusal to pay minimum wages, Defendants' failure and refusal to provide required meal periods and/or pay meal period premiums, Defendants' failure and refusal to provide required rest periods and/or pay the required rest break premiums, Defendants' failure to timely pay wages at the correct rate during employment, Defendants' failure and refusal to furnish accurate itemized wage statements, Defendants' failure and refusal to reimburse business-related expenses, and Defendants' failure to timely pay wages upon termination constitutes an unfair and unlawful business practice under California Business and Professions Code § 17200 *et seq.*

101. Defendants' violations of California wage and hour laws constitute an unfair and unlawful business practice because. Among other things, they were done repeatedly over a significant period of time, and in a systematic manner, to the detriment of Plaintiff and the other class members.

102. Defendants have avoided payment of overtime wages, minimum wages, meal period premiums, rest period premiums, timely wages at the correct rate of pay, and other benefits as required by the California Labor Code, the California Code of Regulations, and the applicable IWC Wage Order. Further, Defendants have failed to record, report, and pay the correct sums of assessment to the state authorities under the California Labor Code and other applicable regulations.

103. As a result of Defendants' unfair and unlawful business practices, Defendants have reaped unfair and illegal profits during Plaintiff and the other class members' tenure at the expense of Plaintiff, the other class members, and members of the public. Defendants should be made to disgorge their ill-gotten gains and to restore them to Plaintiff and the other class members.

104. Defendants' unfair and unlawful business practices entitle Plaintiff and the other class members to seek preliminary and permanent injunctive relief, including but not limited to orders that Defendants account for, disgorge, and restore to Plaintiff and the other class members the wages and other compensation unlawfully withheld from them. Plaintiff and the other class members are entitled to restitution of all monies to be disgorged from Defendants in an amount according to proof at the time of trial.

TENTH CAUSE OF ACTION

VIOLATION OF CAL. LABOR CODE §§ 226 AND 1198.5

Failure to Comply with Requests to Inspect Records

(Against All Defendants)

105. Plaintiff incorporates by reference the allegations in all preceding paragraphs.

106. Under California Labor Code § 226(b), an employer that is required by the Code to keep wage statements pursuant to California Labor Code § 226(a) shall afford current and former employees the right to inspect or copy records pertaining to their employment, upon reasonable request to the employer.

///

1 107. Under California Labor Code § 226(c), an employer who receives a written or oral
2 request to inspect or copy records (pursuant to subdivision (b)) pertaining to a current or former
3 employee shall comply with the request as soon as practicable, but no later than 21 calendar days from
4 the date of the request.

5 108. California Labor Code § 1198.5, provides that “[e]very current and former employee,
6 or his or her representative, has the right to inspect and receive a copy of the personnel records that
7 the employer maintains relating to the employee’s performance or to any grievance concerning the
8 employee.” “The employer shall make the contents of those personnel records available for inspection
9 to the current or former employee, or his or her representative, at reasonable intervals and at reasonable
10 times, but not later than 30 calendar days from the date the employer receives a written request...”

11 109. Defendants failed to timely permit Plaintiff and the other Class Members to inspect
12 their personnel files and wage statement records.

13 110. Plaintiff and the other class members were injured by Defendants’ failure to permit the
14 inspection of their personnel files and wage statement records.

15 111. Based on Defendants’ conduct as alleged herein, Defendants are liable for damages and
16 statutory penalties pursuant to California Labor Code section 226 including but not limited to a \$750
17 penalty per employee (*see* Cal. Lab. Code § 226(f)), and pursuant to California Labor Code section
18 1198.5 including but not limited to a \$750 penalty per employee (*see* Cal. Lab. Code § 1198.5(k)),
19 and other applicable provisions of the California Labor Code in amounts to be established at trial, as
20 well as attorneys’ fees and costs, pursuant to statute.

21 **ELEVENTH CAUSE OF ACTION**

22 **VIOLATION OF CAL. LABOR CODE §§ 2699, ET SEQ.**

23 **California Private Attorneys General Act**

24 **(Against All Defendants)**

25 112. Plaintiff incorporates by reference the allegations in all preceding paragraphs.

26 113. Plaintiff brings this action on a representative basis on behalf of other Aggrieved
27 Employees and the State of California, in Plaintiff’s capacity as a private attorney general pursuant to
28 the Private Attorneys General Act of 2004, California Labor Code § 2698, et seq.

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

115. Whenever the LWDA, or any of its departments, divisions, commissions, boards, agencies, or employees has discretion to assess a civil penalty, a court in a civil action is authorized to exercise the same discretion, subject to the same limitations and conditions, to assess a civil penalty.

116. Plaintiff and the other hourly-paid, non-exempt employees are “Aggrieved Employees” as defined by California Labor Code section 2699(c).

