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County of Stanislaus
Clerk of the Court
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SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF STANISLAUS

TRAVIS GREEN, an individual, on behalf of
himself, and on behalf of all persons similarly
situated,

Case No: CV-24-007976

CLASS ACTION COMPLAINT FOR:

Plaintiffs,

v.

SCA SENIOR CARE, INC., a California
Corporation; and DOES 1-50, Inclusive,

Defendants.

- 1) UNFAIR COMPETITION IN VIOLATION
OF CAL. BUS. & PROF. CODE §17200 *et*
seq;
- 2) FAILURE TO PAY MINIMUM WAGES IN
VIOLATION OF CAL. LAB. CODE §§
1194, 1197 & 1197.1;
- 3) FAILURE TO PAY OVERTIME WAGES
IN VIOLATION OF CAL. LAB. CODE §§
510, *et seq*;

- 4) FAILURE TO PROVIDE REQUIRED MEAL PERIODS IN VIOLATION OF CAL. LAB. CODE §§ 226.7 & 512 AND THE APPLICABLE IWC WAGE ORDER;
- 5) FAILURE TO PROVIDE REQUIRED REST PERIODS IN VIOLATION OF CAL. LAB. CODE §§ 226.7 & 512 AND THE APPLICABLE IWC WAGE ORDER;
- 6) FAILURE TO REIMBURSE EMPLOYEES FOR REQUIRED EXPENSES IN VIOLATION OF CAL. LAB. CODE § 2802;
- 7) FAILURE TO PROVIDE WAGES WHEN DUE IN VIOLATION OF CAL. LAB. CODE §§ 201, 202 AND 203;
- 8) FAILURE TO PROVIDE ACCURATE ITEMIZED STATEMENTS IN VIOLATION OF CAL. LAB. CODE § 226;
- 9) FAILURE TO PROVIDE PERSONNEL FILES IN VIOLATION OF CAL. LAB. CODE §1198;
- 10) VIOLATION OF THE PRIVATE ATTORNEYS GENERAL ACT [LABOR CODE §§ 2698 ET SEQ; and
- 11) RETALIATION FOR COMPLAINING OF LABOR CODE VIOLATIONS

DEMAND FOR A JURY TRIAL

PLAINTIFF TRAVIS GREEN (“PLAINTIFF”), an individual, on behalf of himself and all other similarly situated current and former employees, allege on information and belief, except for his own acts and knowledge which are based on personal knowledge, the following:

PRELIMINARY ALLEGATIONS

1. Defendant SCA SENIOR CARE, INC (“Defendant” and/or “Defendants”) is a California Corporation that at all relevant times mentioned herein conducted and continues to conduct substantial and regular business throughout California.

2. DEFENDANT provides senior care services throughout the state of California, including the county of Stanslaus, where PLAINTIFF worked.

3. PLAINTIFF has been employed by DEFENDANT in California from October 14, 2023 to present, as a non-exempt employee, paid an hourly basis, and entitled to the legally

1 required meal and rest periods and payment of minimum and overtime wages due for all time
2 worked.

3 4. PLAINTIFF brings this Class Action on behalf of himself and a California class,
4 defined as all persons who are or previously were employed by Defendant SCA Senior Care, Inc.
5 in California and classified as non-exempt employees (the "CALIFORNIA CLASS") at any time
6 during the period beginning four (4) years prior to the filing of this Complaint and ending on the
7 date as determined by the Court (the "CLASS PERIOD"). The amount in controversy for the
8 aggregate claim of the CALIFORNIA CLASS Members is under five million dollars
9 (\$5,000,000.00).

10 5. PLAINTIFF brings this Class Action on behalf of himself and a CALIFORNIA
11 CLASS in order to fully compensate the CALIFORNIA CLASS for their losses incurred during
12 the CLASS PERIOD caused by DEFENDANT's uniform policy and practice which failed to
13 lawfully compensate these employees. DEFENDANT's uniform policy and practice alleged
14 herein was an unlawful, unfair, and deceptive business practice whereby DEFENDANT retained
15 and continues to retain wages due to PLAINTIFF and the other members of the CALIFORNIA
16 CLASS. PLAINTIFF and the other members of the CALIFORNIA CLASS seek an injunction
17 enjoining such conduct by DEFENDANT in the future, relief for the named PLAINTIFF and the
18 other members of the CALIFORNIA CLASS who have been economically injured by
19 DEFENDANT's past and current unlawful conduct, and all other appropriate legal and equitable
20 relief.

21 6. The true names and capacities, whether individual, corporate, subsidiary,
22 partnership, associate or otherwise of DEFENDANTS DOES 1 through 50, inclusive, are
23 presently unknown to PLAINTIFF who therefore sues these DEFENDANTS by such fictitious
24 names pursuant to Cal. Civ. Proc. Code § 474. PLAINTIFF will seek leave to amend this
25 Complaint to allege the true names and capacities of Does 1 through 50, inclusive, when they are
26 ascertained. PLAINTIFF is informed and believes, and based upon that information and belief
27 alleges, that the DEFENDANTS named in this Complaint, including DOES 1 through 50,
28

1 inclusive, are responsible in some manner for one or more of the events and happenings that
2 proximately caused the injuries and damages hereinafter alleged.

3 7. The agents, servants and/or employees of the Defendants and each of them acting
4 on behalf of the Defendants acted within the course and scope of his, her or its authority as the
5 agent, servant and/or employee of the Defendants, and personally participated in the conduct
6 alleged herein on behalf of the Defendants with respect to the conduct alleged herein.
7 Consequently, the acts of each Defendant are legally attributable to the other Defendants and all
8 Defendants are jointly and severally liable to PLAINTIFF and the other members of the
9 CALIFORNIA CLASS, for the loss sustained as a proximate result of the conduct of the
10 Defendants' agents, servants and/or employees.

11 8. DEFENDANTS were PLAINTIFF'S employers or persons acting on behalf of the
12 PLAINTIFF'S employer, within the meaning of California Labor Code § 558, who violated or
13 caused to be violated, a section of Part 2, Chapter 1 of the California Labor Code or any provision
14 regulating hours and days of work in any order of the Industrial Welfare Commission and, as
15 such, are subject to civil penalties for each underpaid employee, as set forth in Labor Code § 558,
16 at all relevant times.

17 9. DEFENDANTS were PLAINTIFF'S employers or persons acting on behalf of
18 PLAINTIFF'S employer either individually or as an officer, agent, or employee of another person,
19 within the meaning of California Labor Code § 1197.1, who paid or caused to be paid to any
20 employee a wage less than the minimum fixed by California state law, and as such, are subject to
21 civil penalties for each underpaid employee.

22 10. DEFENDANT's uniform policies and practices alleged herein were unlawful,
23 unfair, and deceptive business practices whereby DEFENDANT retained and continue to retain
24 wages due to PLAINTIFF and other members of the CALIFORNIA CLASS.

25 11. PLAINTIFF and other members of the CALIFORNIA CLASS seek an injunction
26 enjoining such conduct by DEFENDANT in the future, relief for the named PLAINTIFF and
27 other members of the CALIFORNIA CLASS who has been economically injured by
28

1 DEFENDANT's past and current unlawful conduct, and all other appropriate legal and equitable
2 relief.

3 ///

4 **JURISDICTION AND VENUE**

5 12. This Court has jurisdiction over this Action pursuant to California Code of Civil
6 Procedure, Section 410.10 and California Business & Professions Code, Section 17203. This
7 action is brought as a Class Action on behalf of PLAINTIFF and similarly situated employees of
8 DEFENDANT pursuant to Cal. Code of Civ. Proc. § 382.

9 13. Venue is proper in this Court pursuant to California Code of Civil Procedure,
10 Sections 395 and 395.5, because DEFENDANT operates in locations across California, employs
11 the CALIFORNIA CLASS across California, including in this County, and committed the
12 wrongful conduct herein alleged in this County against the CALIFORNIA CLASS.

13 **THE CONDUCT**

14 14. In violation of the applicable sections of the California Labor Code and the
15 requirements of the Industrial Welfare Commission ("IWC") Wage Order, DEFENDANT as a
16 matter of company policy, practice, and procedure, intentionally, knowingly, and systematically
17 failed to provide legally compliant meal and rest periods, failed to accurately compensate
18 PLAINTIFF and the other members of the CALIFORNIA CLASS for missed meal and rest
19 periods, failed to pay PLAINTIFF and the other members of the CALIFORNIA CLASS for all
20 time worked, failed compensate PLAINTIFF and other members of the CALIFORNIA CLASS
21 for off-the-clock work, failed to pay PLAINTIFF and the other members of the CALIFORNIA
22 CLASS overtime at the correct regular rate of pay, failed to compensate PLAINTIFF and other
23 members of the CALIFORNIA CLASS meal rest premiums at the regular rate, failed to reimburse
24 PLAINTIFF and other CALIFORNIA CLASS Members for business expenses, and failed to issue
25 to PLAINTIFF and the members of the CALIFORNIA CLASS with accurate itemized wage
26 statements showing, among other things, all applicable hourly rates in effect during the pay
27 periods and the corresponding amount of time worked at each hourly rate. DEFENDANT's
28 uniform policies and practices are intended to purposefully avoid the accurate and full payment

1 for all time worked as required by California law which allows DEFENDANT to illegally profit
2 and gain an unfair advantage over competitors who comply with the law. To the extent equitable
3 tolling operates to toll claims by the CALIFORNIA CLASS against DEFENDANT, the CLASS
4 PERIOD should be adjusted accordingly.

5 **A. Meal Period Violations**

6 15. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANT was
7 required to pay PLAINTIFF and CALIFORNIA CLASS Members for all their time worked,
8 meaning the time during which an employee is subject to the control of an employer, including
9 all the time the employee is suffered or permitted to work. From time to time during the CLASS
10 PERIOD, DEFENDANT required PLAINTIFF and CALIFORNIA CLASS Members to work
11 without paying them for all the time they were under DEFENDANT's control. Specifically,
12 DEFENDANT required PLAINTIFF to work while clocked out during what was supposed to be
13 PLAINTIFF'S off-duty meal break. Indeed, there were many days where PLAINTIFF did not
14 even receive a partial lunch. As a result, the PLAINTIFF and other CALIFORNIA CLASS
15 Members forfeited minimum wage and overtime compensation by regularly working without their
16 time being accurately recorded and without compensation at the applicable minimum wage and
17 overtime rates. DEFENDANT's uniform policy and practice not to pay PLAINTIFF and other
18 CALIFORNIA CLASS Members for all time worked is evidenced by DEFENDANT's business
19 records.

20 16. From time to time during the CLASS PERIOD, as a result of their rigorous work
21 schedules and DEFENDANT's inadequate staffing practices, PLAINTIFF and other
22 CALIFORNIA CLASS Members are from time to time unable to take thirty (30) minute off duty
23 meal breaks and were not fully relieved of duty for their meal periods. PLAINTIFF and other
24 CALIFORNIA CLASS Members are required to perform work as ordered by DEFENDANT for
25 more than five (5) hours during some shifts without receiving a meal break. Further,
26 DEFENDANT fails to provide PLAINTIFF and CALIFORNIA CLASS Members with a second
27 off-duty meal period for some workdays in which these employees are required by DEFENDANT
28 to work ten (10) hours of work. The nature of the work performed by PLAINTIFF and other

CALIFORNIA CLASS Members does not qualify for the limited and narrowly construed “on-duty” meal period exception. When they were provided with meal periods, PLAINTIFF and other CALIFORNIA CLASS Members were, from time to time, required to remain on duty, on call, and required to carry cordless communication devices. Further, PLAINTIFF and other CALIFORNIA CLASS Members were required to respond to and send work-related communications on their cordless communication devices. DEFENDANT’s failure to provide PLAINTIFF and the CALIFORNIA CLASS Members with legally required meal breaks is evidenced by DEFENDANT’s business records. PLAINTIFF and other members of the CALIFORNIA CLASS therefore forfeit meal breaks without additional compensation and in accordance with DEFENDANT’s strict corporate policy and practice.

