

D.LAW, INC.
Emil Davtyan (SBN 299363)
Emil@d.law
David Yeremian (SBN 226337)
d.yeremian@d.law
Natalie Haritounian (SBN 324318)
n.haritounian@d.law
450 N Brand Blvd, Suite 840
Glendale, CA 91203
Telephone: (818) 962-6465
Fax: (818) 962-6469

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Attorneys for Plaintiffs XOCHITL D'OLEIRE,
MARISELA REYES, and ROSA MARIN,
on behalf of themselves and others similarly situated

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN DIEGO**

XOCHITL D'OLEIRE, an individual on
behalf of herself and all others similarly
situated,

Plaintiff,

vs.

FAMILY HEALTH CENTERS OF SAN
DIEGO, INC., a California Nonprofit
Corporation; and DOES 1 through 50,
inclusive,

Defendants.

Case No.: **37-2023-00044126-CU-OE-CTL**

CLASS ACTION

Assigned for All Purposes To:

Hon.

Dept.:

**FIRST AMENDED CLASS ACTION
COMPLAINT FOR:**

1. Failure to Pay Minimum Wages;
2. Failure to Pay Wages and Overtime Under Labor Code § 510;
3. Meal Period Liability Under Labor Code § 226.7;
4. Rest-Break Liability Under Labor Code § 226.7;
5. Violation of Labor Code § 226(a);
6. Violation of Labor Code § 203;
7. Violation of Labor Code § 204;
8. Failure to Keep Required Payroll Records under Labor Code §§ 1174 and 1174.5;
9. Failure to Reimburse Necessary Business Expenses § 2802;
10. Violation of Business & Professions Code § 17200 *et seq.*

DEMAND FOR JURY TRIAL

1 **INTRODUCTION**

2 1. Plaintiffs XOCHITL D’OLEIRE, ROSA MARIN, and MARISELA REYES
3 (collectively “Plaintiffs”) bring this action on behalf of themselves and the Class Members who
4 are defined as “all current and former employees within the State of California who, at any time
5 from four (4) years prior to the filing of this lawsuit, are or were employed as non-exempt hourly
6 employees by Defendants FAMILY HEALTH CENTERS OF SAN DIEGO, INC., a California
7 nonprofit corporation; AB STAFFING SOLUTIONS LLC, an Arizona limited liability company,
8 and DOES 1 through 50” (all defendants being collectively referred to herein as “Defendants”).

9 2. Plaintiffs allege that Defendants, and each of them, violated various provisions of
10 the California Labor Code, relevant orders of the Industrial Welfare Commission (IWC), and the
11 California Business & Professions Code, and seeks redress for these violations.

12 3. Upon information and belief, Plaintiffs were employed by Defendants and (1)
13 shared similar job duties and responsibilities; (2) were subjected to the same policies and
14 practices; and (3) endured similar violations at the hands of Defendants as the other Class
15 Members who served in similar and related positions.

16 **THE PARTIES**

17 **A. The Plaintiffs**

18 4. Plaintiff XOCHITL D’OLEIRE resides in California, during the time period
19 relevant to this Complaint, was employed by Defendants as a non-exempt hourly employee within
20 the State of California.

21 5. Plaintiff MARISELA REYES resides in California, during the time period relevant
22 to this Complaint, was employed by Defendants as a non-exempt hourly employee within the State
23 of California.

24 6. Plaintiff ROSA MARIN resides in California, during the time period relevant to
25 this Complaint, was employed by Defendants as a non-exempt hourly employee within the State
26 of California.

27 **B. The Defendants**

28 7. Defendant FAMILY HEALTH CENTERS OF SAN DIEGO, INC. is a California

1 nonprofit corporation and is registered with the California Secretary of State. Defendant FAMILY
2 HEALTH CENTERS OF SAN DIEGO, INC. has been the employer listed on the wage statements
3 and employment records issued to Plaintiffs during the relevant time period that Plaintiffs were
4 employed with Defendants.

5 8. Defendant AB STAFFING SOLUTIONS LLC is an Arizona limited liability
6 company and is registered with the California Secretary of State. Defendant AB STAFFING
7 SOLUTIONS LLC has been the employer listed on the wage statements and employment records
8 issued to Plaintiff Reyes during the relevant time period that Plaintiff Reyes was employed with
9 Defendants.