117. Defendants’ conduct, as alleged herein, violates numerous sections of the California Labor Code, including, but not limited to, the following:

- a. Violation of California Labor Code sections 510 and 1198 for failure to pay overtime wages, as set forth more fully above;
- b. Violation of California Labor Code sections 1194, 1197, and 1197.1 for failure to pay minimum wages, as set forth more fully above;
- c. Violation of California Labor Code sections 226.7 and 512(a) for failure to provide legally required meal periods, as set forth more fully above;
- d. Violation of California Labor Code sections 226.7 and 512(a) for failure to pay required meal period premiums, as set forth more fully above;
- e. Violation of California Labor Code section 226.7 for failure to provide legally required rest periods, as set forth more fully above;
- f. Violation of California Labor Code section 226.7 for failure to pay required rest period premiums, as set forth more fully above;
- g. Violation of California Labor Code section 204 for failure to timely pay wages to Plaintiff and Aggrieved Employees during employment, as set forth more fully above;

- 1 h. Violation of California Labor Code sections 201, 202, and 203 for failure to pay all
2 wages at time of discharge from employment, as set forth more fully above;
- 3 i. Violation of California Labor Code section 226(a) for failure to provide accurate wage
4 statements to Plaintiff and Aggrieved Employees, as set forth more fully above;
- 5 j. Violation of California Labor Code section 1174(d) for failure to keep complete and
6 accurate payroll records relating to Plaintiff and Aggrieved Employees;
- 7 k. Violation of California Labor Code sections 226 and 1198.5 for failure to comply with
8 requests to inspect records, as set forth more fully above; and
- 9 l. Violation of California Labor Code sections 2800 and 2802 for failure to reimburse
10 Plaintiff and Aggrieved Employees for necessary business-related expenses, as set
11 forth more fully above.

12 118. Pursuant to PAGA, and in particular California Labor Code sections 2699(a), 2699.3,
13 and 2699.5, Plaintiff, acting in the public interest as a private attorney general, seeks assessment and
14 collection of civil penalties for Plaintiff, all Aggrieved Employees, and the State of California against
15 Defendants for violations of California Labor Code sections set forth herein, including penalties under
16 California Labor Code sections 2699, 558, 210, 1197.1, 226, 226.3, 1174.5, and 1197.1, penalties
17 under the applicable IWC Wage Order, and any and all additional penalties and remedies as provided
18 by the California Labor Code and/or other statutes.

19 119. Pursuant to California Labor Code section 2699(m), civil penalties recovered by
20 Aggrieved Employees shall be distributed as follows: sixty-five percent (65%) to the LWDA for the
21 enforcement of labor laws and education of employers and employees about their rights and
22 responsibilities and thirty-five (35%) to the Aggrieved Employees.

23 120. Plaintiff retained counsel to file this court action, and to assess and collect the civil
24 penalties owed by Defendants. Plaintiff therefore seeks an award of reasonable attorney's fees and
25 costs pursuant to California Labor Code sections 210, 218.5, and 2699(g)(1), and any other applicable
26 statute.

27 ///

28 ///

1 **PRAYER FOR RELIEF**

2 Plaintiff, on behalf of all others similarly situated and other aggrieved employees pursuant to
3 the California Private Attorneys General Act, prays for relief and judgment against Defendants, jointly
4 and severally, as follows:

5 **Class Certification**

- 6 1. That this action be certified as a class action as to the first ten causes of action;
7 2. That Plaintiff be appointed as the representative of the Class as to the first ten causes
8 of action;
9 3. That counsel for Plaintiff be appointed as Class Counsel; and
10 4. That Defendants provide to Class Counsel the names and most current/last known
11 contact information (address, e-mail, and telephone numbers) of all class members.

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

- 13 5. That the Court declare, adjudge, and decree that Defendants violated California Labor
14 Code sections 1194, 1197, and 1197.1 by willfully failing to pay minimum wages to Plaintiff and the
15 other class members;
16 6. For general unpaid wages and such general and special damages as may be appropriate;
17 7. For statutory wage penalties pursuant to California Labor Code section 1197.1 for
18 Plaintiff and the other class members in the amount as may be established according to proof at trial;
19 8. For pre-judgment interest on any unpaid compensation from the date such amounts
20 were due;
21 9. For reasonable attorneys' fees and costs of suit incurred herein pursuant to California
22 Labor Code section 1194(a);
23 10. For liquidated damages pursuant to California Labor Code section 1194.2; and
24 11. For such other and further relief as the Court may deem just and proper.

25 **As to the Second Cause of Action**

- 26 12. That the Court declare, adjudge, and decree that Defendants violated California Labor
27 Code sections 510 and 1198 and applicable IWC Wage Orders by willfully failing to pay all overtime
28 wages due to Plaintiff and the other class members;

1 13. For general unpaid wages at overtime wage rates and such general and special
2 damages as may be appropriate;

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

5 15. For reasonable attorneys' fees and costs of suit incurred herein pursuant to California
6 Labor Code section 1194; and

7 16. For such other and further relief as the Court may deem just and proper.