B. Rest Period Violations

17. From time to time during the CLASS PERIOD, PLAINTIFF and other CALIFORNIA CLASS Members were also required to work in excess of four (4) hours without being provided ten (10) minute rest periods as a result of their rigorous work requirements and DEFENDANT’s inadequate staffing. Further, for the same reasons, these employees were denied their first rest periods of at least ten (10) minutes for some shifts worked of at least two (2) to four (4) hours from time to time, a first and second rest period of at least ten (10) minutes for some shifts worked of between six (6) and eight (8) hours from time to time, and a first, second and third rest period of at least ten (10) minutes for some shifts worked of ten (10) hours or more from time to time. When they were provided with rest breaks, PLAINTIFF and other CALIFORNIA CLASS Members were, from time to time, required to remain on duty, on call, and required to carry cordless communication devices. Further, PLAINTIFF and other CALIFORNIA CLASS Members were required to respond to and send work-related communications on their cordless communication devices. PLAINTIFF and other CALIFORNIA CLASS Members were also not provided with one-hour wages *in lieu* thereof. As a result of their rigorous work schedules and DEFENDANT’s inadequate staffing, PLAINTIFF and other CALIFORNIA CLASS Members were from time to time denied their proper rest periods by DEFENDANT and DEFENDANT’s managers.

1 **C. Unreimbursed Business Expenses**

2 18. DEFENDANT as a matter of corporate policy, practice, and procedure,
3 intentionally, knowingly, and systematically failed to reimburse and indemnify the PLAINTIFF
4 and the other CALIFORNIA CLASS Members for required business expenses incurred by the
5 PLAINTIFF and other CALIFORNIA CLASS Members in direct consequence of discharging
6 their duties on behalf of DEFENDANT. Under California Labor Code Section 2802, employers
7 are required to indemnify employees for all expenses incurred in the course and scope of their
8 employment. Cal. Lab. Code § 2802 expressly states that "an employer shall indemnify his or her
9 employee for all necessary expenditures or losses incurred by the employee in direct consequence
10 of the discharge of his or her duties, or of his or her obedience to the directions of the employer,
11 even though unlawful, unless the employee, at the time of obeying the directions, believed them
12 to be unlawful."

13 19. In the course of his employment, DEFENDANT required PLAINTIFF and other
14 CALIFORNIA CLASS Members to incur personal expenses for the use of their personal cell
15 phones as a result of and in furtherance of their job duties. Specifically, PLAINTIFF and other
16 CALIFORNIA CLASS Members were required to use their personal cell phones in order to
17 perform work related tasks. However, DEFENDANT unlawfully failed to reimburse PLAINTIFF
18 and other CALIFORNIA CLASS Members for the personal expenses incurred for the use of their
19 personal cell phones. As a result, in the course of their employment with DEFENDANT, the
20 PLAINTIFF and other CALIFORNIA CLASS Members incurred unreimbursed business
21 expenses that included, but were not limited to, costs related to the use of their personal cell
22 phones, all on behalf of and for the benefit of DEFENDANT.

23 **D. Wage Statement Violations**

24 20. California Labor Code Section 226 required an employer to furnish its employees
25 and accurate itemized wage statement in writing showing (1) gross wages earned, (2) total hours
26 worked, (3) the number of piece-rate units earned and any applicable piece-rate, (4) all deductions,
27 (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the
28 name of the employee and only the last four digits of the employee's social security number or an

1 employee identification number other than a social security number, (8) the name and address of
2 the legal entity that is the employer, and (9) all applicable hourly rates in effect during the pay
3 period and the corresponding number of hours worked at each hourly rate by the employee.

4 21. From time to time during the CLASS PERIOD, when PLAINTIFF and other
5 CALIFORNIA CLASS Members missed meal and rest breaks, or were paid inaccurately for
6 missed meal and rest period premiums, or were not paid for all hours worked, DEFENDANT also
7 failed to provide PLAINTIFF and other CALIFORNIA CLASS Members with complete and
8 accurate wage statements which failed to show, among other things, all deductions, the total hours
9 worked and all applicable hourly rates in effect during the pay period, and the corresponding
10 amount of time worked at each hourly rate, correct rates of pay for penalty payments or missed
11 meal and rest periods.

12 22. In addition to the foregoing, DEFENDANT, from time to time, failed to provide
13 PLAINTIFF and the CALIFORNIA CLASS Members with wage statements that comply with
14 Cal. Lab. Code § 226.

15 23. As a result, DEFENDANT issued PLAINTIFF and other members of the
16 CALIFORNIA CLASS with wage statements that violate Cal. Lab. Code § 226. Further,
17 DEFENDANT's violations are knowing and intentional, were not isolated due to an unintentional
18 payroll error due to clerical or inadvertent mistake.

19 **E. Off-the-Clock Work Resulting in Minimum Wage and Overtime Violations**

20 24. During the CLASS PERIOD, from time-to-time DEFENDANT failed and
21 continues to fail to accurately pay PLAINTIFF and other members of the CALIFORNIA CLASS
22 for all hours worked.

23 25. During the CLASS PERIOD, from time-to-time DEFENDANT required
24 PLAINTIFF and other members of the CALIFORNIA CLASS to perform pre-shift or post-shift
25 working. This resulted in PLAINTIFF and other members of the CALIFORNIA CLASS to have
26 to work while off-the-clock.

27 26. DEFENDANT directed and directly benefited from the undercompensated off-the-
28 clock work performed by PLAINTIFF and the other CALIFORNIA CLASS Members.

1 27. DEFENDANT controlled the work schedules, duties, and protocols, applications,
2 assignments, and employment conditions of PLAINTIFF and the other members of the
3 CALIFORNIA CLASS.

4 28. DEFENDANT was able to track the amount of time PLAINTIFF and the other
5 members of the CALIFORNIA CLASS spent working; however, DEFENDANT failed to
6 document, track, or pay PLAINTIFF and the other members of the CALIFORNIA CLASS all
7 wages earned and owed for all the work they performed.

8 29. PLAINTIFF and the other members of the CALIFORNIA CLASS were non-
9 exempt employees, subject to the requirements of the California Labor Code.

10 30. DEFENDANT's policies and practices deprived PLAINTIFF and the other
11 CALIFORNIA CLASS Members of all minimum regular, overtime, and double time wages owed
12 for the off-the-clock work activities. Because PLAINTIFF and the other members of the
13 CALIFORNIA CLASS typically worked over forty (40) hours in a workweek, and more than
14 eight (8) hours per day, DEFENDANT's policies and practices also deprived them of overtime
15 pay.

16 31. DEFENDANT knew or should have known that PLAINTIFF and the other
17 members of the CALIFORNIA CLASS off-the-clock work was compensable under the law.

18 32. As a result, PLAINTIFF and the other members of the CALIFORNIA CLASS
19 forfeited wages due to them for all hours worked at DEFENDANT's direction, control, and
20 benefit for the time spent working while off-the-clock. DEFENDANT's uniform policy and
21 practice to not pay PLAINTIFF and the members of the CALIFORNIA CLASS wages for all
22 hours worked in accordance with applicable law is evidenced by DEFENDANT's business
23 records.

24 **F. Regular Rate Violation – Overtime, Double Time, Meal and Rest Period Premiums,**
25 **and Redeemed Sick Pay**

26 33. From time to time during the CLASS PERIOD, DEFENDANT failed and
27 continues to fail to accurately calculate and pay PLAINTIFF and the other CALIFORNIA CLASS
28 Members for their overtime and double time hours worked, meal and rest period premiums, and

1 redeemed sick pay. As a result, PLAINTIFF and the other CALIFORNIA CLASS Members
2 forfeited wages due to them for working overtime without compensation at the correct overtime
3 and double time rates, meal and rest period premiums, and redeemed sick pay rates.
4 DEFENDANT's uniform policy and practice not to pay the CALIFORNIA CLASS Members at
5 the correct rate for all overtime and double time worked, meal and rest period premiums, and
6 redeemed sick pay in accordance with applicable law is evidenced by DEFENDANT's business
7 records.

8 34. State law provides that employees must be paid overtime at one-and-one-half times
9 their "regular rate of pay." PLAINTIFF and other CALIFORNIA CLASS Members were
10 compensated at an hourly rate plus incentive pay that was tied to specific elements of an
11 employee's performance.

12 35. The second component of PLAINTIFF's and other CALIFORNIA CLASS
13 Members' compensation was DEFENDANTS' non-discretionary incentive program that paid
14 PLAINTIFF and other CLASS MEMBERS incentive wages based on their performance for
15 DEFENDANTS. The non-discretionary bonus program provided all employees paid on an hourly
16 basis with bonus compensation when the employees met the various performance goals set by
17 DEFENDANTS.

18 36. However, from-time-to-time, when calculating the regular rate of pay, in those pay
19 periods where PLAINTIFF and other CALIFORNIA CLASS members worked overtime, double
20 time, paid meal and rest period premium payments, and/or redeemed sick pay, and earned non-
21 discretionary bonus, DEFENDANTS failed to accurately include the non-discretionary bonus
22 compensation as part of the employees' "regular rate of pay" and/or calculated all hours worked
23 rather than just all non-overtime hours worked. Management and supervisors described the
24 incentive/bonus program to potential and new employees as part of the compensation package.
25 As a matter of law, the incentive compensation received by PLAINTIFF and other CALIFORNIA
26 CLASS members must be included in the "regular rate of pay." The failure to do so has resulted
27 in a systematic underpayment of overtime and double time compensation, meal and rest period
28 premiums, and redeemed sick pay to PLAINTIFF and other CALIFORNIA CLASS members by

1 DEFENDANTS. Specifically, California Labor Code Section 246 mandates that paid sick time
2 for non-employees shall be calculated in the same manner as the regular rate of pay for the
3 workweek in which the non-exempt employee uses paid sick time, whether or not the employee
4 actually works overtime in that workweek. DEFENDANTS' conduct, as articulated herein, by
5 failing to include the incentive compensation as part of the "regular rate of pay" for purposes of
6 sick pay compensation was in violation of Cal. Lab. Code § 246 the underpayment of which is
7 recoverable under Cal. Labor Code Sections 201, 202, 203 and/or 204.

8 37. In violation of the applicable sections of the California Labor Code and the
9 requirements of the Industrial Welfare Commission ("IWC") Wage Order, DEFENDANT as a
10 matter of company policy, practice, and procedure, intentionally and knowingly failed to
11 compensate PLAINTIFF and the other members of the CALIFORNIA CLASS at the correct rate
12 of pay for all overtime and double time worked, meal and rest period premiums, and sick pay.
13 This uniform policy and practice of DEFENDANT is intended to purposefully avoid the payment
14 of the correct overtime and double time compensation, meal and rest period premiums, and sick
15 pay as required by California law which allowed DEFENDANT to illegally profit and gain an
16 unfair advantage over competitors who complied with the law. To the extent equitable tolling
17 operates to toll claims by the CALIFORNIA CLASS members against DEFENDANT, the
18 CLASS PERIOD should be adjusted accordingly.

19 **G. Violations for Untimely Payment of Wages**

20 38. Pursuant to California Labor Code section 204, PLAINTIFF and the
21 CALIFORNIA CLASS members were entitled to timely payment of wages during their
22 employment. PLAINTIFF and the CALIFORNIA CLASS members, from time to time, did not
23 receive payment of all wages, including, but not limited to, overtime wages, minimum wages,
24 meal period premium wages, and rest period premium wages within permissible time period.

25 **H. Unlawful Rounding Violations**

26 39. During the CALIFORNIA CLASS PERIOD, DEFENDANT did not have in place
27 an immutable timekeeping system to accurately record and pay PLAINTIFF and other
28 CALIFORNIA CLASS Members for the actual time these employees worked each day, including

1 overtime hours. Specifically, DEFENDANT had in place an unlawful rounding policy and
2 practice that resulted in PLAINTIFF and CALIFORNIA CLASS Members being
3 undercompensated for all of their time worked. As a result, DEFENDANT was able to and did in
4 fact unlawfully, and unilaterally round the time recorded in DEFENDANT'S timekeeping system
5 for PLAINTIFF and the members of the CALIFORNIA CLASS in order to avoid paying these
6 employees for all their time worked, including the applicable overtime compensation for overtime
7 worked. As a result, PLAINTIFF, and other CALIFORNIA CLASS Members, from time to time,
8 forfeited compensation for their time worked by working without their time being accurately
9 recorded and without compensation at the applicable overtime rates.

