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SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF SACRAMENTO

SJONTAE RONESHA JAMES, individually,
and on behalf of all others similarly situated,

Plaintiff,

v.

SUTTER VALLEY HOSPITALS, a corporation;
and DOES 1 through 10, inclusive,

Defendants.

Case No.: 24CV006099

CLASS ACTION

Hon. Lauri A. Damrell, Department 613

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

Complaint filed: March 29, 2024
Trial date: Not Set

FILED
Superior Court of California
County of Sacramento
05/12/2025
V. Aleman, Deputy

1 Plaintiff Sjontae Ronsha James (“Plaintiff”) and Defendant Sutter Valley Hospitals
2 (“Defendant”) (collectively, the “Parties”), by and through their respective counsel of record,
3 hereby enter into the stipulation below with reference to the following facts:

4 **WHEREAS**, on March 29, 2024, Plaintiff filed a class action complaint in the above-
5 entitled Court alleging violations of California law for: (1) failure to pay minimum and straight
6 time wages; (2) failure to pay overtime wages; (3) failure to provide meal periods; (4) failure to
7 authorize and permit rest periods; (5) failure to timely pay final wages at termination; (6) failure
8 to provide accurate itemized wage statements; (7) failure to indemnify employees for expenditures;
9 and (8) unfair business practices;

10 **WHEREAS**, on August 23, 2024, Plaintiff filed a representative action complaint under
11 the Private Attorneys General Act (“PAGA”) in the above-entitled Court seeking civil penalties
12 for violations of California law of: (1) failure to pay for all hours worked, including minimum,
13 straight time, and overtime wages; (2) failure to provide meal periods; (3) failure to authorize and
14 permit rest periods; (4) failure to pay all earned wages twice per month; (5) failure to maintain
15 accurate records of hours worked and meal periods; (6) failure to timely pay final wages at
16 termination; (7) failure to provide accurate itemized wage statements; and (8) failure to indemnify
17 employees for expenditures (Sacramento Superior Court Case No. 24-CV-016798);

18 **WHEREAS**, the Parties have scheduled a mediation with Steve Rottman on December 4,
19 2025 covering both the class and PAGA complaints;

20 **WHEREAS**, in order to effectively and economically mediate the claims, the Parties have
21 agreed that Plaintiff will file a First Amended Class and Representative Action Complaint (“FAC”)
22 to include Plaintiff Yvonne Flores and the additional PAGA representative cause of action for both
23 Plaintiff and Plaintiff Yvonne Flores;

24 **WHEREAS**, in the interests of judicial economy, Plaintiff will request dismissal of her
25 pending PAGA complaint (Sacramento Superior Court Case No. 24-CV-016798) as soon as the
26 Court approves the FAC;

[PROPOSED] ORDER

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

1. Plaintiff be allowed leave to file her First Amended Class and Representative Action Complaint ("FAC") in the form attached as **Exhibit A** to this Stipulation;
2. Plaintiff's FAC be deemed filed and effective as of the date that the Court approves and issues its Order with respect hereto; and
3. Defendant shall have thirty (30) days from December 4, 2025 to file and serve upon Plaintiff a responsive pleading to the FAC.

IT IS SO ORDERED.

DATE: 05/12/2025



A handwritten signature in black ink, appearing to read "Lauri A. Damrell".

Honorable Lauri A. Damrell
Judge of the Sacramento County Superior Court

EXHIBIT A

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Attorneys for Plaintiffs

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

SJONTAE RONESHA JAMES and YVONNE
FLORES, individually, and on behalf of all
others similarly situated,

Plaintiffs,

v.

SUTTER VALLEY HOSPITALS, a corporation;
and DOES 1 through 10, inclusive,

Defendants.

Case No.: 24CV006099

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

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

DEMAND FOR JURY TRIAL

1 Plaintiff SJONTAE RONESHA JAMES and YVONNE FLORES (“Plaintiffs”), based
2 upon facts that either have evidentiary support or are likely to have evidentiary support after a
3 reasonable opportunity for further investigation and discovery, alleges as follows:

4 **INTRODUCTION & PRELIMINARY STATEMENT**

5 1. Plaintiffs bring this action against Defendant SUTTER VALLEY HOSPITALS and
6 DOES 1 through 10 (hereinafter collectively referred to as “Defendants”) for California Labor
7 Code violations and unfair business practices stemming from Defendants’ failure to pay for all
8 hours worked (minimum, straight time, and overtime wages), failure to provide meal periods,
9 failure to authorize and permit rest periods, failure to timely pay final wages, failure to furnish
10 accurate wage statements, and failure to indemnify employees for expenditures.

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

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

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

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

- (a) Failing to pay employees for all hours worked, including all minimum, straight time, and overtime wages in compliance with the California Labor Code and IWC Wage Orders;
- (b) Failing to provide employees with timely and duty-free meal periods in compliance with the California Labor Code and IWC Wage Orders, failing to maintain accurate records of all meal periods taken or missed, and failing to pay an additional hour's pay for each workday a meal period violation occurred;
- (c) Failing to authorize and permit employees to take timely and duty-free rest periods in compliance with the California Labor Code and IWC Wage Orders, and failing to pay an additional hour's pay for each workday a rest period violation occurred;
- (d) Willfully failing to pay employees all expenditures, minimum wages, straight time wages, overtime wages, meal period premium wages, and rest period premium wages due within the time period specified by California law when employment terminates;
- (e) Failing to provide employees with accurate, itemized wage statements containing all the information required by the California Labor Code and IWC Wage Orders; and,
- (f) Failing to indemnify employees for expenditures incurred in direct discharge of duties of employment;

6. On information and belief, Defendants, and each of them were on actual and constructive notice of the improprieties alleged herein and intentionally refused to rectify their unlawful policies. 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, practices, acts and omissions as described in each and all of the foregoing paragraphs as the employer of Plaintiffs, the Class, and the Aggrieved Employees.

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

THE PARTIES

A. Plaintiff

8. Plaintiff SJONTAE RONESHA JAMES is a California resident who worked for Defendants in Sacramento County, California as an hourly-paid, non-exempt employee from approximately February 2022 to approximately February 2024.

9. Plaintiff YVONNE FLORES is a California resident who worked for Defendants in Sacramento County, California as an hourly-paid, non-exempt employee from approximately January 2005 to approximately May 2024.

10. 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

11. Plaintiffs are informed and believes, and based upon that information and belief alleges, that Defendant SUTTER VALLEY HOSPITALS is, and at all times herein mentioned, was:

(a) An entity qualified to do business and actually conducting business in numerous counties throughout the State of California, including in Sacramento County; and,

(b) The former employer of Plaintiffs and the current and/or former employer of the putative Class and Aggrieved Employees because Defendant SUTTER VALLEY HOSPITALS suffered and permitted Plaintiffs, the Class, and the Aggrieved Employees to work, and/or controlled their wages, hours, or working conditions.

12. 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

1 Plaintiffs, the Class, and the Aggrieved Employees as alleged herein. Plaintiffs will amend this
2 complaint to set forth the true names and capacities of these Defendants when they have been
3 ascertained, together with appropriate charging allegations, as may be necessary.

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

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

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

22 15. Plaintiffs worked for Defendants in California as an hourly-paid, non-exempt
23 employee. During Plaintiffs employment for Defendants, Defendants paid Plaintiffs were hourly
24 wage and classified her as non-exempt from overtime. Defendants typically scheduled Plaintiffs
25 to work at least five days in a workweek and at least eight hours per day, but Plaintiffs regularly
26 worked more than eight hours in a workday and more than forty (40) hours in a workweek.