8 **As to the Third Cause of Action**

9 17. That the Court declare, adjudge, and decree that Defendants violated California Labor
10 Code sections 226.7 and 512 and applicable IWC Wage Orders by willfully failing to provide all meal
11 periods (including second meal periods) to Plaintiff and the other class members;

12 18. For premium wages pursuant to California Labor Code section 226.7(c);

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

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

15 21. For reasonable attorneys' fees and costs of suit incurred herein; and

16 22. For such other and further relief as the Court may deem just and proper.

17 **As to the Fourth Cause Action**

18 23. That the Court declare, adjudge, and decree that Defendants violated California Labor
19 Code section 226.7 and applicable IWC Wage Orders by willfully failing to provide all rest periods to
20 Plaintiff and the other class members;

21 24. For premium wages pursuant to California Labor Code section 226.7(c);

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

23 26. For pre-judgment interest on any unpaid wages from the date such amounts were due;
24 and

25 27. For such other and further relief as the Court may deem just and proper.

26 **As to the Fifth Cause of Action**

27 28. That the Court declare, adjudge, and decree that Defendants violated California Labor
28 Code section 204 by willfully failing to pay all compensation owed at the time required by California

1 Labor Code section 204 to Plaintiff and the Class;

2 29. For statutory penalties pursuant to California Labor Code section 210; and

3 30. For such other and further relief as the Court deems just and proper.

4 **As to the Sixth Cause of Action**

5 31. That the Court declare, adjudge, and decree that Defendants violated the provisions of
6 California Labor Code section 226(a) and applicable IWC Wage Order as to Plaintiff and the other
7 class members, and willfully failed to provide accurate itemized wage statements to them;

8 32. For actual, consequential and incidental losses and damages, according to proof;

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

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

12 35. For such other and further relief as the Court may deem just and proper.

13 **As to the Seventh Cause of Action**

14 36. That the Court declare, adjudge, and decree that Defendants violated California Labor
15 Code sections 201, 202, and 203 by willfully failing to pay all compensation owed at the time of
16 termination of the employment of Plaintiff and the other class members no longer employed by
17 Defendants;

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

19 38. For statutory wage penalties pursuant to California Labor Code section 203 for Plaintiff
20 and the other class members who have left Defendants' employ;

21 39. For pre-judgment interest on any unpaid compensation from the date due; and

22 40. For such other and further relief as the Court may deem just and proper.

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

24 41. That the Court declare, adjudge, and decree that Defendants violated California Labor
25 Code sections 2800 and 2802 by willfully failing to reimburse Plaintiff and the other class members
26 for all necessary business-related expenses as required by California Labor Code sections 2800 and
27 2802;

28 42. For actual, consequential and incidental losses and damages, according to proof;

- 1 43. For the imposition of civil penalties and/or statutory penalties;
2 44. For reasonable attorneys' fees and costs of suit incurred herein; and
3 45. For such other and further relief as the Court may deem just and proper.

4 **As to the Ninth Cause of Action**

5 46. That the Court declare, adjudge, and decree that Defendants violated the following
6 California Labor Code sections as to Plaintiff and the other class members: 510 and 1198 (by failing
7 to pay overtime wages); 1194, 1197, and 1197.1 (by failing to pay minimum wages); 226.7 and 512(a)
8 (by failing to provide meal and rest periods or compensation in lieu thereof); 204 (by failing to timely
9 pay wages during employment); 226(a) (by failing to provide accurate wage statements); and 201,
10 202, and 203 (by failing to pay all wages owed upon termination); and 2800 and 2802 (by failing to
11 reimburse business-related expenses);

12 47. For restitution of unpaid wages to Plaintiff and all the other class members and all pre-
13 judgment interest from the day such amounts were due and payable;

14 48. For the appointment of a receiver to receive, manage and distribute any and all funds
15 disgorged from Defendants and determined to have been wrongfully acquired by Defendants as a
16 result of violation of California Business and Professions Code sections 17200, *et seq.*;

17 49. For reasonable attorneys' fees and costs of suit incurred herein pursuant to California
18 Code of Civil Procedure section 1021.5; and

19 50. For injunctive relief to ensure compliance with this section, pursuant to California
20 Business and Professions Code sections 17200, *et seq.*

21 **As to the Tenth Cause of Action**

22 51. That the Court declare, adjudge, and decree that Defendants violated California Labor
23 Code sections 226 and 1198.5 by willfully failing to permit Plaintiff and the other Class Members to
24 inspect their personnel files and wage statement records;

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

26 53. For statutory penalties pursuant to California Labor Code sections 226 and 1198.5;

27 54. For injunctive relief to ensure compliance with this section, pursuant to
28 California Labor Code sections 226(h) and 1198.5(l);

- 1 55. For reasonable attorneys' fees and costs of suit incurred herein; and
2 56. For such other and further relief as the Court may deem just and proper.