10 40. Further, the mutability of DEFENDANT'S timekeeping system and unlawful
11 rounding policy and practice resulted in PLAINTIFF and CALIFORNIA CLASS Members' time
12 being inaccurately recorded. As a result, from time to time, DEFENDANT'S unlawful rounding
13 policy and practice caused PLAINTIFF and CALIFORNIA CLASS Members to perform work
14 as ordered by DEFENDANT for more than five (5) hours during a shift without receiving an off-
15 duty meal break. Additionally, DEFENDANT'S unlawful rounding policy and practice caused
16 PLAINTIFF and CALIFORNIA CLASS Members to perform work as ordered by DEFENDANT
17 for more than ten (10) hours during a shift without receiving a second off-duty meal break.

18 **I. Unlawful Deductions**

19 41. DEFENDANTS, from time-to-time unlawfully deducted wages from PLAINTIFF
20 and CALIFORNIA CLASS Members' pay without explanations and without authorization to do
21 so or notice to PLAINTIFF and the CALIFORNIA CLASS Members. As a result,
22 DEFENDANTS violated Labor Code § 221.

23 42. Specifically, as to PLAINTIFF, PLAINTIFF was from time to time unable to take
24 off duty meal and rest breaks and was not fully relieved of duty for his rest and meal periods.
25 PLAINTIFF was required to perform work as ordered by DEFENDANT for more than five (5)
26 hours during a shift without receiving an off-duty meal break. Further, DEFENDANT failed to
27 provide PLAINTIFF with a second off-duty meal period each workday in which he was required
28 by DEFENDANT to work ten (10) hours of work. When DEFENDANT provided PLAINTIFF

1 with a rest break, they required PLAINTIFF to remain on-duty and on-call for the rest break.
2 DEFENDANT policy caused PLAINTIFF to remain on-call and on-duty during what was
3 supposed to be his off-duty meal periods. PLAINTIFF therefore forfeited meal and rest breaks
4 without additional compensation and in accordance with DEFENDANT'S strict corporate policy
5 and practice. Moreover, DEFENDANT also provided PLAINTIFF with paystubs that failed to
6 comply with Cal. Lab. Code § 226. Further, DEFENDANT also failed to reimburse PLAINTIFF
7 for required business expenses related to the personal expenses incurred for the use of his personal
8 cell phone and computer, on behalf of and in furtherance of his employment with DEFENDANT.
9 To date, DEFENDANT has not fully paid PLAINTIFF the minimum, overtime and double time
10 compensation still owed to him or any penalty wages owed to him under Cal. Lab. Code § 203.
11 The amount in controversy for PLAINTIFF individually does not exceed the sum or value of
12 \$75,000.

13 **J. Plaintiff's Individual Claims**

14 43. PLAINTIFF began his employment with DEFENDANTS on or about October 14, 2023.

15 44. On or about January 2024, PLAINTIFF complained in good faith to his employer about
16 DEFENDANT's labor code violations, including his missed meal breaks, missed rest breaks, and
17 Defendant's rounding practices. DEFENDANT retaliated against him by reducing his hours from
18 full time to part time, and/or by taking him off the schedule entirely without any explanation.

19 45. Because of DEFENDANT's misconduct, PLAINTIFF has suffered and continues to suffer
20 lost wages, emotional distress, and other damages. PLAINTIFF is a victim of DEFENDANT's
21 unlawful practices and therefore brings this action to recover damages, costs, expenses, punitive
22 damages, restitution, injunctive and declaratory relief.

23 **CLASS ACTION ALLEGATIONS**

24 46. PLAINTIFF bring this Class Action on behalf of himself, and a California class
25 defined as all persons who are or previously were employed by Defendant SCA Senior Care, Inc.
26 in California and classified as non-exempt employees (the "CALIFORNIA CLASS") at any time
27 during the period beginning four (4) years prior to the filing of this Complaint and ending on the
28 date as determined by the Court (the "CLASS PERIOD").

1 47. PLAINTIFF and the other CALIFORNIA CLASS Members have uniformly been
2 deprived of wages and penalties from unpaid wages earned and due, including but not limited to
3 unpaid minimum wages, unpaid overtime compensation, unpaid meal and rest period premiums,
4 illegal meal and rest period policies, failed to reimburse for business expenses, failed compensate
5 for off-the-clock work, failure to provide accurate itemized wage statements, failure to maintain
6 required records, and interest, statutory and civil penalties, attorney's fees, costs, and expenses.

7 48. The members of the class are so numerous that joinder of all class members is
8 impractical.

9 49. Common questions of law and fact regarding DEFENDANT's conduct, including
10 but not limited to, off-the-clock work, unpaid meal and rest period premiums, failure to accurately
11 calculate the regular rate of pay for overtime compensation, failure to accurately calculate the
12 regular rate of compensation for missed meal and rest period premiums, failing to provide legally
13 compliant meal and rest periods, failed to reimburse for business expenses, failure to provide
14 accurate itemized wage statements accurate, and failure to ensure they are paid at least minimum
15 wage and overtime, exist as to all members of the class and predominate over any questions
16 affecting solely any individual members of the class. Among the questions of law and fact
17 common to the class are:

- 18 a. Whether DEFENDANT maintained legally compliant meal period policies and
19 practices;
- 20 b. Whether DEFENDANT maintained legally compliant rest period policies and
21 practices;
- 22 c. Whether DEFENDANT failed to pay PLAINTIFF and the CALIFORNIA CLASS
23 Members accurate premium payments for missed meal and rest periods;
- 24 d. Whether DEFENDANT failed to pay PLAINTIFF and the CALIFORNIA CLASS
25 Members accurate overtime wages;
- 26 e. Whether DEFENDANT failed to pay PLAINTIFF and the CALIFORNIA CLASS
27 Members at least minimum wage for all hours worked;
- 28

- 1 f. Whether DEFENDANT failed to compensate PLAINTIFF and the CALIFORNIA
2 CLASS Members for required business expenses;
3 g. Whether DEFENDANT issued legally compliant wage statements;
4 h. Whether DEFENDANT committed an act of unfair competition by systematically
5 failing to record and pay PLAINTIFF and the other members of the CALIFORNIA
6 CLASS for all time worked;
7 i. Whether DEFENDANT committed an act of unfair competition by systematically
8 failing to record all meal and rest breaks missed by PLAINTIFF and other
9 CALIFORNIA CLASS Members, even though DEFENDANT enjoyed the benefit
10 of this work, required employees to perform this work and permits or suffers to
11 permit this work;
12 j. Whether DEFENDANT committed an act of unfair competition in violation of the
13 UCL, by failing to provide the PLAINTIFF and the other members of the
14 CALIFORNIA CLASS with the legally required meal and rest periods.

15 50. PLAINTIFF are members of the CALIFORNIA CLASS and suffered damages as
16 a result of DEFENDANT's conduct and actions alleged herein.

17 51. PLAINTIFF'S claims are typical of the claims of the CALIFORNIA CLASS, and
18 PLAINTIFF have the same interests as the other members of the class.

19 52. PLAINTIFF will fairly and adequately represent and protect the interests of the
20 CALIFORNIA CLASS Members.

21 53. PLAINTIFF retained able class counsel with extensive experience in class action
22 litigation.

23 54. Further, PLAINTIFF'S interests are coincident with, and not antagonistic to, the
24 interest of the other CALIFORNIA CLASS Members.

25 55. There is a strong community of interest among PLAINTIFF and the members of
26 the CALIFORNIA CLASS to, inter alia, ensure that the combined assets of DEFENDANT are
27 sufficient to adequately compensate the members of the CALIFORNIA CLASS for the injuries
28 sustained.

56. The questions of law and fact common to the CALIFORNIA CLASS Members predominate over any questions affecting only individual members, including legal and factual issues relating to liability and damages.

57. A class action is superior to other available methods for the fair and efficient adjudication of this controversy because joinder of all class members is impractical. Moreover, since the damages suffered by individual members of the class may be relatively small, the expense and burden of individual litigation makes it practically impossible for the members of the class individually to redress the wrongs done to them. Without class certification and determination of declaratory, injunctive, statutory, and other legal questions within the class format, prosecution of separate actions by individual members of the CALIFORNIA CLASS will create the risk of:

- a. Inconsistent or varying adjudications with respect to individual members of the CALIFORNIA CLASS which would establish incompatible standards of conduct for the parties opposing the CALIFORNIA CLASS; and/or,
- b. Adjudication with respect to individual members of the CALIFORNIA CLASS which would as a practical matter be dispositive of the interests of the other members not party to the adjudication or substantially impair or impeded their ability to protect their interests.

58. Class treatment provides manageable judicial treatment calculated to bring an efficient and rapid conclusion to all litigation of all wage and hour related claims arising out of the conduct of DEFENDANT.

FIRST CAUSE OF ACTION

Unlawful Business Practices

(Cal. Bus. And Prof. Code §§ 17200, *et seq.*)

(Alleged by PLAINTIFF and the CALIFORNIA CLASS against all Defendants)

59. PLAINTIFF, and the other members of the CALIFORNIA CLASS, reallege and incorporate by this reference, as though fully set forth herein, the prior paragraphs of this Complaint.

1 60. DEFENDANT is a “person” as that term is defined under Cal. Bus. And Prof.
2 Code § 17021.

3 61. California Business & Professions Code §§ 17200, *et seq.* (the “UCL”) defines
4 unfair competition as any unlawful, unfair, or fraudulent business act or practice. Section 17203
5 authorizes injunctive, declaratory, and/or other equitable relief with respect to unfair competition
6 as follows:

7 Any person who engages, has engaged, or proposes to engage in unfair competition may
8 be enjoined in any court of competent jurisdiction. The court may make such orders or
9 judgments, including the appointment of a receiver, as may be necessary to prevent the
10 use or employment by any person of any practice which constitutes unfair competition, as
defined in this chapter, or as may be necessary to restore to any person in interest any
money or property, real or personal, which may have been acquired by means of such
unfair competition. (Cal. Bus. & Prof. Code § 17203).

11 62. By the conduct alleged herein, DEFENDANT has engaged and continues to
12 engage in a business practice which violates California law, including but not limited to, the
13 applicable Wage Order(s), the California Code of Regulations and the California Labor Code
14 including Sections 201, 202, 203, 204, 210, 226.7, 510, 512, 558, 1194, 1197, 1197.1, 1198, and
15 2802, for which this Court should issue declaratory and other equitable relief pursuant to Cal.
16 Bus. & Prof. Code § 17203 as may be necessary to prevent and remedy the conduct held to
17 constitute unfair competition, including restitution of wages wrongfully withheld.

18 63. By the conduct alleged herein, DEFENDANT’s practices were unlawful and unfair
19 in that these practices violated public policy, were immoral, unethical, oppressive unscrupulous
20 or substantially injurious to employees, and were without valid justification or utility for which
21 this Court should issue equitable and injunctive relief pursuant to Section 17203 of the California
22 Business & Professions Code, including restitution of wages wrongfully withheld.

23 64. By the conduct alleged herein, DEFENDANT’s practices were deceptive and
24 fraudulent in that DEFENDANT’s uniform policy and practice failed to provide the legally
25 mandated meal and rest periods and the required amount of compensation for missed meal and
26 rest periods, failed to pay minimum and overtime wages owed, and failed to reimburse all
27 necessary business expenses incurred, due to a systematic business practice that cannot be
28 justified, pursuant to the applicable Cal. Lab. Code, and Industrial Welfare Commission

1 requirements in violation of Cal. Bus. Code §§ 17200, *et seq.*, and for which this Court should
2 issue injunctive and equitable relief, pursuant to Cal. Bus. & Prof. Code § 17203, including
3 restitution of wages wrongfully withheld.

4 65. By the conduct alleged herein, DEFENDANT's practices were also unlawful,
5 unfair, and deceptive in that DEFENDANT's employment practices caused PLAINTIFF and the
6 other members of the CALIFORNIA CLASS to be underpaid during their employment with
7 DEFENDANT.

8 66. By the conduct alleged herein, DEFENDANT's practices were also unfair and
9 deceptive in that DEFENDANT's uniform policies, practices and procedures failed to provide
10 mandatory meal and/or rest breaks to PLAINTIFF and the CALIFORNIA CLASS members as
11 required by Cal. Lab. Code §§ 226.7 and 512.