10 9. The true names and capacities, whether individual, corporate, associate, or
11 whatever else, of the Defendants sued herein as Does 1 through 50, inclusive, are currently
12 unknown to Plaintiffs, who therefore sue these Defendants by such fictitious names under Code of
13 Civil Procedure § 474. Plaintiffs are informed and believe and thereon allege that Defendants
14 designated herein as Does 1 through 50, inclusive, and each of them, are legally responsible in
15 some manner for the unlawful acts referred to herein. Plaintiffs will seek leave of court to amend
16 this Complaint to reflect the true names and capacities of the Defendants designated herein as
17 Does 1 through 50 when their identities become known.

18 10. Plaintiffs are informed and believe and thereon allege that each Defendant acted in
19 all respects pertinent to this action as the agent of the other Defendants, that Defendants carried
20 out a joint scheme, business plan, or policy in all respects pertinent hereto, and that the acts of
21 each Defendant are legally attributable to the other Defendants. Furthermore, Defendants acted in
22 all respects as the employers or joint employers of Class Members. Defendants, and each of them,
23 exercised control over the wages, hours or working conditions of Class Members, or suffered or
24 permitted Class Members to work, or engaged, thereby creating a common law employment
25 relationship, with Class Members. Therefore, Defendants, and each of them, employed or jointly
26 employed Class Members.

27 11. Whenever and wherever reference is made in this Complaint to any act by a
28 defendant or defendants, such allegations and references shall also be deemed to mean the acts and

1 failures to act of each defendant acting individually, jointly, and severally.

2 12. Whenever and wherever reference is made to individuals who are not named as a
3 Defendant in this Complaint but were agents, servants, employees and/or supervisors of
4 Defendants, such individuals at all relevant times acted on behalf of Defendants within the scope
5 of their employment.

6 **JURISDICTION AND VENUE**

7 13. This Court has jurisdiction over this Action pursuant to California Code of Civil
8 Procedure § 410.10 and California Business & Professions Code § 17203. This Action is brought
9 as a Class Action on behalf of similarly situated Class Members of Defendants pursuant to
10 California Code of Civil Procedure § 382. Venue as to Defendants is also proper in this judicial
11 district pursuant to California Code of Civil Procedure § 395 *et seq.* Upon information and belief,
12 the obligations and liabilities giving rise to this lawsuit occurred in part in San Diego County.
13 Defendants maintain and operate facilities in San Diego County and employs Plaintiffs and other
14 Class Members in San Diego County, while doing business throughout California.

15 **FACTUAL BACKGROUND**

16 14. Class Members consistently worked at Defendants behest without being paid all
17 wages due. Class Members were either not paid by Defendants for all hours worked or were not
18 paid at the appropriate minimum, regular and overtime rates. Plaintiffs also contend that
19 Defendants failed to pay Class Members all wages due and owing, including by unlawfully
20 rounding to their detriment, failing to incorporate non-discretionary bonuses and/or cash awards
21 into the regular rate of pay used to calculate and pay for overtime compensation, double time pay,
22 sick pay, PTO pay, and meal and rest break premiums, failing to provide meal and rest breaks,
23 failing to furnish accurate wage statements, failing to timely pay wages including final wages,
24 failing to maintain accurate records, and failing to reimburse necessary business expenses all in
25 violation of various provisions of the California Labor Code and applicable Wage Orders.

26 15. During the course of Class Members' employment with Defendants, they were not
27 paid all wages they were owed, including for all work performed resulting in off the clock work.
28 For instance, at the start of each shift, Class Members were required to conduct COVID-19

1 screenings consisting of temperature checks and symptom questionnaires. Class Members were
2 also required to wait in line to be able to access a time clock and clock in. Class Members were
3 also required to respond to work demands on their personal cell phones outside of scheduled work
4 hours, and they were not paid for this time.

5 16. Moreover, Defendants had a consistent policy and practice of unlawfully rounding
6 hours worked to the detriment of the Class Members. Rather than paying Class Members for all
7 hours and minutes they actually worked, Defendants followed a uniform policy and practice of
8 rounding all time entries to the nearest quarter-hour or half-hour (i.e. to the nearest 15-minute or
9 30-minute time increment), and generally did so to the detriment of the Class Members, and
10 Plaintiffs contend this policy is not neutral and resulted, over time, to the detriment of the Class
11 Members by systematically under-compensating them. Rather than reflecting the actual hours
12 worked by Class Members, the time entries were rounded and reduced to reflect the scheduled
13 work time rather than the actual hours worked. These unlawfully rounded time entries were
14 inputted into Defendants' payroll system from which wage statements and payroll checks were
15 created.