3 **As to the Eleventh Cause of Action**

4 57. For the imposition of civil penalties pursuant to California Labor Code sections 2699,
5 210, 558, 226, 226.3, 1174.5, and 1197.1 and all other penalties allowed by the California Labor Code
6 and/or other applicable statutes;

7 58. For injunctive relief;

8 59. For statutory attorneys' fees and costs pursuant to sections 210, 218.5, and 2699(g)(1)
9 of the California Labor Code; and

10 60. For such other and further relief as the Court may deem proper.

11 Dated: October 22, 2025

BLACKSTONE LAW, APC

12
13 By:



- Sage S. Stone, Esq.

Zachary T. Gershman, Esq.

Alexandra Rose, Esq.

Attorneys for Plaintiff Victoria Esquivel,
individually and on behalf of others similarly
situated and aggrieved employees pursuant to the
California Private Attorneys General Act

1 **DEMAND FOR JURY TRIAL**

2 Plaintiff hereby demands a jury trial with respect to all issues triable of right by jury.

3
4 Dated: October 22, 2025

BLACKSTONE LAW, APC

5
6 By:



Sage S. Stone, Esq.

Zachary T. Gershman, Esq.

Alexandra Rose, Esq.

8 *Attorneys for* Plaintiff Victoria Esquivel,
9 individually and on behalf of others similarly
10 situated and aggrieved employees pursuant to the
11 California Private Attorneys General Act

EXHIBIT A



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Miriam Schimmel, Esq.
mschimmel@blackstonepc.com

June 19, 2024

PAGA Claim Notice Via Online Electronic Submission

California Labor & Workforce Development Agency

800 Capitol Mall, Suite 5000 (MIC-55)

Sacramento, CA 95814

<https://www.dir.ca.gov/Private-Attorneys-General-Act/Private-Attorneys-General-Act.html>

RE: *Victoria Esquivel v. Hamlet Karapetian, DMD, Inc. dba Friendly Smiles Dental Group; Hamlet Karapetian Dental Corp.*

To Whom It May Concern:

This office represents Victoria Esquivel (“Claimant”) with respect to their claims under the California Labor Code against Hamlet Karapetian, DMD, Inc. dba Friendly Smiles Dental Group and Hamlet Karapetian Dental Corp. (including all affiliates, subsidiaries, parents, directors, and officers) (collectively referred to herein as “Employers”). This letter is being sent simultaneously to Employers by certified mail.

Employers employed Victoria Esquivel from approximately December 2020 to September 2021 as a non-exempt, hourly-paid employee. Victoria Esquivel worked as a Dental Assistant for Employers and was based out of Employers’ facility located at 1670 S Broadway, Santa Maria, CA 93454.

Employers recently violated California Labor Code section 226(c) by failing to provide to Claimant, “within 21 calendar days from the date of the request[,]” a copy of Claimant’s employment records. *Id.* Employers also similarly recently violated California Labor Code sections 432 and 1198.5 by failing to timely permit Claimant to inspect their personnel file and all instruments signed relating to the obtaining or holding of employment. These violations entitle Claimant to bring a representative action seeking penalties for violations of the California Labor Code which are recoverable under the Labor Code Private Attorneys General Act of 2004, California Labor Code sections 2698, *et seq.* (“PAGA”). *See* California Labor Code section 226(f); *Huff v. Securitas Security Services USA, Inc.* (2018) 25 Cal.App.5th 745 (permitting an employee alleging a single violation of the Labor Code under PAGA to also bring PAGA claims against an Employer for all other alleged Labor Code violations, even those suffered by other employees of the same employer).

Claimant intends to bring a representative action seeking penalties for violations of the

California Labor Code which are recoverable under the Labor Code Private Attorneys General Act of 2004, California Labor Code sections 2698, *et seq.* (“PAGA”). Claimant is seeking penalties on behalf of his or herself and in a representative capacity on behalf of the State of California and all current and former hourly-paid and/or non-exempt employees who worked for Employers in the State of California during the relevant statutory period (“Aggrieved Employees”). This letter is being sent in compliance with California Labor Code section 2699.3 and shall serve as Claimant’s notice of the provisions of the California Labor Code alleged to have been violated, including the facts and theories in support thereof.

As detailed below, Employers violated several of California’s wage and hour laws during Claimant’s employment, including but not limited to California Labor Code sections 201, 202, 203, 204, 226 including 226(a-c), 226.7, 432, 510, 512(a), 1174(d), 1194, 1197, 1197.1, 1198, 1198.5 2800, 2802, and the applicable Industrial Welfare Commission Wage Order (“IWC Wage Order”).