27 16. Throughout Plaintiffs employment, Defendants failed to pay for all hours worked
28 (including minimum, straight time, and overtime wages), failed to provide Plaintiffs with legally

compliant meal periods, failed to authorize and permit Plaintiffs to take rest periods, failed to timely pay all final wages to Plaintiffs when Defendants terminated her employment, failed to furnish accurate wage statements to Plaintiffs, and failed to indemnify Plaintiffs for expenditures. As discussed below, Plaintiffs experience working for Defendants was typical and illustrative.

17. Throughout the statutory period, Defendants maintained a policy and practice of not paying Plaintiffs and the Class, and Aggrieved Employees for all hours worked, including minimum, straight time, and overtime wages. Defendants required Plaintiffs and the Class, and Aggrieved Employees to work “off-the-clock”, uncompensated, by, for example, requiring Plaintiffs and the Class to continue working during unpaid meal periods. Some of this unpaid work should have been paid at the overtime rate. In failing to pay for all hours worked, Defendants also failed to maintain accurate records of the hours Plaintiffs and the Class, and Aggrieved Employees worked.

18. Throughout the statutory period, Defendants wrongfully failed to include non-discretionary bonuses, commissions, incentive pay, production pay, performance pay, and/or shift differentials in the calculation of Plaintiffs’, the other Class Members’, and Aggrieved Employees’. regular rate of pay used to calculate their overtime rate for the payment of overtime wages. Plaintiffs and the other Class Members, and Aggrieved Employees earned non-discretionary bonuses, commissions, incentive pay, production pay, performance pay, and/or shift differentials in the same pay periods where they worked overtime hours. Accordingly, Defendants failed to compensate Plaintiffs, the Class, and Aggrieved Employees for all overtime compensation they were owed.

19. Throughout the statutory period, Defendants maintained a policy and practice of not paying Plaintiffs, the Class, and Aggrieved Employees for all hours worked, including minimum, straight time, and overtime wages. Defendants regularly used a system of time rounding and/or synthetic timekeeping that resulted, over a period of time, in failing to compensate Plaintiffs, the Class, and Aggrieved Employees properly for all the time they have actually worked, even though the realities of Defendants’ operations are such that it is possible, practical, and feasible to count and pay for work time to the minute. Accordingly, Defendants frequently paid Plaintiffs, the Class,

1 and Aggrieved Employees less than all their work time. Some of this unpaid work also should
2 have been paid at the overtime rate. In failing to pay for all hours worked, Defendants also failed
3 to maintain accurate records of the hours Plaintiffs, the Class, and Aggrieved Employees worked.

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

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

28 22. Throughout the statutory period, Defendants willfully failed and refused to timely

1 pay Plaintiffs, the Class, and Aggrieved Employees all final wages due at their termination of
2 employment. In addition, Plaintiffs' final paychecks did not include payment for all expenditures,
3 minimum wages, straight time wages, overtime wages, meal period premium wages, and rest
4 period premium wages owed to her by Defendants at the conclusion of her employment. On
5 information and belief, Defendants' failure to timely pay Plaintiffs' final wages when her
6 employment terminated was not a single, isolated incident, but was instead consistent with
7 Defendants' policy and practice that applied to Plaintiffs, the Class, and Aggrieved Employees.

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

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

wages owed to them;

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

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

24. Throughout the statutory period, Defendants have wrongfully required Plaintiffs, the Class, and Aggrieved Employees to pay expenses that they incurred in direct discharge of their duties for Defendants. Plaintiffs, the Class, and Aggrieved Employees regularly paid out-of-pocket for necessary employment-related expenses, including, without limitation, of usage of personal cell phone.

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

CLASS ACTION ALLEGATIONS

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

27. All claims alleged herein arise under California law for which Plaintiffs seeks relief

1 authorized by California law.

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

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

6 29. At all material times, Plaintiffs were a member of the Class.

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

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

11 (a) Numerosity: The members of the Class (and each subclass, if any) are so
12 numerous that joinder of all members would be unfeasible and impractical.
13 The membership of the entire Class is unknown to Plaintiffs at this time;
14 however, the Class is estimated to be greater than forty (40) individuals and
15 the identity of such membership is readily ascertainable by inspection of
16 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) are
20 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
28 ¹ In response to the COVID-19 pandemic, the Judicial Council of California adopted Emergency Rule 9(a)
(California Rules of Court), whereby "statutes of limitations and repose for civil causes of action that exceed 180
days are tolled from April 6, 2020 to October 1, 2020."

1 Plaintiffs have incurred, and throughout the duration of this action, will
2 continue to incur costs and attorneys' fees that have been, are, and will be
3 necessarily expended for the prosecution of this action for the substantial
4 benefit of each class member.

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

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

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

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

- 27 (a) Failed to pay Class Members for all hours worked, including minimum,
28 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; and,
- (g) 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 members;
- (b) A class action is superior to any other available method for the fair and efficient adjudication of the claims of the members of the Class;
- (c) The members of the Class are so numerous that it is impractical to bring all members of the class before the Court;
- (d) 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 contemplates the eventual issuance of notice to the proposed members of the Class that would set forth the subject and nature of the instant action. The Defendants' own business records may be utilized for assistance in the preparation and issuance of the contemplated notices. To the extent that any further notices may be required, Plaintiffs contemplates the use of additional techniques and forms commonly used in class actions, such as published notice, e-mail notice, website notice, first-class mail, or combinations thereof, or by other methods suitable to the Class and deemed necessary and/or appropriate by the Court.

FIRST CAUSE OF ACTION

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

35. Plaintiffs incorporate by reference and re-alleges as if fully stated herein paragraphs 1 through 25 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 knowingly failed to pay to Plaintiffs and the Class compensation for all hours they worked. By their failure to pay

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

4 38. Accordingly, Plaintiffs and the Class are entitled to recover minimum and straight
5 time wages for all non-overtime hours worked for Defendants.

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

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

12 41. By failing to keep adequate time records required by California Labor Code §
13 1174(d), Defendants have made it difficult to calculate the full extent of minimum wage
14 compensation due Plaintiffs and the Class.

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

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

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

26 **SECOND CAUSE OF ACTION**

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

1 45. Plaintiffs incorporate by reference and re-alleges as if fully stated herein paragraphs
2 1 through 25 in this Complaint.

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

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

11 48. At all times relevant hereto, Plaintiffs and the Class have worked more than eight
12 hours in a workday and/or more than forty (40) hours in a workweek, as employees of Defendants.

13 49. At all times relevant hereto, Defendants failed to pay Plaintiffs and the Class
14 overtime compensation for the hours they have worked in excess of the maximum hours
15 permissible by law as required by California Labor Code §§ 510 and 1198.

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

21 51. By failing to keep adequate time records required by Labor Code § 1174(d),
22 Defendants have made it difficult to calculate the full extent of overtime compensation due to
23 Plaintiffs and the Class.

24 52. Plaintiffs and the Class also request recovery of overtime compensation according
25 to proof, interest, attorneys' fees and costs pursuant to California Labor Code § 1194(a), as well
26 as the assessment of any statutory penalties against Defendants, in a sum as provided by the
27 California Labor Code and/or other statutes.
28

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

THIRD CAUSE OF ACTION

(Against All Defendants for Failure to Provide Meal Periods)

54. Plaintiffs incorporate by reference and re-alleges as if fully stated herein paragraphs 1 through 25 in this Complaint.