16 17. Defendants also failed to pay Class Members all wages due and owing because
17 Defendants failed to incorporate non-discretionary, performance-based bonuses and/or cash
18 awards into the regular rate of pay. Contrary to the requirements of the Labor Code and IWC
19 Wage Orders under California law, Defendants did not incorporate these non-discretionary
20 bonuses and/or cash awards paid to the Class Members into the regular rate of pay Defendants
21 used to calculate and pay for overtime pay, double time pay, sick pay, PTO pay, and meal and rest
22 break premiums.

23 18. By implementing policies, programs, practices, procedures and protocols which
24 rounded the hours worked by Class Members down to their detriment and systematically failed to
25 pay for all hours worked, Defendants' willful actions resulted in the systematic underpayment of
26 wages to Class Members, including underpayment of overtime pay to Class Members over the
27 relevant time period. For example, the above described off the clock work addressed above caused
28 Plaintiffs to begin receiving overtime pay later than they should have.

1 19. As a result of the above described unlawful rounding by Defendants and the other
2 wage violations they endured at Defendants' hands, Class Members were not properly paid all
3 wages earned and all wages owed to them by Defendants, including when working more than
4 eight (8) hours in any given day and/or more than forty (40) hours in any given week.

5 20. As a result of Defendants' unlawful policies and practices, Class Members incurred
6 overtime hours worked for which they were not adequately and completely compensated, in
7 addition to the hours they were required to work off the clock. To the extent applicable,
8 Defendants also failed to pay Class Members at an overtime rate of 1.5 times the regular rate for
9 the first eight hours of the seventh consecutive work day in a week and overtime payments at the
10 rate of 2 times the regular rate for hours worked over eight (8) on the seventh consecutive work
11 day, as required under the Labor Code and applicable IWC Wage Orders.

12 21. Therefore, from at least four (4) years prior to the filing of this lawsuit and
13 continuing to the present, Defendants had a consistent policy or practice of failing to pay Class
14 Members for all hours worked, and failing to pay minimum wages for all time worked, as required
15 by California law. Defendants thus failed to pay Class Members at least minimum wages for all
16 the time they worked for Defendants in violation of the Labor Code and applicable IWC Wage
17 Orders as the actual times when Class Members were under the control and direction of
18 Defendants was under reported in the hours reflected on the timekeeping records. Furthermore,
19 Defendants' willful actions resulted in the systematic underpayment of wages to Class Members,
20 including underpayment of overtime pay to Class Members over a period of time.

21 22. Therefore, from at least four (4) years prior to the filing of this lawsuit and
22 continuing to the present, Defendants had a consistent policy or practice of failing to pay Class
23 Members for all hours worked. Also, from at least four (4) years prior to the filing of this lawsuit
24 and continuing to the present, Defendants also had a consistent policy or practice of failing to pay
25 Class Members their true and correct overtime compensation at premium overtime rates for all
26 hours worked in excess of eight (8) hours a day and/or forty (40) hours a week, and double-time
27 rates for all hours worked in excess of twelve (12) hours a day, in violation of Labor Code § 510
28 and the corresponding sections of IWC Wage Orders.

23. Additionally, Defendants failed to provide all the legally required unpaid, off-duty meal periods and all the legally required paid, off-duty rest periods to Class Members, as required by the applicable Wage Order and Labor Code. Class Members were required to perform work as ordered by Defendants for more than five (5) hours during a shift but were often required to do so without receiving a lawful and timely meal break. In addition to untimely meal periods, Defendants also required Class Members to respond to work demands. Defendants placed their needs over Class Members lawful meal and rest breaks and this resulted in Class Members often having to work through their scheduled meal and/or rest breaks, or otherwise taking shortened ones, because the demands of the job would not avail them the opportunity to take a lawfully uninterrupted and off duty meal and/or rest break.