The claims made on behalf of Claimant and Aggrieved Employees are based upon the following facts and theories:

1. FAILURE TO PAY FOR ALL TIME WORKED AT CORRECT RATES OF PAY, INCLUDING MINIMUM WAGES, STRAIGHT TIME WAGES, AND OVERTIME COMPENSATION

Employers engaged in numerous unlawful practices which resulted in the failure to pay Claimant and other Aggrieved Employees for all time worked at the correct rates of pay, including minimum wages, straight time wages, and overtime compensation.

California Labor Code sections 1194, 1197, and 1197.1 and the applicable IWC Wage Order require employers to pay at least the legal minimum wage to their employees. California Labor Code sections 510 and 1198 and the applicable IWC Wage Order further require employers to pay no less than one and one-half times an employee’s regular rate of pay for hours worked in excess of eight (8) hours in one workday, for hours worked in excess of forty (40) hours in one workweek, and for the first eight (8) hours worked on the seventh day of work in any one workweek, and to pay no less than twice an employee’s regular rate of pay of the employee for hours worked in excess of twelve (12) hours in one workday and for any work in excess of eight (8) hours on any seventh day of a workweek.

Throughout the relevant time, Employers regularly required Claimant and other Aggrieved Employees to perform work off-the-clock prior to clocking-in and/or after clocking-out for their shifts. Employers failed to compensate Claimant and other Aggrieved Employees for any of this off-the-clock work, in violation of California law.

This uncompensated work often resulted in the total number of hours worked by Claimant and other Aggrieved Employees exceeding the daily and/or weekly triggers for overtime wages, yet Employers failed to pay Claimant and Aggrieved Employees applicable overtime rate(s) for these hours.

Employers also failed to accurately record the actual time worked by Claimant and Aggrieved Employees.

Employers also failed to pay overtime to Claimant and Aggrieved Employees for all overtime hours worked based on regular rates of pay correctly calculated to include all applicable remuneration, including non-discretionary commissions, non-discretionary bonuses, and non-discretionary performance pay.

As a result of the foregoing practices, Employers failed to pay Claimant and other Aggrieved Employees for all wages earned at the correct rates of pay, including minimum wages, straight time wages, and overtime compensation. Accordingly, Employers violated the applicable IWC Wage Order and California Labor Code sections 204, 510, 1194, 1197, 1197.1 and 1198.

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to the applicable IWC Wage Orders; penalties pursuant to California Labor Code sections 558, 1197.1, and 1199; and attorneys' fees and costs.

2. FAILURE TO TIMELY COMPLY WITH REQUESTS FOR RECORDS

"An employer that is required by [the Labor Code] or any regulation adopted pursuant to this code to keep the information required by subdivision (a) shall afford current and former employees the right to inspect or receive a copy of records pertaining to their employment, upon reasonable request to the employer." Labor Code §226(b). An employer who receives a written request to inspect or receive a copy of such records "shall comply with the request as soon as practicable, but no later than 21 calendar days from the date of the request." Labor Code §226(c). An employer's failure to comply with Labor Code section 226(c) "entitles the current or former employee or the Labor Commissioner to recover a seven-hundred-fifty-dollar (\$750) penalty from the employer." Labor Code § 226(f).

California Labor Code section 432 provides that "[i]f an employee or applicant signs any instrument relating to the obtaining or holding of employment, he shall be given a copy of the instrument upon request."

California Labor Code section 1198.5 provides that "[e]very current and former employee, or his or her representative, has the right to inspect and receive a copy of the personnel records that the employer maintains relating to the employee's performance or to any grievance concerning the employee." "The employer shall make the contents of those personnel records available for inspection to the current or former employee, or his or her representative, at reasonable intervals and at reasonable times, but not later than 30 calendar days from the date the employer receives a written request..."

On January 18, 2024, Claimant's attorneys sent to Employers a written request for Claimant's records pursuant to California Labor Code sections 226, 432, and 1198.5. This request was sent to Employers at 1670 S. Broadway Ave, Santa Maria, CA 91910. On or around January 20, 2024, the aforementioned records request letter was received and signed for by an agent or

employee of Employers.

On or around March 6, 2024, a second written request for Claimant's records was sent to Employers at 1670 S. Broadway Ave, Santa Maria, CA 91910 via certified mail. On or around March 11, 2024, Claimant's attorneys received a return receipt for the second aforementioned records request letter signed for by an agent or employee of Employers. As of the date of this filing, Claimant and/or Claimant's attorneys have not received a response to the records requested pursuant to California Labor Code sections 226(c), 432, and 1198.5. Employers' failure to timely respond to Claimant's requests for records was knowing and intentional given their confirmed receipt of Claimant's requests and given a letter Claimant's attorneys received from Employers unlawfully threatening to report one of Claimant's attorneys for "bothering" Employers, presumably in response to Claimant's requests for records.