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

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

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

FOURTH CAUSE OF ACTION

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

58. Plaintiffs incorporate by reference and re-alleges as if fully stated herein paragraphs 1 through 25 in this Complaint.

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

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

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

FIFTH CAUSE OF ACTION

(Against All Defendants for Failure to Pay

Wages of Discharged Employees – Waiting Time Penalties)

62. Plaintiffs incorporate by reference and re-alleges as if fully stated herein paragraphs 1 through 25 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 ended, i.e. was terminated by quitting or discharge, and the employment of others will be. However, during the relevant time period, Defendants failed, and continue to fail to pay terminated Class Members, without abatement, all wages required to be paid by California Labor Code §§ 201 and 202 either at the time of discharge, or within seventy-two (72) hours of their leaving Defendants' employ.

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

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

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

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

SIXTH CAUSE OF ACTION

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

69. Plaintiffs incorporate by reference and re-alleges as if fully stated herein paragraphs 1 through 25 in this Complaint.

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

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

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

73. Specifically, Plaintiffs and the members of the Class have been injured by Defendants’ intentional violation of California Labor Code § 226(a) because they were denied both their legal right to receive, and their protected interest in receiving, accurate, itemized wage statements under California Labor Code § 226(a).

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

75. Plaintiffs and the Class are entitled to recover from Defendants the greater of their actual damages caused by Defendants’ failure to comply with California Labor Code § 226(a), or

an aggregate penalty not exceeding four thousand dollars (\$4,000) per employee.

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

SEVENTH CAUSE OF ACTION

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

77. Plaintiffs incorporate by reference and re-alleges as if fully stated herein paragraphs 1 through 25 in this Complaint.

78. As set forth above, Plaintiffs and the Class were required to incur substantial necessary expenditures and losses in direct consequence of the discharge of their duties or of their obedience to directions of Defendants.

79. Defendants violated California Labor Code § 2802, by failing to pay and indemnify Plaintiffs and the Class for necessary expenditures and losses incurred in direct consequence of the discharge of their duties or of their obedience to directions of Defendants.

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

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

EIGHTH CAUSE OF ACTION

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

82. Plaintiffs incorporate by reference and re-alleges as if fully stated herein paragraphs 1 through 25 in this Complaint.

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

84. Defendants' conduct, as alleged herein, has been, and continues to be, unfair, unlawful, and harmful to Plaintiffs, other Class members, and to the general public. Plaintiffs

1 seeks to enforce important rights affecting the public interest within the meaning of Code of Civil
2 Procedure § 1021.5.

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

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

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

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

16 **Failure to Pay Overtime Wages**

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

20 **Failure to Provide Meal Periods**

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

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

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

28 **Failure to Indemnify Business Expenses**

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

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

8 93. Plaintiffs and the Class Members suffered monetary injury as a direct result of
9 Defendants' wrongful conduct.

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

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

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

28 97. Plaintiffs also allege that if Defendants are not enjoined from the conduct set forth

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

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

NINTH CAUSE OF ACTION

(Against all Defendants for Civil Penalties Under the

Private Attorneys General Act of 2004, Cal. Lab. Code §§ 2698 *et seq.*)

99. Plaintiffs incorporate by reference and re-alleges as if fully stated herein paragraphs 1 through 25 in this Complaint.

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

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

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

103. On April 18, 2024, Plaintiff James gave written notice by online filing to the Labor

1 and Workforce Development Agency (“LWDA”) and by certified mail to Defendants of the
2 specific provisions of the Labor Code that Defendants have violated against Plaintiff James and
3 current and former Aggrieved Employees, including the facts and theories to support the violations.
4 Plaintiff James also paid the filing fee on April 18, 2024. Plaintiff James’ PAGA case number is
5 LWDA-CM-1023205-24 (*Sjontae Ronesha James v. Sutter Valley Hospitals*).

6 104. On June 19, 2024, Plaintiff Flores gave written notice by online filing to the Labor
7 and Workforce Development Agency (“LWDA”) and by certified mail to Defendants of the
8 specific provisions of the Labor Code that Defendants have violated against Plaintiff Flores and
9 current and former Aggrieved Employees, including the facts and theories to support the violations.
10 Plaintiff Flores also paid the filing fee on June 19, 2024. Plaintiff Flores’ PAGA case number is
11 LWDA-CM-1034898-24 (*Yvonne Flores v. Sutter Valley Hospitals*).

12 105. The statute of limitations is tolled while a plaintiff exhausts her administrative
13 remedies with California’s LWDA prior to suit, which is required by the statute. (*See* Labor Code
14 § 2699.3(d).)

15 106. More than sixty-five (65) days has elapsed since Plaintiffs provided notice, but the
16 LWDA has not indicated that it intends to investigate Defendant’s Labor Code violations discussed
17 in either notice. Accordingly, Plaintiffs may commence a civil action to recover penalties under
18 Labor Code § 2699 pursuant to § 2699.3 for the violations of the Labor Code described in this
19 Complaint. These penalties include, but are not limited to, penalties under California Labor Code
20 §§ 210, 226.3, 1174.5, 1197.1, and 2699.

21 107. Based on the conduct described in this Complaint, Plaintiffs are entitled to an award
22 of civil penalties on behalf of himself, the State of California, and similarly Aggrieved Employees
23 of Defendants. The exact amount of the applicable penalties, in all, is in an amount to be shown
24 according to proof at trial. These penalties are in addition to all other remedies permitted by law.

25 108. In addition, Plaintiffs seek an award of reasonable attorney’s fees and costs pursuant
26 to California Labor Code § 2699(g)(1), which states, “Any employee who prevails in any action
27 shall be entitled to an award of reasonable attorney’s fees and costs.”
28

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, and Eighth Causes of Action;
2. That Plaintiffs be appointed as the representative 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 liquidated damages;
8. For reasonable attorneys' fees and for costs of suit incurred herein pursuant to California Labor Code § 1194(a); and,
9. For such other and further relief as the Court may deem equitable and appropriate.

As to the Second Cause of Action

10. That the Court declare, adjudge, and decree that Defendants violated California Labor Code §§ 510 and 1198 and applicable IWC Wage Orders by willfully failing to pay all overtime wages due;
11. For unpaid wages at overtime wage rates as may be appropriate;
12. For pre-judgment interest on any unpaid overtime compensation commencing from the date such amounts were due;
13. For reasonable attorneys' fees and for costs of suit incurred herein pursuant to California Labor Code § 1194(a); and,

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

As to the Third Cause of Action

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

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

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

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

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

As to the Fourth Cause of Action

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

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

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

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

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

As to the Fifth Cause of Action

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

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

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

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

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

As to the Sixth Cause of Action

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

31. For all actual damages, according to proof;

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

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

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

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

As to the Seventh Cause of Action

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

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

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

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

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

As to the Eighth Cause of Action

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

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

43. For the appointment of a receiver to receive, manage and distribute any and all funds disgorged from Defendants and determined to have been wrongfully acquired by Defendants as a

1 result of violations of California Business & Professions Code §§ 17200 *et seq.*;

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

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

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

7 As to the Ninth Cause of Action

8 47. That the Court declare, adjudge and decree that Defendants violated the California
9 Labor Code by failing to pay wages for all hours worked (including minimum, straight time, and
10 overtime wages), failing to provide meal periods and pay the correct amount of meal period
11 premium wages, failing to authorize and permit rest periods and pay the correct amount of rest
12 period premium wages, failing to pay all final wages to terminated employees, failing to furnish
13 accurate wage statements, and failing to reimburse employees for all necessary business
14 expenses.