24. On the occasions when Class Members worked over 10 hours in a shift, Defendants also failed to provide them with a second, uninterrupted, timely and duty-free meal period. As a result, Defendants' failure to provide Class Members with all legally required off-duty, unpaid meal periods and all the legally required off-duty, paid rest periods is and will be evidenced by Defendants' business records, or lack thereof. Defendants also failed to pay Class Members "premium pay," i.e. one hour of wages at each Class Member's effective hourly rate of pay, for each meal period or rest break that Defendants failed to provide or deficiently provided.

25. Therefore, for at least four years prior to the filing of this action and through to the present, Defendants have regularly required Class Members to work shifts in excess of five (5) hours without providing them with uninterrupted meal periods of not less than thirty (30) minutes, and shifts in excess of (10) hours without providing them with second meal periods of not less than thirty minutes; nor did Defendants pay Class Members "premium pay," i.e. one hour of wages at each Class Member's effective hourly rate of pay, for each meal period that Defendants failed to provide or deficiently provided.

26. Meal period violations thus occurred in one or more of the following manners:

- (a) Class Members were not provided full thirty-minute duty free meal periods for work days in excess of five (5) hours and were not compensated one (1) hour's wages in lieu thereof, all in violation of, among others, Labor Code

1 §§ 226.7, 512, and the applicable Industrial Welfare Commission Wage
2 Order(s);

3 (b) Class Members were not provided second full thirty-minute duty free meal
4 periods for work days in excess of ten (10) hours;

5 (c) Class Members were required to work through at least part of their daily
6 meal period(s);

7 (d) Meal periods were provided after five (5) hours of continuous work during
8 a shift; and

9 (e) Class Members were restricted in their ability to take a full thirty-minute
10 meal period.

11 27. Class Members were also not authorized and permitted to take lawful rest periods,
12 were systematically required by Defendants to work through or during breaks and were not
13 provided with one (1) hour's wages in lieu thereof. Class Members were restricted in their ability
14 to take their full ten (10) minutes net rest time or were otherwise not provided with duty-free rest
15 periods. Therefore, from at least four years prior to the filing of this lawsuit and continuing to the
16 present, Defendants have consistently failed to provide Class Members with paid rest breaks of not
17 less than ten minutes for every work period of four or more consecutive hours; or major fraction
18 thereof, nor did Defendant pay Class Members premium pay for each day on which requisite rest
19 breaks were not provided or were deficiently provided.

20 28. Rest period violations therefore arose in one or more of the following manners:

21 (a) Class Members were required to work without being provided a minimum
22 ten (10) minute rest period for every four (4) hours or major fraction
23 thereof worked and were not compensated one (1) hour of pay at their
24 regular rate of compensation for each workday that a rest period was not
25 provided;

26 (b) Class Members were not authorized and permitted to take timely rest
27 periods for every four hours worked, or major fraction thereof; and

28 (c) Class Members were required to remain on-duty during rest periods or

otherwise had their rest periods interrupted by work demands.

29. Defendants also consistently failed to issue accurate itemized wage statements as required by Labor Code § 226(a). Specifically, the wage statements given to Class Members failed to incorporate non-discretionary bonuses and/or cash awards into the regular rate of pay used to calculate and pay overtime compensation, double time pay, sick pay, PTO pay, and meal and rest break premiums. Thus, the wage statements do not provide accurate hourly rates for overtime and the statements do not comply with Labor Code § 226(a)(9). Additionally, the wage statements given to Class Members failed to accurately account for unpaid wages and overtime because Defendants had unlawfully rounded time entries to the detriment of the Class Members and their actual hours worked were under-reported. Moreover, the wage statements given to Class Members failed to accurately account for premium pay for deficiently provided meal periods and rest breaks.

30. From at least four (4) years prior to filing this lawsuit and continuing to the present, Defendants have thus also had a consistent policy of failing to pay all wages owed to Class Members at the time of their termination of within seventy-two (72) hours of their resignation, as required by California wage-and-hour laws. Specifically, Class Members were not paid all regular and overtime wages because Defendants failed to pay for all hours worked by unlawfully rounding time entries to the detriment of Class Members and failing to incorporate non-discretionary bonuses and/or cash awards into the regular rate of pay used to calculate and pay overtime compensation, double time pay, sick pay, PTO pay, and meal and rest break premiums. Further, Defendants failed to pay premium wages owed for unprovided meal periods and rest periods, as further detailed in this Complaint. Defendants' failure to pay said wages within the required time was willful within the meaning of Labor Code § 203.