Claimant and Aggrieved Employees will therefore seek PAGA penalties pursuant to California Labor Code section 2699, penalties pursuant to California Labor Code section 226 including section 226(f), penalties pursuant to California Labor Code section 1198.5 including section 1198.5(f), and attorneys' fees and costs.

3. MEAL BREAK VIOLATIONS

California law requires employers to provide employees with an opportunity to take an uninterrupted meal period of no less than thirty (30) minutes before the end of the fifth hour of work when an employee works more than five (5) hours in a day. Cal. Lab. Code §§ 226.7 & 512(a). Employers must provide a second meal period of no less than thirty (30) minutes before the end of the tenth hour of work when an employee works more than ten (10) hours in a day. *Id.* For each day that an employer fails to provide compliant meal period(s), the employer must pay the employee a meal penalty equal to one hour of pay at the employee's regular rate of compensation. *Id.*

During the relevant time period, Employers failed to provide Claimant and other Aggrieved Employees with legally compliant 30-minute meal periods. Claimant and other Aggrieved Employees were required by Employers to work more than five (5) hours per day but were not provided with uninterrupted 30-minute meal periods. Further, Claimant and other Aggrieved Employees were not provided with a second uninterrupted 30-minute meal period when they worked over ten (10) hours per day. Employers regularly required Claimant and other Aggrieved Employees to work through their first and second meal periods, to take their first meal period after their fifth (5th) hour of work, and/or to take their second meal periods after their tenth (10th) hour of work. Meal breaks, when provided, were oftentimes interrupted and/or cut short.

Employers' policies, practices, and procedures were responsible for the violations alleged above and prevented Claimant and other Aggrieved Employees from taking timely, complete and duty-free meal periods because, amongst other reasons: (1) Employers did not have legally-compliant policies regarding the provision and timing of meal periods or systematically disregarded their own purported meal period policies; (2) Employers' management at various levels failed and refused to implement and enforce legally compliant meal period policies and practices; (3) Employers failed to adequately inform and train Claimant and other Aggrieved

Employees regarding their right to take timely, uninterrupted, and duty-free meal periods; (4) Employers failed to adequately inform and train Claimant and other Aggrieved Employees about their right to premium wages for non-compliant meal periods; (5) Employers failed to ensure that there was adequate staffing to allow Claimant and other Aggrieved Employees to take timely, uninterrupted, and duty-free meal periods; (6) Employers required Claimant and other Aggrieved Employees to respond to work-related requests at all times, including during meal periods; and (7) Employers' policy and culture prevented Claimant and other Aggrieved Employees from taking timely, uninterrupted, and duty-free meal periods because of the priority placed on maximizing profits over employees' right to receive timely, uninterrupted, and duty-free meal periods.

Claimant and other Aggrieved Employees did not receive an extra hour of wages at their regular rate of pay for each day a compliant meal period was not provided to them in compliance with California law.

Accordingly, Employers violated the applicable IWC Wage Order and California Labor Code sections 226.7, 512(a) and 1198.

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to paragraph of the applicable IWC Wage Orders; penalties pursuant to California Labor Code sections 558 and 1199; and attorneys' fees and costs.

4. REST BREAK VIOLATIONS

California law requires employers to authorize and permit employees to take an uninterrupted rest period of no less than ten (10) minutes for every four (4) hours, or major fraction thereof, worked. Cal. Lab. Code § 226.7. For each day that an employer fails to authorize and permit a compliant rest period, the employer owes the employee one hour of pay at the employee's regular rate of compensation. Cal. Lab. Code § 226.7(c).

Employers failed to authorize and permit Claimant and other Aggrieved Employees to take compliant 10-minute rest periods. Employers required Claimant and other Aggrieved Employees to work through rest periods. Claimant and Aggrieved Employees were not provided with uninterrupted, duty-free rest periods when they worked more than four (4) hours or a major fraction thereof. Further, Claimant and other Aggrieved Employees were not provided with a second uninterrupted, duty-free rest period when they worked more than six (6) hours in a day, or a third uninterrupted, duty-free rest period after working more than ten (10) hours in day. In the rare event that a rest period was taken, it was frequently interrupted or cut short. Moreover, Claimant and other Aggrieved Employees were not completely relieved of duty as required by *Augustus v. ABM Security Services, Inc.*, 2 Cal.5th 257 (2016).