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

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

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

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

22 ///

23 ///

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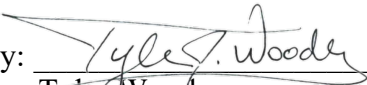
As to all Causes of Action

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

Respectfully submitted,

Dated: May 8, 2025

WILSHIRE LAW FIRM

By: 
Tyler Woods
Peter Horton
Brooke W. Waldrop
Attorneys for Plaintiffs

DEMAND FOR JURY TRIAL

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

Dated: May 8, 2025

WILSHIRE LAW FIRM

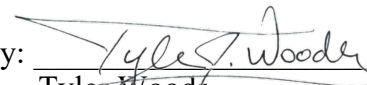
By: 
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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SACRAMENTO**

SJONTAE RONESHA JAMES and YVONNE
FLORES, individually, and on behalf of all
others similarly situated,

Plaintiff~~s~~,

v.

SUTTER VALLEY HOSPITALS, a corporation;
and DOES 1 through 10, inclusive,

Defendants.

Case No.: 24CV006099

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

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

DEMAND FOR JURY TRIAL

1 Plaintiff SJONTAE RONESHA JAMES and YVONNE FLORES (“Plaintiffs”), based
2 upon facts that either have evidentiary support or are likely to have evidentiary support after a
3 reasonable opportunity for further investigation and discovery, alleges as follows:

4 **INTRODUCTION & PRELIMINARY STATEMENT**

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

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

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

22 3.4. Defendants own/owned and operate/operated an industry, business, and
23 establishment within the State of California, including Sacramento County. As such, and based
24 upon all the facts and circumstances incident to Defendants’ business in California, Defendants are
25 subject to the California Labor Code, Wage Orders issued by the Industrial Welfare Commission
26 (“IWC”), and the California Business & Professions Code.

27 4.5. Despite these requirements, throughout the statutory period, Defendants maintained
28 a systematic, company-wide policy and practice of:

- (a) Failing to pay employees for all hours worked, including all minimum, straight time, and overtime wages in compliance with the California Labor Code and IWC Wage Orders;
- (b) Failing to provide employees with timely and duty-free meal periods in compliance with the California Labor Code and IWC Wage Orders, failing to maintain accurate records of all meal periods taken or missed, and failing to pay an additional hour's pay for each workday a meal period violation occurred;
- (c) Failing to authorize and permit employees to take timely and duty-free rest periods in compliance with the California Labor Code and IWC Wage Orders, and failing to pay an additional hour's pay for each workday a rest period violation occurred;
- (d) Willfully failing to pay employees all expenditures, minimum wages, straight time wages, overtime wages, meal period premium wages, and rest period premium wages due within the time period specified by California law when employment terminates;
- (e) Failing to provide employees with accurate, itemized wage statements containing all the information required by the California Labor Code and IWC Wage Orders; and,
- (f) Failing to indemnify employees for expenditures incurred in direct discharge of duties of employment;

5-6. On information and belief, Defendants, and each of them were on actual and constructive notice of the improprieties alleged herein and intentionally refused to rectify their unlawful policies. Defendants' violations, as alleged above, during all relevant times herein were willful and deliberate.

6-7. At all relevant times, Defendants were and are legally responsible for all of the unlawful conduct, policies, practices, acts and omissions as described in each and all of the foregoing paragraphs as the employer of Plaintiffs, ~~and~~ the Class, and the Aggrieved Employees.

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

THE PARTIES

A. Plaintiff

8. Plaintiff SJONTAE RONESHA JAMES is a California resident who worked for Defendants in Sacramento County, California as an hourly-paid, non-exempt employee from approximately February 2022 to approximately February 2024.

7-9. Plaintiff YVONNE FLORES is a California resident who worked for Defendants in Sacramento County, California as an hourly-paid, non-exempt employee from approximately January 2005 to approximately May 2024.

8-10. Plaintiff~~s~~ reserves the right to seek leave to amend this complaint to add new Plaintiffs, if necessary, in order to establish suitable representative(s) pursuant to *La Sala v. American Savings and Loan Association* (1971) 5 Cal.3d 864, 872, and other applicable law.

B. Defendants

9-11. Plaintiff~~s~~ ~~are~~~~is~~ informed and believes, and based upon that information and belief alleges, that Defendant SUTTER VALLEY HOSPITALS is, and at all times herein mentioned, was:

- (a) An entity qualified to do business and actually conducting business in numerous counties throughout the State of California, including in Sacramento County; and,
- (b) The former employer of Plaintiff~~s~~ and the current and/or former employer of the putative Class and Aggrieved Employees because Defendant SUTTER VALLEY HOSPITALS suffered and permitted Plaintiff~~s~~, ~~and~~ the Class, and the Aggrieved Employees to work, and/or controlled their wages, hours, or working conditions.

10-12. Plaintiff~~s~~ ~~does~~ not know the true names or capacities of the persons or entities sued herein as Does 1-10, inclusive, and therefore sues said Defendants by such fictitious names. Each of the Doe Defendants was in some manner legally responsible for the damages suffered by

1 Plaintiffs, ~~and~~ the Class, and the Aggrieved Employees as alleged herein. Plaintiffs will amend
2 this complaint to set forth the true names and capacities of these Defendants when they have been
3 ascertained, together with appropriate charging allegations, as may be necessary.

4 ~~11-13.~~ At all times mentioned herein, the Defendants named as Does 1-10, inclusive, and
5 each of them, were residents of, doing business in, availed themselves of the jurisdiction of, and/or
6 injured a significant number of the Plaintiffs, ~~and~~ the Class, and Aggrieved Employees in the State
7 of California.

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

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

22 ~~13-15.~~ Plaintiffs worked for Defendants in California as an hourly-paid, non-exempt
23 employee. During Plaintiff²'s employment for Defendants, Defendants paid Plaintiffs ~~were~~^{am}
24 hourly wage and classified her as non-exempt from overtime. Defendants typically scheduled
25 Plaintiffs to work at least five days in a workweek and at least eight hours per day, but Plaintiffs
26 regularly worked more than eight hours in a workday and more than forty (40) hours in a
27 workweek.

28 ~~14-16.~~ Throughout Plaintiff²'s employment, Defendants failed to pay for all hours worked

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

~~15-17.~~ Throughout the statutory period, Defendants maintained a policy and practice of not paying Plaintiff~~s~~ and the Class, and Aggrieved Employees for all hours worked, including minimum, straight time, and overtime wages. Defendants required Plaintiff~~s~~ and the Class, and Aggrieved Employees to work “off-the-clock”, uncompensated, by, for example, requiring Plaintiff~~s~~ and the Class to continue working during unpaid meal periods. Some of this unpaid work should have been paid at the overtime rate. In failing to pay for all hours worked, Defendants also failed to maintain accurate records of the hours Plaintiff~~s~~ and the Class, and Aggrieved Employees worked.

~~16-18.~~ Throughout the statutory period, Defendants wrongfully failed to include non-discretionary bonuses, commissions, incentive pay, production pay, performance pay, and/or shift differentials in the calculation of Plaintiff~~s~~’, ~~and~~ the other Class Members’, and Aggrieved Employees’. regular rate of pay used to calculate their overtime rate for the payment of overtime wages. Plaintiff~~s~~ and the other Class Members, and Aggrieved Employees earned non-discretionary bonuses, commissions, incentive pay, production pay, performance pay, and/or shift differentials in the same pay periods where they worked overtime hours. Accordingly, Defendants failed to compensate Plaintiff~~s~~, ~~and~~ the Class, and Aggrieved Employees for all overtime compensation they were owed.