12 67. Therefore, PLAINTIFF demands on behalf of himself and on behalf of each
13 CALIFORNIA CLASS member, one (1) hour of pay for each workday in which an off-duty meal
14 period was not timely provided for each five (5) hours of work, and/or one (1) hour of pay for
15 each workday in which a second off-duty meal period was not timely provided for each ten (10)
16 hours of work.

17 68. PLAINTIFF further demands on behalf of himself and on behalf of each
18 CALIFORNIA CLASS member, one (1) hour of pay for each workday in which a rest period was
19 not timely provided as required by law.

20 69. By and through the unlawful and unfair business practices described herein,
21 DEFENDANT has obtained valuable property, money and services from PLAINTIFF and the
22 other members of the CALIFORNIA CLASS, including earned wages for all time worked, and
23 has deprived them of valuable rights and benefits guaranteed by law and contract, all to the
24 detriment of these employees and to the benefit of DEFENDANT so as to allow DEFENDANT
25 to unfairly compete against competitors who comply with the law.

26 70. All the acts described herein as violations of, among other things, the Industrial
27 Welfare Commission Wage Orders, the California Code of Regulations, and the California Labor
28 Code, were unlawful and in violation of public policy, were immoral, unethical, oppressive, and

1 unscrupulous, were deceptive, and thereby constitute unlawful, unfair, and deceptive business
2 practices in violation of Cal. Bus. & Prof. Code §§ 17200, *et seq.*

3 71. PLAINTIFF and the other members of the CALIFORNIA CLASS are entitled to,
4 and do, seek such relief as may be necessary to restore to them the money and property which
5 DEFENDANT has acquired, or of which PLAINTIFF and the other members of the
6 CALIFORNIA CLASS have been deprived, by means of the above described unlawful and unfair
7 business practices, including earned but unpaid wages for all time worked.

8 72. PLAINTIFF and the other members of the CALIFORNIA CLASS are further
9 entitled to, and do, seek a declaration that the described business practices are unlawful, unfair,
10 and deceptive, and that injunctive relief should be issued restraining DEFENDANT from
11 engaging in any unlawful and unfair business practices in the future.

12 73. PLAINTIFF and the other members of the CALIFORNIA CLASS have no plain,
13 speedy and/or adequate remedy at law that will end the unlawful and unfair business practices of
14 DEFENDANT. Further, the practices herein alleged presently continue to occur unabated. As a
15 result of the unlawful and unfair business practices described herein, PLAINTIFF and the other
16 members of the CALIFORNIA CLASS have suffered and will continue to suffer irreparable legal
17 and economic harm unless DEFENDANT is restrained from continuing to engage in these
18 unlawful and unfair business practices.

19 **SECOND CAUSE OF ACTION**

20 **Failure To Pay Minimum Wages**

21 **(Cal. Lab. Code §§ 1194, 1197 and 1197.1)**

22 **(Alleged by PLAINTIFF and the CALIFORNIA CLASS against ALL Defendants)**

23 74. PLAINTIFF, and the other members of the CALIFORNIA CLASS, reallege and
24 incorporate by this reference, as though fully set forth herein, the prior paragraphs of this
25 Complaint.

26 75. PLAINTIFF and the other members of the CALIFORNIA CLASS bring a claim for
27 DEFENDANT's willful and intentional violations of the California Labor Code and the Industrial
28

1 Welfare Commission requirements for DEFENDANT's failure to accurately calculate and pay
2 minimum wages to PLAINTIFF and CALIFORNIA CLASS Members.

3 76. Pursuant to Cal. Lab. Code § 204, other applicable laws and regulations, and public
4 policy, an employer must timely pay its employees for all hours worked.

5 77. Cal. Lab. Code § 1197 provides the minimum wage for employees fixed by the
6 commission is the minimum wage to be paid to employees, and the payment of a less wage than
7 the minimum so fixed is unlawful.

8 78. Cal. Lab. Code § 1194 establishes an employee's right to recover unpaid wages,
9 including minimum wage compensation and interest thereon, together with the costs of suit.

10 79. DEFENDANT maintained a uniform wage practice of paying PLAINTIFF and the
11 other members of the CALIFORNIA CLASS without regard to the correct amount of time they
12 work. As set forth herein, DEFENDANT's uniform policy and practice was to unlawfully and
13 intentionally deny timely payment of wages due to PLAINTIFF and the other members of the
14 CALIFORNIA CLASS.

15 80. DEFENDANT's uniform pattern of unlawful wage and hour practices manifested,
16 without limitation, applicable to the CALIFORNIA CLASS as a whole, as a result of
17 implementing a uniform policy and practice that denies accurate compensation to PLAINTIFF
18 and the other members of the CALIFORNIA CLASS in regard to minimum wage pay.

19 81. In committing these violations of the California Labor Code, DEFENDANT
20 inaccurately calculated the correct time worked and consequently underpaid the actual time
21 worked by PLAINTIFF and other members of the CALIFORNIA CLASS. DEFENDANT acted
22 in an illegal attempt to avoid the payment of all earned wages, and other benefits in violation of
23 the California Labor Code, the Industrial Welfare Commission requirements and other applicable
24 laws and regulations.

25 82. As a direct result of DEFENDANT's unlawful wage practices as alleged herein,
26 PLAINTIFF and the other members of the CALIFORNIA CLASS did not receive the correct
27 minimum wage compensation for their time worked for DEFENDANT.
28

1 83. During the CLASS PERIOD, PLAINTIFF and the other members of the
2 CALIFORNIA CLASS were paid less for time worked that they were entitled to, constituting a
3 failure to pay all earned wages.

4 84. By virtue of DEFENDANT's unlawful failure to accurately pay all earned
5 compensation to PLAINTIFF and the other members of the CALIFORNIA CLASS for the true
6 time they worked, PLAINTIFF and the other members of the CALIFORNIA CLASS have
7 suffered and will continue to suffer an economic injury in amounts which are presently unknown
8 to them, and which will be ascertained according to proof at trial.

9 85. DEFENDANT knew or should have known that PLAINTIFF and the other
10 members of the CALIFORNIA CLASS were under-compensated for their time worked.
11 DEFENDANT systematically elected, either through intentional malfeasance or gross
12 nonfeasance, to not pay employees for their labor as a matter of uniform company policy, practice
13 and procedure, and DEFENDANT perpetrated this systematic scheme by refusing to pay
14 PLAINTIFF and the other members of the CALIFORNIA CLASS the correct minimum wages
15 for their time worked.

16 86. In performing the acts and practices herein alleged in violation of California labor
17 laws, and refusing to compensate the members of the CALIFORNIA CLASS for all time worked
18 and provide them with the requisite compensation, DEFENDANT acted and continues to act
19 intentionally, oppressively, and maliciously toward PLAINTIFF and the other members of the
20 CALIFORNIA CLASS with a conscious and utter disregard for their legal rights, or the
21 consequences to them, and with the despicable intent of depriving them of their property and legal
22 rights, and otherwise causing them injury in order to increase company profits at the expense of
23 these employees.

24 87. PLAINTIFF and the other members of the CALIFORNIA CLASS therefore request
25 recovery of all unpaid wages, according to proof, interest, statutory costs, as well as the
26 assessment of any statutory penalties against DEFENDANT, in a sum as provided by the
27 California Labor Code and/or other applicable statutes. To the extent minimum wage
28 compensation is determined to be owed to the CALIFORNIA CLASS Members who have

1 terminated their employment, DEFENDANT's conduct also violates Labor Code §§ 201 and/or
2 202, and therefore these individuals are also be entitled to waiting time penalties under Cal. Lab.
3 Code § 203, which penalties are sought herein on behalf of these CALIFORNIA CLASS
4 Members. DEFENDANT's conduct as alleged herein was willful, intentional and not in good
5 faith. Further, PLAINTIFF and other CALIFORNIA CLASS Members are entitled to seek and
6 recover statutory costs.

7 **THIRD CAUSE OF ACTION**

8 **Failure To Pay Overtime Compensation**

9 **(Cal. Lab. Code §§ 204, 510, 1194 and 1198)**

10 **(Alleged by PLAINTIFF and the CALIFORNIA CLASS against ALL Defendants)**

11 88. PLAINTIFF, and the other members of the CALIFORNIA CLASS, reallege and
12 incorporate by this reference, as though fully set forth herein, the prior paragraphs of this
13 Complaint.

14 89. PLAINTIFF and the other members of the CALIFORNIA CLASS bring a claim for
15 DEFENDANT's willful and intentional violations of the California Labor Code and the Industrial
16 Welfare Commission requirements for DEFENDANT's failure to pay these employees for all
17 overtime worked, including, work performed in excess of eight (8) hours in a workday, and/or
18 twelve (12) hours in a workday, and/or forty (40) hours in any workweek.

19 90. Pursuant to Cal. Lab. Code § 204, other applicable laws and regulations, and public
20 policy, an employer must timely pay its employees for all hours worked.

21 91. Cal. Lab. Code § 510 provides that employees in California shall not be employed
22 more than eight (8) hours per workday and/or more than forty (40) hours per workweek unless
23 they receive additional compensation beyond their regular wages in amounts specified by law.

24 92. Cal. Lab. Code § 1194 establishes an employee's right to recover unpaid wages,
25 including minimum and overtime compensation and interest thereon, together with the costs of
26 suit. Cal. Lab. Code § 1198 further states that the employment of an employee for longer hours
27 than those fixed by the Industrial Welfare Commission is unlawful.
28

1 93. During the CLASS PERIOD, PLAINTIFF and CALIFORNIA CLASS Members
2 were required by DEFENDANT to work for DEFENDANT and were not paid for all the time
3 they worked, including overtime work.

4 94. DEFENDANT's uniform pattern of unlawful wage and hour practices manifested,
5 without limitation, applicable to the CALIFORNIA CLASS as a whole, as a result of
6 implementing a uniform policy and practice that failed to accurately record overtime worked by
7 PLAINTIFF and other CALIFORNIA CLASS Members and denied accurate compensation to
8 PLAINTIFF and the other members of the CALIFORNIA CLASS for overtime worked,
9 including, the overtime work performed in excess of eight (8) hours in a workday, and/or twelve
10 (12) hours in a workday, and/or forty (40) hours in any workweek.

11 95. In committing these violations of the California Labor Code, DEFENDANT
12 inaccurately recorded overtime worked and consequently underpaid the overtime worked by
13 PLAINTIFF and other CALIFORNIA CLASS Members. DEFENDANT acted in an illegal
14 attempt to avoid the payment of all earned wages, and other benefits in violation of the California
15 Labor Code, the Industrial Welfare Commission requirements and other applicable laws and
16 regulations.

17 96. As a direct result of DEFENDANT's unlawful wage practices as alleged herein,
18 PLAINTIFF and the other members of the CALIFORNIA CLASS did not receive the correct
19 overtime compensation for their time worked for DEFENDANT.

20 97. Cal. Lab. Code § 515 sets out various categories of employees who are exempt
21 from the overtime requirements of the law. None of these exemptions are applicable to
22 PLAINTIFF and the other members of the CALIFORNIA CLASS. Further, PLAINTIFF and the
23 other members of the CALIFORNIA CLASS are not subject to a valid collective bargaining
24 agreement that would preclude the causes of action contained herein this Complaint. Rather,
25 PLAINTIFF bring this Action on behalf of himself, and the CALIFORNIA CLASS, based on
26 DEFENDANT's violations of non-negotiable, non-waivable rights provided by the State of
27 California.

1 98. During the CLASS PERIOD, PLAINTIFF and the other members of the
2 CALIFORNIA CLASS were paid less for overtime worked that they were entitled to, constituting
3 a failure to pay all earned wages.

4 99. DEFENDANT failed to accurately pay PLAINTIFF and the other members of the
5 CALIFORNIA CLASS overtime wages for the time they worked which was in excess of the
6 maximum hours permissible by law as required by Cal. Lab. Code §§ 510, 1194, & 1198, even
7 though PLAINTIFF and the other members of the CALIFORNIA CLASS were regularly required
8 to work, and did in fact work overtime, and did in fact work overtime as to which DEFENDANT
9 failed to accurately record and pay as evidenced by DEFENDANT's business records and
10 witnessed by employees.