Employers' policies, practices, and procedures were responsible for the violations alleged above and prevented Claimant and other Aggrieved Employees from taking timely and complete rest periods because, amongst other reasons: (1) Employers did not have legally-compliant policies regarding the provision and timing of rest periods or systematically disregarded its own purported

rest period policies; (2) Employers' management at various levels failed and refused to implement and enforce legally compliant rest period policies and practices; (3) Employers failed to adequately inform and train Claimant and other Aggrieved Employees regarding their right to take timely, uninterrupted, and duty-free rest periods; (4) Employers failed to adequately inform and train Claimant and other Aggrieved Employees about their right to premium wages for non-compliant rest periods; (5) Employers failed to ensure that there was adequate staffing to allow Claimant and other Aggrieved Employees to take timely, uninterrupted, and duty-free rest periods; (6) Employers required Claimant and other Aggrieved Employees to respond to work-related requests at all times, including during rest periods; and (7) Employers' policy and culture prevented Claimant and other Aggrieved Employees from taking timely, uninterrupted, and duty-free rest periods because of the priority placed on completing job requirements over employees' right to receive rest periods.

Claimant and other Aggrieved Employees did not receive an extra hour of wages at their regular rate of pay for each day a rest period was not provided to them in compliance with California law. Accordingly, Employers violated the applicable IWC Wage Order and California Labor Code sections 226.7 and 1198.

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to the applicable IWC Wage Orders; Labor Code sections 558 and 1199 penalties; and attorneys' fees and costs.

5. FAILURE TO TIMELY PAY WAGES DURING EMPLOYMENT

California Labor Code section 204 requires that all wages earned by any person in any employment between the 1st and the 15th days, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 16th and the 26th day of the month during which the labor was performed, and that all wages earned by any person in any employment between the 16th and the last day, inclusive, of any calendar month, other than those wages due upon termination of an employee, are due and payable between the 1st and the 10th day of the following month.

California Labor Code section 204 also requires that all wages earned for labor in excess of the normal work period shall be paid no later than the payday for the next regular payroll period. During the relevant time period, Employers failed to timely pay all wages earned because Claimant and other Aggrieved Employees were not paid all the wages they were owed including, *inter alia*, overtime compensation, straight time wages, minimum wages, and meal and rest period premiums. Accordingly, Employers violated California Labor Code section 204(a).

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to Labor Code section 2699; penalties pursuant to California Labor Code sections 210 and 1199; and attorneys' fees and costs.

6. FAILURE TO PROVIDE ACCURATE ITEMIZED WAGE STATEMENTS

California Labor Code section 226(a) requires an employer semimonthly or at the time of

each payment of wages to furnish wage statements to its employees setting forth, *inter alia*, (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 only the last four digits of his or her social security number or an employee identification number other than a social security number, and (8) the name and address of the legal entity that is the employer.

Employers did not provide Claimant and Aggrieved Employees with compliant wage statements. If and when wage statements were provided, they failed to include the actual hours worked (including time spent working off-the-clock), the actual gross wages earned (including wages owed for time spent working off the clock and meal and rest period premiums), and the correct rates of pay, as a result of the practices described above. Accordingly, Employers violated California Labor Code section 226(a).

Claimant and Aggrieved Employees will therefore seek PAGA default penalties; penalties pursuant to California Labor Code section 226.3; and attorneys' fees and costs.

7. FAILURE TO MAINTAIN ACCURATE RECORDS

California Labor Code section 1174(d) requires an employer to keep, at a central location in the state or at the plants or establishments at which employees are employed, payroll records showing the hours worked daily by and the wages paid to, and the number of piece-rate units earned by and any applicable piece rate paid to, employees employed at the respective plants or establishments. These records shall be kept with rules established for this purpose by the commission, but in any case, shall be kept on file for not less than three years. During the relevant time period, Employers have failed to maintain accurate records relating to Claimant and other Aggrieved Employees' work periods, meal periods, total daily hours worked, and total hours worked per payroll period. Accordingly, Employers violated the applicable IWC Wage Order and California Labor Code sections 1198.5 and 1174(d).

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to paragraph of the applicable IWC Wage Orders; California Labor Code section 1174.5 penalties; and attorneys' fees and costs.

8. FAILURE TO REIMBURSE NECESSARY EXPENDITURES

California Labor Code sections 2800 and 2802 require an employer to reimburse its employees for all necessary expenditures incurred by the employee in direct consequence of the discharge of his or her job duties or in direct consequence of his or her obedience to the directions of the employer. The applicable IWC Wage Order requires employers to provide employees with the tools or equipment necessary for the performance of their job. During the relevant time period, Claimant and Aggrieved Employees incurred necessary business-related expenses and costs that were not fully reimbursed by Employers.

Accordingly, Employers violated the applicable IWC Order and California Labor Code sections 2800 and 2802. Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to paragraph of the applicable IWC Wage Orders; and attorneys' fees and costs.

9. FAILURE TO TIMELY PAY ALL WAGES UPON TERMINATION

California Labor Code sections 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 if an employee quits 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' 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.