~~17-19.~~ Throughout the statutory period, Defendants maintained a policy and practice of not paying Plaintiff~~s~~, ~~and~~ the Class, and Aggrieved Employees for all hours worked, including minimum, straight time, and overtime wages. Defendants regularly used a system of time rounding and/or synthetic timekeeping that resulted, over a period of time, in failing to compensate Plaintiff~~s~~, ~~and~~ the Class, and Aggrieved Employees properly for all the time they have actually worked, even though the realities of Defendants’ operations are such that it is possible, practical,

1 and feasible to count and pay for work time to the minute. Accordingly, Defendants frequently
2 paid Plaintiffs~~s, and~~ the Class, and Aggrieved Employees less than all their work time. Some of
3 this unpaid work also should have been paid at the overtime rate. In failing to pay for all hours
4 worked, Defendants also failed to maintain accurate records of the hours Plaintiffs~~s, and~~ the Class,
5 and Aggrieved Employees worked.

6 18-20. Throughout the statutory period, Defendants wrongfully failed to provide Plaintiffs~~s,~~
7 ~~and~~ the Class, and Aggrieved Employees with legally compliant meal periods. Defendants
8 regularly, but not always, required Plaintiffs~~s, and~~ the Class, and Aggrieved Employees to work in
9 excess of five consecutive hours a day without providing a 30-minute, uninterrupted, and duty-free
10 meal period for every five hours of work, or without compensating Plaintiffs~~s~~ and the Class for meal
11 periods that were not provided by the end of the fifth hour of work or tenth hour of work. Instead,
12 Defendants continued to assert control over Plaintiffs~~s, and~~ the Class, and Aggrieved Employees by
13 requiring, pressuring, or encouraging them to perform work tasks which could not be completed
14 without working in lieu of taking mandatory meal periods, or by denying Plaintiffs~~s~~ and the Class
15 permission to take a meal period. Accordingly, Defendants' policy and practice was not to provide
16 meal periods to Plaintiffs~~s, and~~ the Class, and Aggrieved Employees in compliance with California
17 law.

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

1 and permit Plaintiffs~~s~~, ~~and~~ the Class, and Aggrieved Employees to take rest periods in compliance
2 with California law.

3 20-22. Throughout the statutory period, Defendants willfully failed and refused to timely
4 pay Plaintiffs~~s~~, ~~and~~ the Class, and Aggrieved Employees all final wages due at their termination of
5 employment. In addition, Plaintiff~~s~~' final paychecks did not include payment for all expenditures,
6 minimum wages, straight time wages, overtime wages, meal period premium wages, and rest
7 period premium wages owed to her by Defendants at the conclusion of her employment. On
8 information and belief, Defendants' failure to timely pay Plaintiff~~s~~' final wages when her
9 employment terminated was not a single, isolated incident, but was instead consistent with
10 Defendants' policy and practice that applied to Plaintiffs~~s~~, ~~and~~ the Class, and Aggrieved Employees.

11 21-23. Throughout the statutory period, Defendants failed to furnish Plaintiffs~~s~~, ~~and~~ the
12 Class, and Aggrieved Employees with accurate, itemized wage statements showing all applicable
13 hourly rates, all overtime hourly rates, and all gross and net wages earned (including correct hours
14 worked, correct wages for meal periods that were not provided in accordance with California law,
15 and correct wages for rest periods that were not authorized and permitted to take in accordance
16 with California law). As a result of these violations of California Labor Code § 226(a), the
17 Plaintiffs~~s~~ and the Class suffered injury because, among other things:

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

correct California rate even though they had not been;

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

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

22-24. Throughout the statutory period, Defendants have wrongfully required Plaintiffs~~s, and~~ the Class, and Aggrieved Employees to pay expenses that they incurred in direct discharge of their duties for Defendants. Plaintiffs~~s, and~~ the Class, and Aggrieved Employees regularly paid out-of-pocket for necessary employment-related expenses, including, without limitation, of usage of personal cell phone.

23-25. Plaintiffs~~s, and~~ the Class, and Aggrieved Employees incurred substantial expenses as a direct result of performing their job duties for Defendants, but Defendants failed to indemnify Plaintiffs~~s, and~~ the Class, and Aggrieved Employees for these employment-related expenses.

CLASS ACTION ALLEGATIONS

24-26. Plaintiffs~~s~~ brings certain claims individually, as well as on behalf of each and all

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

3 25-27. All claims alleged herein arise under California law for which Plaintiff~~s~~ seeks relief
4 authorized by California law.

5 26-28. The proposed Class consists of and is defined as:

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

9 27-29. At all material times, Plaintiff~~s~~ ~~were~~as a member of the Class.

10 28-30. Plaintiff~~s~~ undertook this concerted activity to improve the wages and working
11 conditions of all Class Members.

12 29-31. There is a well-defined community of interest in the litigation and the Class is
13 readily ascertainable:

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

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

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

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

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

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

30-32. 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; and,
- (g) Violated California Business & Professions Code §§ 17200 *et. seq.* as a result of their illegal conduct as described above.

31-33. 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 members;
- (b) A class action is superior to any other available method for the fair and efficient adjudication of the claims of the members of the Class;
- (c) The members of the Class are so numerous that it is impractical to bring all members of the class before the Court;
- (d) Plaintiff~~s~~s, and the other members of the Class, will not be able to obtain effective and economic legal redress unless the action is maintained as a class action;
- (e) There is a community of interest in obtaining appropriate legal and equitable relief for the statutory violations, and in obtaining adequate compensation for the damages and injuries for which Defendants are responsible in an amount sufficient to adequately compensate the members of the Class for the injuries sustained;

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

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

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

32-34. Plaintiff~~s~~ contemplates the eventual issuance of notice to the proposed members of the Class that would set forth the subject and nature of the instant action. The Defendants' own business records may be utilized for assistance in the preparation and issuance of the contemplated notices. To the extent that any further notices may be required, Plaintiff~~s~~ contemplates the use of additional techniques and forms commonly used in class actions, such as published notice, e-mail notice, website notice, first-class mail, or combinations thereof, or by other methods suitable to the Class and deemed necessary and/or appropriate by the Court.

FIRST CAUSE OF ACTION

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

33-35. Plaintiff~~s~~ incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 2543 in this Complaint.

34-36. "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

1 not required to do so.

2 35-37. At all relevant times herein mentioned, Defendants knowingly failed to pay to
3 Plaintiff~~s~~ and the Class compensation for all hours they worked. By their failure to pay
4 compensation for each hour worked as alleged above, Defendants willfully violated the provisions
5 of California Labor Code § 1194, and any additional applicable Wage Orders, which require such
6 compensation to non-exempt employees.

7 36-38. Accordingly, Plaintiff~~s~~ and the Class are entitled to recover minimum and straight
8 time wages for all non-overtime hours worked for Defendants.

9 37-39. By and through the conduct described above, Plaintiff~~s~~ and the Class have been
10 deprived of their rights to be paid wages earned by virtue of their employment with Defendants.

11 38-40. By virtue of the Defendants' unlawful failure to pay additional compensation to
12 Plaintiff~~s~~ and the Class for their non-overtime hours worked without pay, Plaintiff~~s~~ and the Class
13 suffered, and will continue to suffer, damages in amounts which are presently unknown to
14 Plaintiff~~s~~ and the Class and which will be ascertained according to proof at trial.