11 100. By virtue of DEFENDANT's unlawful failure to accurately pay all earned
12 compensation to PLAINTIFF and the other members of the CALIFORNIA CLASS for the true
13 amount of overtime they worked, PLAINTIFF and the other members of the CALIFORNIA
14 CLASS have suffered and will continue to suffer an economic injury in amounts which are
15 presently unknown to them, and which will be ascertained according to proof at trial.

16 101. DEFENDANT knew or should have known that PLAINTIFF and the other
17 members of the CALIFORNIA CLASS were undercompensated for their time worked.
18 DEFENDANT systematically elected, either through intentional malfeasance or gross
19 nonfeasance, to not pay them for their labor as a matter of uniform company policy, practice and
20 procedure, and DEFENDANT perpetrated this systematic scheme by refusing to pay PLAINTIFF
21 and the other members of the CALIFORNIA CLASS the correct overtime wages for their
22 overtime worked.

23 102. In performing the acts and practices herein alleged in violation of California labor
24 laws, and refusing to compensate the members of the CALIFORNIA CLASS for all time worked
25 and provide them with the requisite compensation, DEFENDANT acted and continues to act
26 intentionally, oppressively, and maliciously toward PLAINTIFF and the other members of the
27 CALIFORNIA CLASS with a conscious of and utter disregard for their legal rights, or the
28 consequences to them, and with the despicable intent of depriving them of their property and legal

1 rights, and otherwise causing them injury in order to increase company profits at the expense of
2 these employees.

3 103. Therefore, PLAINTIFF and the other members of the CALIFORNIA CLASS
4 request recovery of overtime wages, according to proof, interest, statutory costs, as well as the
5 assessment of any statutory penalties against DEFENDANT, in a sum as provided by the
6 California Labor Code and/or other applicable statutes. To the extent overtime compensation is
7 determined to be owed to the CALIFORNIA CLASS Members who have terminated their
8 employment, DEFENDANT'S conduct also violates Labor Code §§ 201 and/or 202, and therefore
9 these individuals are also be entitled to waiting time penalties under Cal. Lab. Code § 203, which
10 penalties are sought herein. DEFENDANT's conduct as alleged herein was willful, intentional,
11 and not in good faith. Further, PLAINTIFF and other CALIFORNIA CLASS Members are
12 entitled to seek and recover statutory costs.

13 **FOURTH CAUSE OF ACTION**

14 **Failure To Provide Required Meal Periods**

15 **(Cal. Lab. Code §§ 226.7 & 512)**

16 **(Alleged by PLAINTIFF and the CALIFORNIA CLASS against all Defendants)**

17 104. PLAINTIFF and the other members of the CALIFORNIA CLASS, reallege and
18 incorporate by this reference, as though fully set forth herein, the prior paragraphs of this
19 Complaint.

20 105. During the CLASS PERIOD, DEFENDANT failed to provide all the legally
21 required off-duty meal breaks to PLAINTIFF and the other CALIFORNIA CLASS Members as
22 required by the applicable Wage Order and Labor Code. The nature of the work performed by
23 PLAINTIFF and CALIFORNIA CLASS Members did not prevent these employees from being
24 relieved of all of their duties for the legally required off-duty meal periods. As a result of their
25 rigorous work schedules, PLAINTIFF and other CALIFORNIA CLASS Members were often not
26 fully relieved of duty by DEFENDANT for their meal periods. Additionally, DEFENDANT's
27 failure to provide PLAINTIFF and the CALIFORNIA CLASS Members with legally required
28 meal breaks prior to their fifth (5th) hour of work is evidenced by DEFENDANT's business

1 records. Further, DEFENDANT failed to provide PLAINTIFF and CALIFORNIA CLASS
2 Members with a second off-duty meal period in some workdays in which these employees were
3 required by DEFENDANT to work ten (10) hours of work. As a result, PLAINTIFF and other
4 members of the CALIFORNIA CLASS forfeited meal breaks without additional compensation
5 and in accordance with DEFENDANT's strict corporate policy and practice.

6 106. DEFENDANT further violated California Labor Code §§ 226.7 and the applicable
7 IWC Wage Order by failing to compensate PLAINTIFF and CALIFORNIA CLASS Members
8 who were not provided a meal period, in accordance with the applicable Wage Order, one
9 additional hour of compensation at each employee's regular rate of pay for each workday that a
10 meal period was not provided.

11 107. As a proximate result of the aforementioned violations, PLAINTIFF and
12 CALIFORNIA CLASS Members have been damaged in an amount according to proof at trial,
13 and seek all wages earned and due, interest, penalties, expenses and costs of suit.

14 **FIFTH CAUSE OF ACTION**

15 **Failure To Provide Required Rest Periods**

16 **(Cal. Lab. Code §§ 226.7 & 512)**

17 **(Alleged by PLAINTIFF and the CALIFORNIA CLASS against all Defendants)**

18 108. PLAINTIFF, and the other members of the CALIFORNIA CLASS, reallege and
19 incorporate by this reference, as though fully set forth herein, the prior paragraphs of this
20 Complaint.

21 109. From time to time, PLAINTIFF and other CALIFORNIA CLASS Members were
22 required to work in excess of four (4) hours without being provided ten (10) minute rest periods.
23 Further, these employees were denied their first rest periods of at least ten (10) minutes for some
24 shifts worked of at least two (2) to four (4) hours, a first and second rest period of at least ten (10)
25 minutes for some shifts worked of between six (6) and eight (8) hours, and a first, second and
26 third rest period of at least ten (10) minutes for some shifts worked of ten (10) hours or more.
27 PLAINTIFF and other CALIFORNIA CLASS Members were also not provided with one-hour
28 wages *in lieu* thereof. As a result of their rigorous work schedules, PLAINTIFF and other

1 CALIFORNIA CLASS Members were periodically denied their proper rest periods by
2 DEFENDANT and DEFENDANT's managers. In addition, DEFENDANT failed to compensate
3 PLAINTIFF and other CALIFORNIA CLASS Members for their rest periods as required by the
4 applicable Wage Order and Labor Code. As a result, DEFENDANT's failure to provide
5 PLAINTIFF and the CALIFORNIA CLASS Members with all the legally required paid rest
6 periods is evidenced by DEFENDANT's business records.

7 110. DEFENDANT further violated California Labor Code §§ 226.7 and the applicable
8 IWC Wage Order by failing to compensate PLAINTIFF and CALIFORNIA CLASS Members
9 who were not provided a rest period, in accordance with the applicable Wage Order, one
10 additional hour of compensation at each employee's regular rate of pay for each workday that rest
11 period was not provided.

12 111. As a proximate result of the aforementioned violations, PLAINTIFF and
13 CALIFORNIA CLASS Members have been damaged in an amount according to proof at trial,
14 and seek all wages earned and due, interest, penalties, expenses and costs of suit.

15 **SIXTH CAUSE OF ACTION**

16 **Failure To Reimburse Employees for Required Expenses**

17 **(Cal. Lab. Code §§ 2802)**

18 **(Alleged by PLAINTIFF and the CALIFORNIA CLASS against all Defendants)**

19 112. PLAINTIFF, and the other members of the CALIFORNIA CLASS, reallege and
20 incorporate by this reference, as though fully set forth herein, the prior paragraphs of this
21 Complaint.

22 113. Cal. Lab. Code § 2802 provides, in relevant part, that:

23 An employer shall indemnify his or her employee for all necessary expenditures or
24 losses incurred by the employee in direct consequence of the discharge of his or her
25 duties, or of his or her obedience to the directions of the employer, even though
26 unlawful, unless the employee, at the time of obeying the directions, believed them
27 to be unlawful.

28 114. From time to time during the CLASS PERIOD, DEFENDANT violated Cal. Lab.
Code § 2802, by failing to indemnify and reimburse PLAINTIFF and the CALIFORNIA CLASS
members for required expenses incurred in the discharge of their job duties for DEFENDANT's

benefit. DEFENDANT failed to reimburse PLAINTIFF and the CALIFORNIA CLASS members for expenses which included, but were not limited to, personal expenses incurred for the use of personal cell phones and computers all on behalf of and for the benefit of DEFENDANT. Specifically, PLAINTIFF and other CALIFORNIA CLASS Members were required by DEFENDANT to use their own cell phones to execute their essential job duties on behalf of DEFENDANT. Specifically, DEFENDANT required Plaintiff and the other CALIFORNIA CLASS MEMBERS to download a mobile application called HouseCall Pro. DEFENDANT's uniform policy, practice and procedure was to not reimburse PLAINTIFF and the CALIFORNIA CLASS members for expenses resulting from the use of personal cell phones and computers for DEFENDANT within the course and scope of their employment for DEFENDANT. These expenses were necessary to complete their principal job duties. DEFENDANT is estopped by DEFENDANT's conduct to assert any waiver of this expectation. Although these expenses were necessary expenses incurred by PLAINTIFF and the CALIFORNIA CLASS members, DEFENDANT failed to indemnify and reimburse PLAINTIFF and the CALIFORNIA CLASS members for these expenses as an employer is required to do under the laws and regulations of California.

115. PLAINTIFF therefore demand reimbursement for expenditures or losses incurred by him and the CALIFORNIA CLASS members in the discharge of their job duties for DEFENDANT, or their obedience to the directions of DEFENDANT, with interest at the statutory rate and costs under Cal. Lab. Code § 2802.

SEVENTH CAUSE OF ACTION

Failure To Provide Accurate Itemized Statements

(Cal. Lab. Code § 226)

(Alleged by PLAINTIFF and the CALIFORNIA CLASS against all Defendants)

1 116. PLAINTIFF, and the other members of the CALIFORNIA CLASS, reallege and
2 incorporate by this reference, as though fully set forth herein, the prior paragraphs of this
3 Complaint.

4 117. Cal. Labor Code § 226 provides that an employer must furnish employees with an
5 “accurate itemized” statement in writing showing:

- 6 a. Gross wages earned,
- 7 b. (2) total hours worked by the employee, except for any employee whose
8 compensation is solely based on a salary and who is exempt from payment of
9 overtime under subdivision (a) of Section 515 or any applicable order of the
10 Industrial Welfare Commission,
- 11 c. the number of piece-rate units earned and any applicable piece rate if the employee
12 is paid on a piece-rate basis,
- 13 d. all deductions, provided that all deductions made on written orders of the employee
14 may be aggregated and shown as one item,
- 15 e. net wages earned,
- 16 f. the inclusive dates of the period for which the employee is paid,
- 17 g. the name of the employee and his or her social security number, except that by
18 January 1, 2008, only the last four digits of his or her social security number of an
19 employee identification number other than social security number may be shown
20 on the itemized statement,
- 21 h. the name and address of the legal entity that is the employer, and
- 22 i. all applicable hourly rates in effect during the pay period and the corresponding
23 number of hours worked at each hourly rate by the employee.

24 118. When DEFENDANT did not accurately record PLAINTIFF’S and other
25 CALIFORNIA CLASS Members’ missed meal and rest breaks, or were paid inaccurate missed
26 meal and rest break premiums, or were not paid for all hours worked, DEFENDANT violated Cal.
27 Lab. Code § 226 in that DEFENDANT failed to provide PLAINTIFF and other CALIFORNIA
28 CLASS Members with complete and accurate wage statements which failed to show, among other

1 things, all deductions, the accurate gross wages earned, net wages earned, the total hours worked
2 and all applicable hourly rates in effect during the pay period and the corresponding amount of
3 time worked at each hourly rate, and correct rates of pay for penalty payments or missed meal
4 and rest periods.

5 119. In addition to the foregoing, DEFENDANT failed to provide itemized wage
6 statements to PLAINTIFF and members of the CALIFORNIA CLASS that complied with the
7 requirements of California Labor Code Section 226.

8 120. DEFENDANT knowingly and intentionally failed to comply with Cal. Lab. Code
9 § 226, causing injury and damages to PLAINTIFF and the other members of the CALIFORNIA
10 CLASS. These damages include, but are not limited to, costs expended calculating the correct
11 wages for all missed meal and rest breaks and the amount of employment taxes which were not
12 properly paid to state and federal tax authorities. These damages are difficult to estimate.
13 Therefore, PLAINTIFF and the other members of the CALIFORNIA CLASS may elect to recover
14 liquidated damages of fifty dollars (\$50.00) for the initial pay period in which the violation
15 occurred, and one hundred dollars (\$100.00) for each violation in a subsequent pay period
16 pursuant to Cal. Lab. Code § 226, in an amount according to proof at the time of trial (but in no
17 event more than four thousand dollars (\$4,000.00) for PLAINTIFF and each respective member
18 of the CALIFORNIA CLASS herein).