During the relevant time period, upon the termination of employment (including but not limited to when they were temporarily laid off, laid off, discharged, and/or resigned), Employers failed to pay all wages due to their employees within twenty-four (24) hours of termination or even within seventy-two (72) hours for those who resigned. Specifically, as a result of Employers' practices of requiring Claimant and Aggrieved Employees to work off-the-clock without compensation, failing to pay proper overtime compensation, failure to properly calculate regular rates, and failure to accurately record all hours actually worked, Employers failed to pay Claimant and Aggrieved Employees for all straight time wage, minimum wages and overtime compensation owed to them upon termination of their employment. Employers also failed to pay Claimant and Aggrieved Employees for meal period premiums and rest period premiums they were owed, amongst other wages. Accordingly, Employers violated California Labor Code sections 201 and 202.

Claimant and Aggrieved Employees will therefore seek PAGA default penalties pursuant to California Labor Code section 2699; penalties pursuant to California Labor Code sections 203 and 1199; and attorneys' fees and costs.

10. EMPLOYER'S OTHER VIOLATIONS OF THE CALIFORNIA LABOR CODE

Finally, pursuant to *Huff v. Securitas Security Services USA, Inc.* (2018) 25 Cal.App.5th 745 ("*Huff*"), as an Aggrieved Employee, Claimant has standing, and intends to pursue civil penalties on behalf of the LWDA against Employers for any and all other Labor Code violations committed by Employers. In *Huff*, the California Court of Appeals held that an employee alleging a single violation of the Labor Code under PAGA may also bring PAGA claims against Employer for all other alleged Labor Code violations, even those suffered by other employees of the same employer. According to the *Huff* decision, Claimant, as an "aggrieved" employee affected by at least one Labor Code violation may, and hereby does, pursue penalties on behalf of LWDA for all Labor Code violations by Employer.

Employers are in direct violation of numerous California wage and hour laws including

but not limited to said sections stated above. Claimant hereby provides notice to the LWDA under the California Labor Code Private Attorneys General Act of 2004, California Labor Code Sections 2698, *et seq.*, and specifically asks for an investigation, or if the agency does not intend to investigate the alleged violations, a letter confirming the same so that Claimant may allege a cause of action under PAGA against Employers for the violations discussed in this letter.

This letter is sent in compliance with the reporting requirements of California Labor Code section 2699.3. By law, an employee alleging a violation of one of the above referenced sections must notify his or her employer and the Labor and Workforce Development Agency (LWDA) before he or she can invoke the provisions of Sections 2699, *et seq.*, by seeking redress in court. Cal. Lab. Code § 2699.3(a)(1). The LWDA must then notify the employer and the employee within 60 calendar days regarding whether it intends to investigate the alleged violation. Cal. Lab. Code § 2699.3(a)(2)(B). If the LWDA advises it will not investigate, or if no notice is provided within 65 calendar days, the employee may file a lawsuit invoking the provisions under Labor Code § 2699. Cal. Lab. Code § 2699.3(a)(2)(A). It is Claimant's intention to file a civil complaint and to bring the appropriate claims under California Labor Code § 2699 on behalf of themselves, the State of California and all Aggrieved Employees should your office not address Employers' alleged violations within this timeframe.

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If you have any questions or require additional information, please do not hesitate to contact my office. Thank you for your attention to this matter.

BLACKSTONE LAW

Miriam L. Schimmel

Miriam Schimmel, Esq.

cc: By U.S. Certified Mail, Return Receipt Requested



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PROOF OF SERVICE

STATE OF CALIFORNIA, COUNTY OF SANTA BARBARA

I, Lorena Bautista, certify and declare as follows:

I am over eighteen years of age and not a party to the within action; my business address is 8383 Wilshire Blvd, Suite 745, Beverly Hills, California 90211. On October 22, 2025, I served a copy of the following document(s):

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

on the interested parties as follows:

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☒ **BY ELECTRONIC MAIL (E-MAIL):** I caused said document(s) to be delivered electronically to be delivered to the above referenced addressee(s) via email from email address lbautista@blackstonepc.com pursuant to California Code of Civil Procedure section 1010.6(e)(1). I did not receive any electronic message or other indication that the transmission was unsuccessful.

State of California, Labor & Workforce Development Agency

Web URL:

<http://www.dir.ca.gov/Private-Attorneys-General-Act/Private-Attorneys-General-Act.html>

☒ **BY ONLINE SUBMISSION:** The above-referenced documents were transmitted to the California Labor and Workforce Development Agency through the online system established for the submission of notices and documents, in conformity with California Labor Code section 2699(I). I did not receive, within a reasonable time after the transmission, any electronic message or other indication that the transmission was unsuccessful.



STATE:

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

Executed on October 22, 2025 at Beverly Hills, California.

/s/ Lorena Bautista
Lorena Bautista