15 39-41. By failing to keep adequate time records required by California Labor Code §
16 1174(d), Defendants have made it difficult to calculate the full extent of minimum wage
17 compensation due Plaintiff~~s~~ and the Class.

18 40-42. Pursuant to California Labor Code § 1194.2, Plaintiff~~s~~ and the Class are entitled to
19 recover liquidated damages (double damages) for Defendants' failure to pay minimum wages.

20 41-43. California Labor Code § 204 requires employers to provide employees with all
21 wages due and payable twice a month. Throughout the statute of limitations period applicable to
22 this cause of action, Plaintiff~~s~~ and the Class were entitled to be paid twice a month at rates required
23 by law, including minimum and straight time wages. However, during all such times, Defendants
24 systematically failed and refused to pay Plaintiff~~s~~ and the Class all such wages due and failed to
25 pay those wages twice a month.

26 42-44. Plaintiff~~s~~ and the Class are also entitled to seek recovery of all unpaid minimum and
27 straight time wages, interest, and reasonable attorneys' fees and costs pursuant to California Labor
28 Code §§ 218.5, 218.6, and 1194(a).

SECOND CAUSE OF ACTION

(Against All Defendants for Failure to Pay Overtime Wages)

~~43-45.~~ Plaintiff~~s~~ incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through ~~2543~~ in this Complaint.

~~44-46.~~ California Labor Code § 510 provides that employees in California shall not be employed more than eight hours in any workday or forty (40) hours in a workweek unless they receive additional compensation beyond their regular wages in amounts specified by law.

~~45-47.~~ California Labor Code §§ 1194 and 1198 provide that employees in California shall not be employed more than eight hours in any workday unless they receive additional compensation beyond their regular wages in amounts specified by law. Additionally, California Labor Code § 1198 states that the employment of an employee for longer hours than those fixed by the IWC is unlawful.

~~46-48.~~ At all times relevant hereto, Plaintiff~~s~~ and the Class have worked more than eight hours in a workday and/or more than forty (40) hours in a workweek, as employees of Defendants.

~~47-49.~~ At all times relevant hereto, Defendants failed to pay Plaintiff~~s~~ and the Class overtime compensation for the hours they have worked in excess of the maximum hours permissible by law as required by California Labor Code §§ 510 and 1198.

~~48-50.~~ By virtue of Defendants' unlawful failure to pay additional premium rate compensation to the Plaintiff~~s~~ and the Class for their overtime hours worked, Plaintiff~~s~~ and the Class have suffered, and will continue to suffer, damages in amounts which are presently unknown to them but which exceed the jurisdictional minimum of this Court and which will be ascertained according to proof at trial.

~~49-51.~~ By failing to keep adequate time records required by Labor Code § 1174(d), Defendants have made it difficult to calculate the full extent of overtime compensation due to Plaintiff~~s~~ and the Class.

~~50-52.~~ Plaintiff~~s~~ and the Class also request recovery of overtime compensation according to proof, interest, attorneys' fees and costs pursuant to California Labor Code § 1194(a), as well as the assessment of any statutory penalties against Defendants, in a sum as provided by the

California Labor Code and/or other statutes.

~~51-53.~~ California Labor Code § 204 requires employers to provide employees with all wages due and payable twice a month. The Wage Orders also provide that every employer shall pay to each employee, on the established payday for the period involved, overtime wages for all overtime hours worked in the payroll period. Defendants failed to provide Plaintiff~~s~~ and the Class with all compensation due, in violation of California Labor Code § 204.

THIRD CAUSE OF ACTION

(Against All Defendants for Failure to Provide Meal Periods)

~~52-54.~~ Plaintiff~~s~~ incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through ~~2543~~ in this Complaint.

~~53-55.~~ Under California law, Defendants have an affirmative obligation to relieve the Plaintiff~~s~~ and the Class of all duty in order to take their first daily meal periods no later than the start of Plaintiff~~s~~ and the Class' sixth hour of work in a workday, and to take their second meal periods no later than the start of the eleventh hour of work in the workday. California Labor Code § 512, and Section 11 of the applicable Wage Orders require that an employer provide unpaid meal periods of at least thirty (30) minutes for each five-hour period worked. It is a violation of California Labor Code § 226.7 for an employer to require any employee to work during any meal period mandated under any Wage Order.

~~54-56.~~ Despite these legal requirements, Defendants regularly failed to provide Plaintiff~~s~~ and the Class with both meal periods as required by California law. By their failure to permit and authorize Plaintiff~~s~~ and the Class to take all meal periods as alleged above (or due to the fact that Defendants made it impossible or impracticable to take these uninterrupted meal periods), Defendants willfully violated the provisions of California Labor Code § 226.7 and the applicable Wage Orders.

~~55-57.~~ Under California law, Plaintiff~~s~~ and the Class are entitled to be paid one hour of additional wages for each workday he or she was not provided with all required meal period(s), plus interest thereon.

FOURTH CAUSE OF ACTION

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

56-58. Plaintiff~~s~~ incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 2543 in this Complaint.

57-59. Defendants are required by California law to authorize and permit breaks of ten uninterrupted minutes for each four hours of work or major fraction of four hours (i.e. more than two hours). California Labor Code § 512, the applicable Wage Orders require that the employer permit and authorize all employees to take paid rest periods of ten minutes each for each 4-hour period worked. Thus, for example, if an employee's work time is six hours and ten minutes, the employee is entitled to two rest breaks. Each failure to authorize rest breaks as so required is itself a violation of California's rest break laws. It is a violation of California Labor Code § 226.7 for an employer to require any employee to work during any rest period mandated under any Wage Order.

58-60. Despite these legal requirements, Defendants failed to authorize Plaintiff~~s~~ and the Class to take rest breaks, regardless of whether employees worked more than four hours in a workday. By their failure to permit and authorize Plaintiff~~s~~ and the Class to take rest periods as alleged above (or due to the fact that Defendants made it impossible or impracticable to take these uninterrupted rest periods), Defendants willfully violated the provisions of California Labor Code § 226.7 and the applicable Wage Orders.

59-61. Under California law, Plaintiff~~s~~ and the Class are entitled to be paid one hour of premium wages rate for each workday he or she was not provided with all required rest break(s), plus interest thereon.

FIFTH CAUSE OF ACTION

(Against All Defendants for Failure to Pay

Wages of Discharged Employees – Waiting Time Penalties)

60-62. Plaintiff~~s~~ incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 2543 in this Complaint.

61-63. 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.

62-64. Within the applicable statute of limitations, the employment of many other members of the Class ended, i.e. was terminated by quitting or discharge, and the employment of others will be. However, during the relevant time period, Defendants failed, and continue to fail to pay terminated Class Members, without abatement, all wages required to be paid by California Labor Code §§ 201 and 202 either at the time of discharge, or within seventy-two (72) hours of their leaving Defendants' employ.

63-65. Defendants' failure to pay those Class members who are no longer employed by Defendants their wages earned and unpaid at the time of discharge, or within seventy-two (72) hours of their leaving Defendants' employ, is in violation of California Labor Code §§ 201 and 202.

64-66. 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 a penalty wage from the due date, and at the same rate until paid or until an action is commenced; but the wages shall not continue for more than thirty (30) days.

65-67. The Class is entitled to recover from Defendants their additionally accruing wages for each day they were not paid, at their regular hourly rate of pay, up to thirty (30) days maximum pursuant to California Labor Code § 203.