19 **EIGHTH CAUSE OF ACTION**

20 **Failure To Pay Wages When Due**

21 **(Cal. Lab. Code § 203)**

22 **(Alleged by PLAINTIFF and the CALIFORNIA CLASS against all Defendants)**

23 121. PLAINTIFF, and the other members of the CALIFORNIA CLASS, reallege and
24 incorporate by this reference, as though fully set forth herein, the prior paragraphs of this
25 Complaint.

26 122. Cal. Lab. Code § 200 provides that:

27 As used in this article:
28

- 1 (d) "Wages" includes all amounts for labor performed by employees of every
2 description, whether the amount is fixed or ascertained by the standard of time,
3 task, piece, Commission basis, or other method of calculation.
4 (e) "Labor" includes labor, work, or service whether rendered or performed under
5 contract, subcontract, partnership, station plan, or other agreement if the to be
6 paid for is performed personally by the person demanding payment.

7 123. Cal. Lab. Code § 201 provides, in relevant part, that "If an employer discharges
8 an employee, the wages earned and unpaid at the time of discharge are due and payable
9 immediately."

10 124. Cal. Lab. Code § 202 provides, in relevant part, that:

11 If an employee not having a written contract for a definite period quits his or her
12 employment, his or her wages shall become due and payable not later than 72 hours
13 thereafter, unless the employee has given 72 hours previous notice of his or her intention
14 to quit, in which case the employee is entitled to his or her wages at the time of quitting.
15 Notwithstanding any other provision of law, an employee who quits without providing a
16 72-hour notice shall be entitled to receive payment by mail if he or she so requests and
17 designates a mailing address. The date of the mailing shall constitute the date of payment
18 for purposes of the requirement to provide payment within 72 hours of the notice of
19 quitting.

20 125. There was no definite term in PLAINTIFF'S or any CALIFORNIA CLASS
21 Members' employment contract.

22 126. Cal. Lab. Code § 203 provides:

23 If an employer willfully fails to pay, without abatement or reduction, in accordance with
24 Sections 201, 201.5, 202, and 205.5, any wages of an employee who is discharged or who
25 quits, the wages of the employee shall continue as a penalty from the due date thereof at
26 the same rate until paid or until an action therefor is commenced; but the wages shall not
27 continue for more than 30 days.

28 127. The employment of PLAINTIFF and many CALIFORNIA CLASS Members
terminated, and DEFENDANT has not tendered payment of wages to these employees who
missed meal and rest breaks, as required by law.

128. Therefore, as provided by Cal Lab. Code § 203, on behalf of himself and the
members of the CALIFORNIA CLASS whose employment has, PLAINTIFF demand up to thirty
(30) days of pay as penalty for not paying all wages due at time of termination for all employees
who terminated employment during the CLASS PERIOD and demand an accounting and payment
of all wages due, plus interest and statutory costs as allowed by law.

NINTH CAUSE OF ACTION
For Failure to Provide Personnel Files

[Cal. Lab. Code §1198.5)

(By PLAINTIFF and Against All DEFENDANTS)

129. Plaintiff hereby re-alleges and incorporates by reference the previous paragraphs as though fully set forth herein.

130. On November 16, 2023, Plaintiff's counsel of record, as Plaintiff's legal representative, caused a written request via certified mail to be delivered to Defendant for Plaintiff's personnel and employment records, including but not limited to (1) payroll records, (2) employment contracts; (3) itemized pay stubs, and (4) Plaintiff's complete employment file, true and correct copies of which are attached hereto as Exhibit 2.

131. On December 18, 2023, Plaintiff's counsel of record, as Plaintiff's legal representative, caused a second written request via certified mail to be delivered to Defendant for Plaintiff's personnel and employment records, including but not limited to (1) payroll records, (2) employment contracts; (3) itemized pay stubs, and (4) Plaintiff's complete employment file, true and correct copies of which are attached hereto as Exhibit 2.

132. On January 30, 2024, Plaintiff's counsel of record, as Plaintiff's legal representative, caused a final written request via certified mail to be delivered to Defendant for Plaintiff's personnel and employment records, including but not limited to (1) payroll records, (2) employment contracts; (3) itemized pay stubs, and (4) Plaintiff's complete employment file, true and correct copies of which are attached hereto as Exhibit 2.

133. Defendant failed to provide and/or make available to Plaintiff his personnel records, payroll records, employment contracts, and entire employment file within thirty (30) days of all his requests as stated above. In fact, as of the filing of this Complaint, Defendant still has not provided Plaintiff his personnel records, pay stubs, and employment file and Defendant has failed to pay Plaintiff the statutory penalty in the amount of \$750.00.

134. Defendant has violated Cal. Lab. Code Section 1198.5 by failing to respond and provide Plaintiff with his employment file. Section 1198.5 states that employees (and former employees) have the right to inspect personnel records maintained by the employer "related to the employee's performance or to any grievance concerning the employee." Employers must allow

1 inspection or copying within thirty (30) days of the request. Plaintiff requested her employment
2 file via certified mail—twice—and DEFENDANT failed to respond. As a result, Plaintiff is now
3 entitled to and requests injunctive relief to obtain compliance with Cal. Lab. Code Section 1198.5,
4 a statutory penalty of \$750, and an award of attorneys' fees and costs for bringing this action.

5 **TENTH CAUSE OF ACTION**

6 **VIOLATION OF THE PRIVATE ATTORNEYS GENERAL ACT**

7 **(Cal. Lab. Code §§2698 et seq.)**

8 **(Alleged by PLAINTIFF against all Defendants)**

9
10 135. PLAINTIFF realleges and incorporates by this reference, as though fully set forth
11 herein, the prior paragraphs of this First Amended Complaint.

12 136. PAGA is a mechanism by which the State of California itself can enforce state
13 labor laws through the employee suing under the PAGA who does so as the proxy or agent of
14 the state's labor law enforcement agencies. An action to recover civil penalties under PAGA is
15 fundamentally a law enforcement action designed to protect the public and not to benefit private
16 parties. The purpose of the PAGA is not to recover damages or restitution, but to create a means
17 of "deputizing" citizens as private attorneys general to enforce the Labor Code. In enacting
18 PAGA, the California Legislature specified that "it was ... in the public interest to allow aggrieved
19 employees, acting as private attorneys general to recover civil penalties for Labor Code
20 violations ..." (Stats. 2003, ch. 906, § 1). Accordingly, PAGA claims cannot be subject to
21 arbitration.

22 137. PLAINTIFF, and such persons that may be added from time to time who satisfy
23 the requirements and exhaust the administrative procedures under the Private Attorney General
24 Act, bring this Representative Action on behalf of the State of California with respect to himself
25 and all employees who worked for Defendant in California during the time period of August 5,
26 2021 until the present (the "AGGRIEVED EMPLOYEES").

27 138. On June 28, 2024 PLAINTIFF gave written notice by certified mail to the Labor
28 and Workforce Development Agency (the "Agency") and the employer of the specific
provisions of this code alleged to have been violated as required by Labor Code § 2699.3. See

1 Exhibit #1, attached hereto and incorporated by this reference herein. The statutory waiting
2 period for Plaintiff to add these allegations to the First Amended Complaint has expired. As a
3 result, pursuant to Section 2699.3, Plaintiff may now commence a representative civil action
4 under PAGA pursuant to Section 2699 as the proxy of the State of California with respect to all
5 AGGRIEVED EMPLOYEES as herein defined.

6 139. The policies, acts and practices heretofore described were and are an unlawful
7 business act or practice because DEFENDANTS (a) failed to pay AGGRIEVED EMPLOYEES
8 minimum wages and overtime wages, (b) failed to provide AGGRIEVED EMPLOYEES legally
9 required meal and rest breaks, (c) failed to pay AGGRIEVED EMPLOYEES at the correct
10 regular rate of pay, (d) failed to pay AGGRIEVED EMPLOYEES for all time worked, and (e)
11 failed to timely pay wages, all in violation of the applicable Labor Code sections listed in Labor
12 Code §2699.5, including but not limited to Labor Code §§ 201, 201.3, 202, 203, 204, 210, 218.5,
13 218.6, 221, 226, 226.2, 226.3, 226.7, 246, 510, 512, 558, 1174(d), 1174.5, 1194, 1197, 1197.1,
14 1197.14, 1198, 1199, 2802, 2804, and the applicable Industrial Wage Order(s), and thereby gives
15 rise to statutory penalties as a result of such conduct. PLAINTIFF hereby seeks recovery of civil
16 penalties as prescribed by the Labor Code Private Attorney General Act of 2004 as the
17 representative of the State of California for the illegal conduct perpetrated on PLAINTIFF and
18 the other AGGRIEVED EMPLOYEES.

19 **ELEVENTH CAUSE OF ACTION**

20 **RETALIATION FOR COMPLAINING OF LABOR CODE VIOLATIONS**

21 **(Alleged by PLAINTIFF against all Defendants)**

22 140. Plaintiff hereby re-alleges and incorporates by reference the previous paragraphs
23 as though fully set forth herein.

24 141. DEFENDANT, by and through its agents and supervisors, retaliated against
25 PLAINTIFF for engaging in protected activity including complaining of not receiving pay for
26 all time worked and wage statements, among other violations.

27 142. Such conduct violates California Labor Code section 98.6(a) which provides that
28 “[n]o person shall discharge an employee or in any manner discriminate against any employee

1 or applicant for employment because the employee or applicant engaged in any conduct
2 delineated in this chapter.”

3 143. Such conduct also violates Labor Code section 1102.5(b) which provides that “[a]n
4 employer, or any person acting on behalf of the employer, shall not retaliate against an employee
5 for disclosing information, or because the employer believes that the employee disclosed or may
6 disclose information... to a person with authority over the employee or another employee who
7 has the authority to investigate, discover, or correct the violation or noncompliance...if the
8 employee has reasonable cause to believe that the information discloses a violation of state or
9 federal statute, or a violation of or noncompliance with a local, state, or federal rule or regulation,
10 regardless of whether disclosing the information is part of the employee’s job duties.”

11 144. During his employment, PLAINTIFF complained about his working conditions
12 and issues with his wages, including DEFENDANT’S failure to provide all wages earned and
13 inconsistencies in his wage statements. PLAINTIFF’S complaints are protected from retaliation
14 by statute, including, California’s Labor Code.

15 145. In violation of his statutory rights, and, in part, on the basis of PLAINTIFF’S
16 aforementioned legally protected opposition and complaints, DEFENDANTS retaliated against
17 PLAINTIFF with reducing his hours from full time to part time.

18 146. PLAINTIFF alleges that DEFENDANTS were motivated to retaliate against
19 PLAINTIFF, in part, for his protected complaints.

20 147. By the aforesaid acts and omissions of DEFENDANTS, PLAINTIFF has been
21 directly and legally caused to suffer actual damages including, but not limited to, substantial
22 losses in earnings, other employment benefits, and future earning capacity, and other pecuniary
23 loss not presently ascertained, in an amount according to proof at the time of trial.

24 148. As a further direct and legal result of the acts and conduct of DEFENDANTS,
25 PLAINTIFF has been caused to and did suffer emotional and mental distress, anguish,
26 humiliation, embarrassment, fright, depression, lowered self-esteem, mental and physical pain,
27 discomfort and anxiety, all to his damage in an amount according to proof at the time of trial.
28 PLAINTIFF does not know at this time the exact duration or permanence of said injuries.

149. PLAINTIFF is informed and believes and thereon alleges that DEFENDANTS by engaging in the aforementioned acts and/or in authorizing and/or ratifying such acts, engaged in willful, malicious, intentional, oppressive, fraudulent and despicable conduct.

150. DEFENDANTS also acted in willful and conscious disregard of the rights, welfare and safety of PLAINTIFF thereby justifying the award of punitive and exemplary damages in an amount according to proof at the time of trial.

151. PLAINTIFF is also entitled to recover reasonable attorneys' fees and costs.

PRAYER FOR RELIEF

WHEREFORE, PLAINTIFF pray for a judgment against each Defendant, jointly and severally, as follows:

1. On behalf of the CALIFORNIA CLASS:

a. That the Court certify the First Cause of Action asserted by the CALIFORNIA CLASS as a class action pursuant to Cal. Code of Civ. Proc. § 382;

b. An order temporarily, preliminarily and permanently enjoining and restraining DEFENDANT from engaging in similar unlawful conduct as set forth herein;

c. An order requiring DEFENDANT to pay all overtime wages and all sums unlawfully withheld from compensation due to PLAINTIFF and the other members of the CALIFORNIA CLASS; and

d. Restitutionary disgorgement of DEFENDANT's ill-gotten gains into a fluid fund for restitution of the sums incidental to DEFENDANT's violations due to PLAINTIFF and to the other members of the CALIFORNIA CLASS.

2. On behalf of the CALIFORNIA CLASS:

a. That the Court certify the Second, Third, Fourth, Fifth, Sixth, Seventh, and Eighth Causes of Action asserted by the CALIFORNIA CLASS as a class action pursuant to Cal. Code of Civ. Proc. § 382;

b. Compensatory damages, according to proof at trial, including compensatory damages for overtime compensation due to PLAINTIFF and the other members of the CALIFORNIA CLASS, during the applicable CLASS PERIOD plus interest

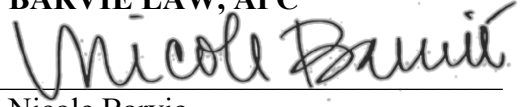
- thereon at the statutory rate;
- c. Meal and rest period compensation pursuant to Cal. Lab. Code §§ 226.7, 512 and the applicable IWC Wage Order;
 - d. The greater of all actual damages or fifty dollars (\$50) for the initial pay period in which a violation occurs and one hundred dollars (\$100) per each member of the CALIFORNIA CLASS for each violation in a subsequent pay period, not exceeding an aggregate penalty of four thousand dollars (\$4,000), and an award of costs for violation of Cal. Lab. Code § 226
 - e. The wages of all terminated employees from the CALIFORNIA CLASS as a penalty from the due date thereof at the same rate until paid or until an action therefore is commenced, in accordance with Cal. Lab. Code § 203.
 - f. The amount of the expenses PLAINTIFF and each member of the CALIFORNIA CLASS incurred in the course of their job duties, plus interest, and costs of suit.
3. On behalf of the State of California and with respect to all AGGRIEVED EMPLOYEES: Recovery of civil penalties as prescribe by the Labor Code Private Attorneys General Act of 2004.
4. On Behalf of Plaintiff's Individual Claims:
- a. For all special damages which were sustained as a result of DEFENDANT's conduct, including but not limited to, back pay, front pay, lost compensation and job benefits that PLAINTIFF would have received but for the practices of DEFENDANTS.
 - b. For all punitive and exemplary damages, according to proof, which were sustained as a result of DEFENDANT's conduct.
 - c. Benefits and damages for emotional distress normally associated with retaliation, humiliation and loss of reputation;
 - d. An award of interest, including prejudgment interest at the legal rate.
 - e. Such other and further relief as the Court deems just and equitable.
 - f. An award of penalties, attorneys' fees and costs of suit, as allowable under the law.

1 5. On all claims:

- 2 a. An award of interest, including prejudgment interest at the legal rate;
- 3 b. Such other and further relief as the Court deems just and equitable; and
- 4 c. An award of penalties, attorneys' fees, and costs of suit, as allowable under the law,
- 5 including, but not limited to, pursuant to Labor Code § 218.5, § 226, and/or § 1194.
- 6

7 DATED: September 3, 2024

8 **BARVIE LAW, APC**

9 By: 

Nicole Barvie

Attorney for PLAINTIFF

11

12 **DEMAND FOR A JURY TRIAL**

13 PLAINTIFF demands a jury trial on issues triable to a jury.

14 DATED: September 3, 2024

15 **BARVIE LAW, APC**

16 By: 

Nicole Barvie

Attorney for PLAINTIFF

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EXHIBIT 1

June 28, 2024

VIA ONLINE FILING TO LWDA and CERTIFIED MAIL TO DEFENDANT

Labor & Workforce Development Agency Attn. PAGA Administrator 1515 Clay Street, Ste. 801 Oakland, CA 94612 PAGA@dir.ca.gov <i>Via Online Submission</i>	SCA Senior Care, Inc. Attn: Legal Department 3941 Park Dr. #20-265 El Dorado Hills, CA 95762 <i>Via Certified Mail</i>
---	--

Re: Notice of Violation of California Labor Code Sections 201, 201.3, 202, 203, 204 et seq., 210, 212, 218, 218.5, 218.6, 221, 226(a), 226(a)(8), 226.2, 226.3, 232, 246, 226.7, 227.3, 510, 512, 558, 1102.5, 1174(d), 1174.5, 1194, 1197, 1197.1, 1197.14, 1198, 1198.5, 1199, 2802 and 2804 Violation of Applicable Industrial Welfare Commission Wage Order(s), and Pursuant to California Labor Code Section 2699.5

Dear Sir/Madam:

Our offices represent Plaintiff Travis Green (“Plaintiff”), and other aggrieved employees in a proposed lawsuit against SCA Senior Care, Inc. (“Defendant”). Plaintiff has been employed by Defendant in California beginning on or about October 14, 2023 to present as a non-exempt employee, paid on an hourly basis, and entitled to payment of all wages and the legally required meal and rest breaks and payment of minimum and overtime wages due for all time worked. Defendant, however, unlawfully failed to record and pay Plaintiff and other aggrieved employees for all of their time worked, and for all of their meal breaks and rest breaks. Defendant also failed to correctly calculate Plaintiff’s regular rate of pay for purposes of payment of overtime, premium pay, and sick time pay. Further, Defendant failed to timely pay Plaintiff and other aggrieved employees for earned wages.

As a consequence of the aforementioned violations, Plaintiff further contends that Defendant failed to fully compensate him and other similarly situated and Aggrieved Employees, for all earned wages and failed to provide accurate wage statements to him, and other aggrieved employees, in violation of





California Labor Code section 226(a). Said conduct, in addition to the foregoing, violates Labor Code §§ 201, 201.3, 202, 203, 204 et seq., 210, 212, 218, 218.5, 218.6, 221, 226(a), 226(a)(8), 226.2, 226.3, 232, 246, 226.7, 227.3, 510, 512, 558, 1102.5, 1174(d), 1174.5, 1194, 1195.5, 1197, 1197.1, 1197.14, 1198, 1198.5, 1199, 2800, 2802, and 2804, and all applicable Industrial Welfare Commission Wage Order(s), and is therefore actionable pursuant to section 2698 *et seq.*

Plaintiff seeks to represent a group of aggrieved employees defined as all non-exempt and exempt employees who worked for Defendant SCA Senior Care, Inc. during the relevant claim period.

A true and correct copy of the proposed Complaint is attached hereto. The Complaint (i) identifies the alleged violations, (ii) details the facts and theories which support the alleged violations, (iii) details the specific work performed by Plaintiff, (iv) sets forth the people/entities, dates, classifications, violations, events, and actions which are at issue to the extent known to the Plaintiff, and (v) sets forth the illegal practices used by Defendant, is attached hereto. This information provides notice to the Labor and Workforce Development Agency of the facts and theories supporting the alleged violations for the agency's reference. Plaintiff therefore incorporates the allegations of the attached Complaint into this letter as if fully set forth herein. If the agency needs any further information, please do not hesitate to ask.

To the extent that entities and/or individuals are named and charged with violations of the Labor Code—making them liable on an individual basis as permitted by numerous Labor Code Sections including, but not limited to 558, 558.1, and 1197.1—Plaintiff reserves any and all rights to add, substitute, or change the name of employer entities and/or individuals responsible for the violations at issue.

Any further amendments and changes to this notice shall relate back to the date of this notice. Consequently, Defendant is on notice that Plaintiff continues his investigation, with the full intent to amend and/or change this notice, to add any undiscovered violations of any of the provisions of the California Labor Code—to the extent that are applicable to this case—and to change and/or add the identities of any entities and/or individuals responsible for the violations contained herein.

This notice is provided to enable Plaintiff to proceed with the Complaint against Defendant as authorized by California Labor Code section 2695, *et seq.* The lawsuit consists of other aggrieved employees. As counsel, our intention is to vigorously prosecute the claims as alleged in the Complaint, and to procure civil penalties as provided by the Private Attorney General Act of 2004 on behalf of Plaintiff and all aggrieved California employees.

Your earliest response to this notice is appreciated. If you have any questions or concerns, please do not hesitate to contact me at the above number and address.

Sincerely,

Nicole Barvié
Attorney for Plaintiff

Enclosure: Plaintiff's Proposed Complaint.

EXHIBIT 2

November 16, 2023

SCA SENIOR CARE, INC.

219 Molinetto CT.

El Dorado Hills, CA 95762

Via Certified U.S. Mail with Return Receipt No. 9589 0710 5270 1466 9063 08

SCA SENIOR CARE, INC.

5761 Stoddard Road, 305

Modesto, CA 95356

Via Certified U.S. Mail with Return Receipt No. 9589 0710 5270 1466 9063 15

SCA SENIOR CARE, INC.

c/o Vincent Maffeo

3941 Park Drive, #20-265

El Dorado Hills, CA 95762

Via Certified U.S. Mail with Return Receipt No. 9589 0710 5270 1466 9063 22

Re: TRAVIS GREEN

Demand for Employee File Pursuant to Labor Code Sections 226, 432 and 1198.5

To Whom It May Concern:

Please be advised that the JCL Law Firm, APC has been retained by Travis Green ("Client") to investigate employment law violations. Client works for your company in California. Please direct all future communications regarding this matter to our office.

This letter is written to request copies of all paystubs issued to Client during his tenure of employment with you. Additionally, we would like a copy of Client's complete employment file, including all documents and arbitration agreements signed by Client and all background check disclosure and authorization forms.

Under California Labor Code Section 1198.5, an employer is required to allow an employee to inspect and receive a copy of his or her personnel records which related to the employee's performance or to any grievance concerning the employee. The failure of an employer to permit an employee to review his or her personnel file is a misdemeanor per Labor Code Section 1199. Labor Code Section 432 also entitles an employee to receive copies of any signed documents related to the obtaining or holding of employment.

Additionally, California Labor Code Section 226(b) requires employers to make payroll records available to employees upon reasonable request. Labor Code Section 226(c) further requires that the employer comply with the request for records as soon as practicable, but no later than twenty-one (21) calendar days from the date of request. Finally, Labor Code Section 226(f) entitles employees to recover civil penalties of \$750 against an employer who violates these requirements.

This request is made on behalf of Client in accordance with California Labor Code §§ 226, and 1198.5, as well as the applicable Industrial Welfare Commission Wage Order, § 7(c).

Please provide the records within thirty (30) days from the date of this correspondence. We would be pleased to pay for any reasonable copy charges upon request. However, electronic copies are preferred. Please direct all correspondence, or a request for a file share link, to Tesla Stone at tstone@jcl-lawfirm.com.

Very truly yours,
JCL LAW FIRM, APC


Jean-Claude Lapuyade, Esq.

AUTHORIZATION FOR RELEASE OF EMPLOYMENT RECORDS

I, Travis Green, ("Client"), do hereby authorize SCA Senior Care, Inc. to release my entire employment file, including all pay statements, time cards issued to me, arbitration agreements signed by me, background disclosure and authorization forms signed by me, and all other documents signed by me from the date of my hire, to my attorneys at the JCL Law Firm, located at 5440 Morehouse Drive, Suite 3600, San Diego, CA 92121.

Respectfully,


Travis Green (Nov 15, 2023 12:09 PST)

Client

Employer Identity Verification:

Date of Birth: 08/01/1983

Last Four Digits of SSN: 4303

December 18, 2023

SCA SENIOR CARE, INC.

219 Molinetto CT.

El Dorado Hills, CA 95762

Via Certified U.S. Mail with Return Receipt No. 9589 0710 5270 0951 2765 99

SCA SENIOR CARE, INC.