66-68. Pursuant to California Labor Code §§ 218.5, 218.6 and 1194, the Class is also entitled to an award of reasonable attorneys' fees, interest, expenses, and costs incurred in this action.

SIXTH CAUSE OF ACTION

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

1 ~~67-69.~~ Plaintiff~~s~~ incorporates by reference and re-alleges as if fully stated herein
2 paragraphs 1 through ~~2543~~ in this Complaint.

3 ~~68-70.~~ At all material times set forth herein, California Labor Code § 226(a) provides that
4 every employer shall furnish each of his or her employees an accurate itemized wage statement in
5 writing showing nine pieces of information, including: (1) gross wages earned, (2) total hours
6 worked by the employee, (3) the number of piece-rate units earned and any applicable piece rate
7 if the employee is paid on a piece-rate basis, (4) all deductions, provided that all deductions made
8 on written orders of the employee may be aggregated and shown as one item, (5) net wages earned,
9 (6) the inclusive dates of the period for which the employee is paid, (7) the name of the employee
10 and the last four digits of his or her social security number or an employee identification number
11 other than a social security number, (8) the name and address of the legal entity that is the
12 employer, and (9) all applicable hourly rates in effect during the pay period and the corresponding
13 number of hours worked at each hourly rate by the employee.

14 ~~69-71.~~ Defendants have intentionally and willfully failed to provide employees with
15 complete and accurate wage statements. The deficiencies include, among other things, the failure
16 to correctly identify the gross wages earned by Plaintiff~~s~~ and the Class, the failure to list the true
17 “total hours worked by the employee,” and the failure to list the true net wages earned.

18 ~~70-72.~~ As a result of Defendants’ violation of California Labor Code § 226(a), Plaintiff~~s~~
19 and the Class have suffered injury and damage to their statutorily protected rights.

20 ~~71-73.~~ Specifically, Plaintiff~~s~~ and the members of the Class have been injured by
21 Defendants’ intentional violation of California Labor Code § 226(a) because they were denied both
22 their legal right to receive, and their protected interest in receiving, accurate, itemized wage
23 statements under California Labor Code § 226(a).

24 ~~72-74.~~ Calculation of the true wage entitlement for Plaintiff~~s~~ and the Class is difficult and
25 time consuming. As a result of this unlawful burden, Plaintiff~~s~~ and the Class were also injured as
26 a result of having to bring this action to attempt to obtain correct wage information following
27 Defendants’ refusal to comply with many of the mandates of California’s Labor Code and related
28 laws and regulations.

1 ~~73-75.~~ Plaintiff~~s~~ and the Class are entitled to recover from Defendants the greater of their
2 actual damages caused by Defendants' failure to comply with California Labor Code § 226(a), or
3 an aggregate penalty not exceeding four thousand dollars (\$4,000) per employee.

4 ~~74-76.~~ Plaintiff~~s~~ and the Class are also entitled to injunctive relief, as well as an award of
5 attorney's fees and costs to ensure compliance with this section, pursuant to California Labor Code
6 § 226(h).

7 **SEVENTH CAUSE OF ACTION**

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

9 ~~75-77.~~ Plaintiff~~s~~ incorporates by reference and re-alleges as if fully stated herein
10 paragraphs 1 through ~~2543~~ in this Complaint.

11 ~~76-78.~~ As set forth above, Plaintiff~~s~~ and the Class were required to incur substantial
12 necessary expenditures and losses in direct consequence of the discharge of their duties or of their
13 obedience to directions of Defendants.

14 ~~77-79.~~ Defendants violated California Labor Code § 2802, by failing to pay and indemnify
15 Plaintiff~~s~~ and the Class for necessary expenditures and losses incurred in direct consequence of the
16 discharge of their duties or of their obedience to directions of Defendants.

17 ~~78-80.~~ As a result, Plaintiff~~s~~ and the Class were damaged at least in the amounts of the
18 expenses they paid, or which were deducted by Defendants from their wages.

19 ~~79-81.~~ Plaintiff~~s~~ and the Class are entitled to reasonable attorney's fees, expenses, and costs
20 of suit pursuant to California Labor Code § 2802(c) and interest pursuant to California Labor Code
21 § 2802(b).

22 **EIGHTH CAUSE OF ACTION**

23 **(Against All Defendants for Violation of California**

24 **Business & Professions Code §§ 17200, *et seq.*)**

25 ~~80-82.~~ Plaintiff~~s~~ incorporates by reference and re-alleges as if fully stated herein
26 paragraphs 1 through ~~2543~~ in this Complaint.

27 ~~81-83.~~ Defendants, and each of them, are "persons" as defined under California Business
28 & Professions Code § 17201.

1 ~~82-84.~~ Defendants' conduct, as alleged herein, has been, and continues to be, unfair,
2 unlawful, and harmful to Plaintiff~~s~~, other Class members, and to the general public. Plaintiff~~s~~
3 seeks to enforce important rights affecting the public interest within the meaning of Code of Civil
4 Procedure § 1021.5.

5 ~~83-85.~~ Defendants' activities, as alleged herein, are violations of California law, and
6 constitute unlawful business acts and practices in violation of California Business & Professions
7 Code §§ 17200, *et seq.*

8 ~~84-86.~~ A violation of California Business & Professions Code §§ 17200, *et seq.* may be
9 predicated on the violation of any state or federal law. All of the acts described herein as violations
10 of, among other things, the California Labor Code, are unlawful and in violation of public policy;
11 and in addition are immoral, unethical, oppressive, fraudulent and unscrupulous, and thereby
12 constitute unfair, unlawful and/or fraudulent business practices in violation of California Business
13 & Professions Code §§ 17200, *et seq.*

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

15 ~~85-87.~~ Defendants' failure to pay minimum and straight time wages, and other benefits in
16 violation of the California Labor Code constitutes unlawful and/or unfair activity prohibited by
17 California Business & Professions Code §§ 17200, *et seq.*

18 **Failure to Pay Overtime Wages**

19 ~~86-88.~~ Defendants' failure to pay overtime compensation and other benefits in violation of
20 California Labor Code §§ 510, 1194, and 1198 constitutes unlawful and/or unfair activity
21 prohibited by California Business & Professions Code §§ 17200, *et seq.*

22 **Failure to Provide Meal Periods**

23 ~~87-89.~~ Defendants' failure to provide meal periods in accordance with California Labor
24 Code §§ 226.7 and 512, and the IWC Wage Orders, as alleged above, constitutes unlawful and/or
25 unfair activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

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

27 ~~88-90.~~ Defendants' failure to authorize and permit rest periods in accordance with
28 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

89-91. 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.*

90-92. By and through their unfair, unlawful and/or fraudulent business practices described herein, the Defendants, have obtained valuable property, money and services from Plaintiff~~s~~, and all persons similarly situated, and has deprived Plaintiff~~s~~, and all persons similarly situated, of valuable rights and benefits guaranteed by law, all to their detriment.

91-93. Plaintiff~~s~~ and the Class Members suffered monetary injury as a direct result of Defendants' wrongful conduct.

92-94. Plaintiff~~s~~, individually, and on behalf of members of the putative Class, ~~is~~are entitled to, and does, seek such relief as may be necessary to disgorge money and/or property which the Defendants have wrongfully acquired, or of which Plaintiff~~s~~ and the Class have been deprived, by means of the above-described unfair, unlawful and/or fraudulent business practices. Plaintiff~~s~~ and the Class are not obligated to establish individual knowledge of the wrongful practices of Defendants in order to recover restitution.

93-95. Plaintiff~~s~~, individually, and on behalf of members of the putative class, ~~is~~are further entitled to, and does, seek a declaration that the above-described business practices are unfair, unlawful and/or fraudulent, and injunctive relief restraining the Defendants, and each of them, from engaging in any of the above-described unfair, unlawful and/or fraudulent business practices in the future.

94-96. Plaintiff~~s~~, individually, and on behalf of members of the putative class, ~~has~~have no plain, speedy, and/or adequate remedy at law to redress the injuries which the Class Members suffered as a consequence of the Defendants' unfair, unlawful and/or fraudulent business practices. As a result of the unfair, unlawful and/or fraudulent business practices described above, Plaintiff~~s~~, individually, and on behalf of members of the putative Class, has suffered and will continue to suffer irreparable harm unless the Defendants, and each of them, are restrained from continuing to

engage in said unfair, unlawful and/or fraudulent business practices.

95-97. Plaintiff~~s~~ also allege~~s~~ that if Defendants are not enjoined from the conduct set forth herein above, they will continue to avoid paying the appropriate taxes, insurance and other withholdings.

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

NINTH CAUSE OF ACTION

(Against all Defendants for Civil Penalties Under the

Private Attorneys General Act of 2004, Cal. Lab. Code §§ 2698 et seq.)

99. Plaintiff~~s~~ incorporate by reference and re-alleges as if fully stated herein paragraphs 1 through 25 in this Complaint.

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

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

102. Plaintiff~~s~~ have exhausted their administrative remedies pursuant to California Labor Code § 2699.3. Plaintiff~~s~~ gave written notice by online filing to the LWDA and by certified mail to Defendant of the specific provisions of the Labor Code that Defendant violated against Plaintiff~~s~~

1 and current and former aggrieved employees, including the facts and theories to support the
2 violations. Plaintiffs also paid the filing fee.

3 103. On April 18, 2024, Plaintiff James gave written notice by online filing to the Labor
4 and Workforce Development Agency (“LWDA”) and by certified mail to Defendants of the
5 specific provisions of the Labor Code that Defendants have violated against Plaintiff James and
6 current and former Aggrieved Employees, including the facts and theories to support the violations.
7 Plaintiff James also paid the filing fee on April 18, 2024. Plaintiff James’ PAGA case number is
8 LWDA-CM-1023205-24 (*Sjontae Ronesha James v. Sutter Valley Hospitals*).

9 104. On June 19, 2024, Plaintiff Flores gave written notice by online filing to the Labor
10 and Workforce Development Agency (“LWDA”) and by certified mail to Defendants of the
11 specific provisions of the Labor Code that Defendants have violated against Plaintiff Flores and
12 current and former Aggrieved Employees, including the facts and theories to support the violations.
13 Plaintiff Flores also paid the filing fee on June 19, 2024. Plaintiff Flores’ PAGA case number is
14 LWDA-CM-1034898-24 (*Yvonne Flores v. Sutter Valley Hospitals*).

15 105. The statute of limitations is tolled while a plaintiff exhausts her administrative
16 remedies with California’s LWDA prior to suit, which is required by the statute. (*See Labor Code*
17 § 2699.3(d).)

18 106. More than sixty-five (65) days has elapsed since Plaintiffs provided notice, but the
19 LWDA has not indicated that it intends to investigate Defendant’s Labor Code violations discussed
20 in either notice. Accordingly, Plaintiffs may commence a civil action to recover penalties under
21 Labor Code § 2699 pursuant to § 2699.3 for the violations of the Labor Code described in this
22 Complaint. These penalties include, but are not limited to, penalties under California Labor Code
23 §§ 210, 226.3, 1174.5, 1197.1, and 2699.

24 107. Based on the conduct described in this Complaint, Plaintiffs are entitled to an award
25 of civil penalties on behalf of himself, the State of California, and similarly Aggrieved Employees
26 of Defendants. The exact amount of the applicable penalties, in all, is in an amount to be shown
27 according to proof at trial. These penalties are in addition to all other remedies permitted by law.
28

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

1. That this action be certified as a class action with respect to the First, Second, Third, Fourth, Fifth, Sixth, Seventh, and Eighth Causes of Action;

2. That Plaintiffs be appointed as the representative of the Class; and,
3. That counsel for Plaintiffs be appointed as Class Counsel.

4. That the Court declare, adjudge, and decree that Defendants violated California Labor Code §§ 204 and 1194 and applicable IWC Wage Orders by willfully failing to pay all minimum and straight time wages due;

5. For unpaid wages as may be appropriate;
6. For pre-judgment interest on any unpaid compensation commencing from the date such amounts were due;
7. For liquidated damages;
8. For reasonable attorneys' fees and for costs of suit incurred herein pursuant to California Labor Code § 1194(a); and,
9. For such other and further relief as the Court may deem equitable and appropriate.

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

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

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

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

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

As to the Third Cause of Action

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

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

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

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

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

##

As to the Fourth Cause of Action

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

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

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

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

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

As to the Fifth Cause of Action

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

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

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

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

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

As to the Sixth Cause of Action

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

31. For all actual damages, according to proof;

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

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

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

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

As to the Seventh Cause of Action

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

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

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

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

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

As to the Eighth Cause of Action

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

rest periods, and failing to indemnify employees for expenditures;

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

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

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

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

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

~~##~~As to the Ninth Cause of Action

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

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

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

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

51. _____

~~47.~~ For such other and further relief as the Court may deem equitable and appropriate

///

///

1 ///
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4 ///
5 ///

6 As to all Causes of Action

7 48-52. For any additional relief that the Court deems just and proper.

9 Respectfully submitted,

10 Dated: May 28, 2025~~March 29, 2024~~

10 **WILSHIRE LAW FIRM**

11
12 By: 

~~Justin F. Marquez~~
~~Arsiné Grigoryan~~ Tyler Woods
Peter Horton
Brooke W. Waldrop

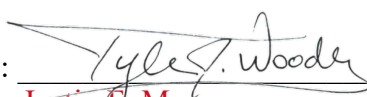
15 Attorneys for Plaintiffs

16 **DEMAND FOR JURY TRIAL**

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

19 Dated: May 28, 2025~~March 29, 2024~~

19 **WILSHIRE LAW FIRM**

20
21 By: 

~~Justin F. Marquez~~
~~Arsiné Grigoryan~~ Tyler Woods
Peter Horton
Brooke W. Waldrop

24 Attorneys for Plaintiffs

PROOF OF SERVICE

James v. Sutter Valley Hospitals
24CV006099

STATE OF CALIFORNIA)
) ss
COUNTY OF LOS ANGELES)

I, Dariane Rose, 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 3055 Wilshire Blvd., 12th Floor, Los Angeles, California 90010. My electronic service address is dariane.rose@wilshirelawfirm.com.

On **May 9, 2025**, I served the foregoing **JOINT STIPULATION FOR LEAVE TO FILE FIRST AMENDED CLASS AND REPRESENTATIVE ACTION COMPLAINT; [PROPOSED] ORDER**, on the interested parties by placing a true copy thereof, enclosed in a sealed envelope by following one of the methods of service as follows:

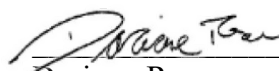
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Facsimile: (415) 840-7210

Attorneys for Defendant

(X) **BY E-MAIL:** I hereby certify that this document was served from Los Angeles, California, by e-mail delivery on the parties listed herein at their most recent known email address or e-mail of record in this action.

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

Executed on May 9, 2025, at Los Angeles, California.



Dariane Rose