5761 Stoddard Road, 305

Modesto, CA 95356

Via Certified U.S. Mail with Return Receipt No. 9589 0710 5270 0951 2766 05

SCA SENIOR CARE, INC.

c/o Vincent Maffeo

3941 Park Drive, #20-265

El Dorado Hills, CA 95762

Via Certified U.S. Mail with Return Receipt No. 9589 0710 5270 0951 2765 82

Re: TRAVIS GREEN

SECOND AND FINAL Demand for Employee File Pursuant to Labor Code Sections 226, 432 and 1198.5

To Whom It May Concern:

Please be advised that the JCL Law Firm, APC has been retained by Travis Green ("Client") to investigate employment law violations. Client works for your company in California. Please direct all future communications regarding this matter to our office.

This letter is written to request copies of all paystubs issued to Client during his tenure of employment with you. Additionally, we would like a copy of Client's complete employment file, including all documents and arbitration agreements signed by Client and all background check disclosure and authorization forms.

Under California Labor Code Section 1198.5, an employer is required to allow an employee to inspect and receive a copy of his or her personnel records which related to the employee's performance or to any grievance concerning the employee. The failure of an employer to permit an employee to review his or her personnel file is a misdemeanor per Labor Code Section 1199. Labor Code Section 432 also entitles an employee to receive copies of any signed documents related to the obtaining or holding of employment.

Additionally, California Labor Code Section 226(b) requires employers to make payroll records available to employees upon reasonable request. Labor Code Section 226(c) further requires that the employer comply with the request for records as soon as practicable, but no later than twenty-one (21) calendar days from the date of request. Finally, Labor Code Section 226(f) entitles employees to recover civil penalties of \$750 against an employer who violates these requirements.

This request is made on behalf of Client in accordance with California Labor Code §§ 226, and 1198.5, as well as the applicable Industrial Welfare Commission Wage Order, § 7(c).

Please provide the records within thirty (30) days from the date of this correspondence. We would be pleased to pay for any reasonable copy charges upon request. However, electronic copies are preferred. Please direct all correspondence, or a request for a file share link, to Tesla Stone at tstone@jcl-lawfirm.com.

Very truly yours,
JCL LAW FIRM, APC


Jean-Claude Lapuyade, Esq.

AUTHORIZATION FOR RELEASE OF EMPLOYMENT RECORDS

I, Travis Green, ("Client"), do hereby authorize SCA Senior Care, Inc. to release my entire employment file, including all pay statements, time cards issued to me, arbitration agreements signed by me, background disclosure and authorization forms signed by me, and all other documents signed by me from the date of my hire, to my attorneys at the JCL Law Firm, located at 5440 Morehouse Drive, Suite 3600, San Diego, CA 92121.

Respectfully,


Travis Green (Nov 15, 2023 12:09 PST)

Client

Employer Identity Verification:

Date of Birth: 08/01/1983

Last Four Digits of SSN: 4303

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

SCA Senior Care, Inc.
c/o Vincent Maffeo
3941 Park Dr., #20-265
El Dorado Hills, CA 95762



9590 9402 8459 3186 0045 92

2. Article Number (Transfer from service label)

0710 5270 0951 2765 82

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X☐ Agent☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ YesIf YES, enter delivery address below: ☐ No

001
Green 12/18

3. Service Type

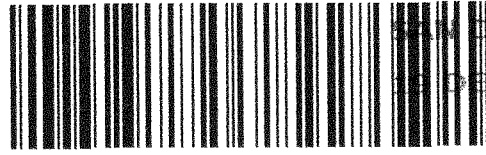
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| ☐ Adult Signature | ☐ Priority Mail Express® |
| ☐ Adult Signature Restricted Delivery | ☐ Registered Mail™ |
| ☐ Certified Mail® | ☐ Registered Mail Restricted Delivery |
| ☐ Certified Mail Restricted Delivery | ☐ Signature Confirmation™ |
| ☐ Collect on Delivery | ☐ Signature Confirmation Restricted Delivery |
| ☐ Collect on Delivery Restricted Delivery | |
| ☐ Insured Mail | |
| ☐ Insured Mail Restricted Delivery (over \$500) | |

PS Form 3811, July 2020 PSN 7530-02-000-9053

Domestic Return Receipt



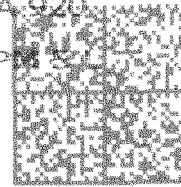
CERTIFIED MAIL



9589 0710 5270 0951 2765 99

SAN DIEGO CA 920

DEC 2023 PM 5:10



FP US POSTAGE
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First-Class - IM

ZIP 92121

12/18/2023

033A 0071809190

5440 Morehouse Drive | Suite 3600
San Diego | CA | 92121

SCA SENIOR CARE, INC.
219 Molinetto CT.
El Dorado Hills, CA 95762

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RETURN TO SENDER

UNCLAIMED

UNABLE TO FORWARD

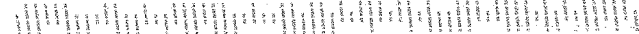
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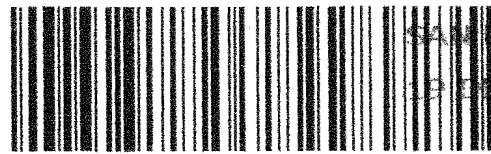
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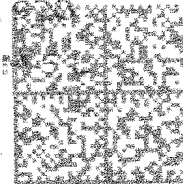
5440 Morehouse Drive | Suite 3600
San Diego | CA | 92121

CERTIFIED MAIL®



9589 0710 5270 0951 2766 05

SAN DIEGO CA 92121
12 DEC 2023 PM 5:14



FP **US POSTAGE**
\$008.53⁹
First-Class - IMI
ZIP 92121
12/18/2023
033A 0071809190

NOTED RB

SCA SENIOR CARE, INC.
5761 Stoddard Road, 305
Modesto, CA 95356

RB

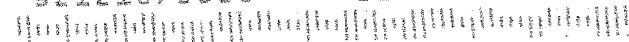
NIXIE 958 FE 1 0001/15/24

RETURN TO SENDER
NOT DELIVERABLE AS ADDRESSED
UNABLE TO FORWARD

UTF

95356-2904900

SC: 92121672000 *2641-04900-15-21



SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

SCA Senior Care, Inc.
 c/o Vincent Maffeo
 3941 Park Dr. #20-265
 El Dorado Hills, CA 95762



9590 9402 8151 3030 1457 24

2. Article Number (Transfer from service label)

9589 0710 5270 1466 9063 22

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Ag

☐ Ac

B. Received by (Printed Name)

C. Date of

D. Is delivery address different from item 1? ☐ Yes
 If YES, enter delivery address below: ☐ No

001

Green 11/16/7

3. Service Type

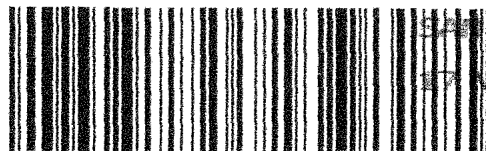
- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☐ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Insured Mail Restricted Delivery (over \$500)

- ☐ Priority Mail Ex
- ☐ Registered Mail
- ☐ Registered Mail Delivery
- ☐ Signature Conf
- ☐ Signature Conf
- ☐ Restricted Deliv



5440 Morehouse Drive | Suite 3600
San Diego | CA | 92121

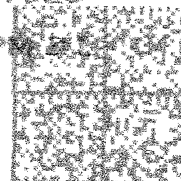
CERTIFIED MAIL



9589 0710 5270 1466 9063 15

SAN DIEGO CA 920

17 NOV 2023 PM 4:55



FP[®] US POSTAGE
\$008.53[®]

First-Class[®] - IM

ZIP 92121

11/16/2023

033A 0071809190

Handwritten: 11/16/23
Handwritten: 11/22/23
Handwritten: 11/22/23

SCA SENIOR CARE, INC.
5761 Stoddard Road, 305
Modesto, CA

NIXIE

958 DE 1

0912/21/23

RETURN TO SENDER

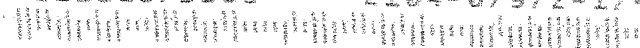
UNCLAIMED

UNABLE TO FORWARD

UNC
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BC: 92121672000

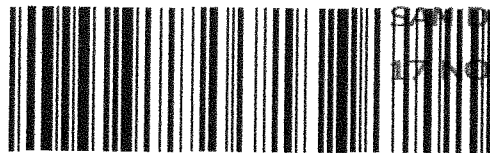
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5440 Morehouse Drive | Suite 3600
San Diego | CA | 92121

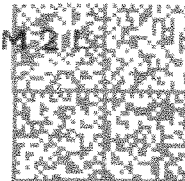
CERTIFIED MAIL®



9589 0710 5270 1466 9063 08

SAN DIEGO CA 920

17 NOV 2023 PM 2:15



FP [®] **US POSTAGE**
\$008.53⁰

First-Class - IM

ZIP 92121

11/16/2023

033A 0071809190

SCA SENIOR CARE, INC.
219 Molinetto CT.
El Dorado Hills, CA 95762

NIXIE

958 DE 1

0001/17/24

RETURN TO SENDER
UNCLAIMED
UNABLE TO FORWARD

.. 93ER010B49200058

BWD

BC: 92121672000

*2372-02387-03-15

~~92121-5732~~



January 30, 2024

SCA SENIOR CARE, INC.

219 Molinetto CT.

El Dorado Hills, CA 95762

Via Certified U.S. Mail with Return Receipt No. 9589 0710 5270 0951 5263 80

5761 Stoddard Road, 305

Modesto, CA 95356

Via Certified U.S. Mail with Return Receipt No. 9589 0710 5270 0951 5263 66

c/o Vincent Maffeo

3941 Park Drive, #20-265

El Dorado Hills, CA 95762

Via Certified U.S. Mail with Return Receipt No. 9589 0710 5270 0951 5263 73

Re: TRAVIS GREEN

FINAL Demand for Employee File Pursuant to Labor Code Sections 226, 432 and 1198.5

To Whom It May Concern:

Please be advised that the JCL Law Firm, APC has been retained by Travis Green ("Client") to investigate employment law violations. Client works for your company in California. Please direct all future communications regarding this matter to our office.

This letter is written to request copies of all paystubs issued to Client during his tenure of employment with you. Additionally, we would like a copy of Client's complete employment file, including all documents and arbitration agreements signed by Client and all background check disclosure and authorization forms.

Under California Labor Code Section 1198.5, an employer is required to allow an employee to inspect and receive a copy of his or her personnel records which related to the employee's performance or to any grievance concerning the employee. The failure of an employer to permit an employee to review his or her personnel file is a misdemeanor per Labor Code Section 1199. Labor Code Section 432 also entitles an employee to receive copies of any signed documents related to the obtaining or holding of employment.

Additionally, California Labor Code Section 226(b) requires employers to make payroll records available to employees upon reasonable request. Labor Code Section 226(c) further requires that the employer comply with the request for records as soon as practicable, but no later than twenty-one (21) calendar days from the date of request. Finally, Labor Code Section 226(f) entitles employees to recover civil penalties of \$750 against an employer who violates these requirements.

This request is made on behalf of Client in accordance with California Labor Code §§ 226, and 1198.5, as well as the applicable Industrial Welfare Commission Wage Order, § 7(c).

Please provide the records within thirty (30) days from the date of this correspondence. We would be pleased to pay for any reasonable copy charges upon request. However, electronic copies are preferred. Please direct all correspondence, or a request for a file share link, to Tesla Stone at tstone@jcl-lawfirm.com.

Very truly yours,
JCL LAW FIRM, APC

Jean-Claude Lapuyade, Esq.

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

SCA SENIOR CARE, INC.
C/O VINCENT MAFFEO
3941 PARK DR, #20-265
EL DORADO HILLS, CA 95762



9590 9402 8438 3156 5211 25

2. Article Number (Transfer from service label)

9589 0710 5270 0951 5263 73

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X

☐ Agent☐ Addressee

B. Received by (Printed Name)

C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
If YES, enter delivery address below: ☐ No

4/30 001
Green

3. Service Type

- ☐ Adult Signature
- ☐ Adult Signature Restricted Delivery
- ☐ Certified Mail®
- ☐ Certified Mail Restricted Delivery
- ☐ Collect on Delivery
- ☐ Collect on Delivery Restricted Delivery
- ☐ Insured Mail
- ☐ Insured Mail Restricted Delivery (over \$500)

- ☐ Priority Mail Express®
- ☐ Registered Mail™
- ☐ Registered Mail Restricted Delivery
- ☐ Signature Confirmation™
- ☐ Signature Confirmation Restricted Delivery