31. Additionally, from at least four (4) years prior to the filing of this lawsuit and continuing to the present, Defendants have regularly required Plaintiffs to incur business expenses in the course of performing their required job duties for Defendants including for purchasing her own masks and for the maintenance of her uniform as well as cell phone expenses, mileage, and office supplies including file folders and binders. Upon information and belief, Class Members

1 incurred similar costs. These expenses incurred by Plaintiffs and Class Members were necessary
2 and required of them in performing their assigned job duties, but Defendants failed to reimburse
3 Plaintiffs and Class Members for all such necessary expenditures, thus entitling them to
4 reimbursement according to proof as required under Labor Code § 2802 and the applicable
5 provisions of the IWC Wage Orders.

6 32. In light of the foregoing, Plaintiffs and Class Members bring this action pursuant
7 to, *inter alia*, Labor Code §§ 201, 202, 203, 204, 210, 226, 226.3, 226.7, 510, 512, 558, 558.1,
8 1174, 1174.5, 1182.12, 1185, 1194, 1194.2, 1197, 1198, 1199, 2802 and California Code of
9 Regulations, Title 8, section 11000 *et seq.*

10 33. Furthermore, pursuant to Business and Professions Code §§ 17200-17208,
11 Plaintiffs and the Class Members seek injunctive relief, restitution, and disgorgement of all
12 benefits Defendants have enjoyed from their violations of Labor Code and the other unfair,
13 unlawful, or fraudulent practices alleged in this Complaint.

14 **CLASS ALLEGATIONS**

15 34. Plaintiffs seek to represent the Subclasses composed of and defined as follows:

16 a. Subclass 1. Minimum Wages Subclass. All Class Members who were not
17 compensated for all hours worked for Defendants at the applicable minimum wage.

18 b. Subclass 2. Wages and Overtime Subclass. All Class Members who were not
19 compensated for all hours worked for Defendants at the required rates of pay, including for all
20 hours worked in excess of eight in a day and/or forty in a week.

21 c. Subclass 3. Meal Period Subclass. All Class Members who were subject to
22 Defendants' policy and/or practice of failing to provide unpaid 30-minute uninterrupted and duty-
23 free meal periods or one hour of pay at the Class Member's regular rate of pay in lieu thereof.

24 d. Subclass 4. Rest Break Subclass. All Class Members who were subject to
25 Defendants' policy and/or practice of failing to authorize and permit Class Members to take
26 uninterrupted, duty-free, 10-minute rest periods for every four hours worked, or major fraction
27 thereof, and failing to pay one hour of pay at the Class Member's regular rate of pay in lieu
28 thereof.

e. Subclass 5. Wage Statement Subclass. All Class Members who, within the applicable limitations period, were not provided with accurate itemized wage statements.

f. Subclass 6. Termination Pay Subclass. All Class Members who, within the applicable limitations period, either voluntarily or involuntarily separated from their employment and were subject to Defendants' policy and/or practice of failing to timely pay wages upon termination.

g. Subclass 7: Failure to Timely Pay Wages Twice Monthly Subclass. All Class Members who were subject to Defendants' policy and practice of not timely paying all wages earned when they were due and payable at least twice monthly.

h. Subclass 8. Payroll Records Subclass. All Class members who were subject to Defendants' policy and/or practice of failing to keep accurate time and wage records as required by California wage-and-hour laws.

i. Subclass 9. Expense Reimbursement Subclass. All Class Members who incurred necessary and reasonable expenses in connection with performing their job duties for Defendant and who were subject to a policy and/or practice under which such expenses were not reimbursed.

j. Subclass 10. UCL Subclass. All Class Members who are owed restitution as a result of Defendants' business acts and practices, to the extent such acts and practices are found to be unlawful, deceptive, and/or unfair.

35. Plaintiffs reserve the right under California Rule of Court 3.765 to amend or modify the class description with greater particularity or further division into subclasses or limitation to particular issues. To the extent equitable tolling operates to toll claims by the Class against Defendants, the Class Period should be adjusted accordingly.

36. Defendants, as a matter of company policy, practice and procedure, and in violation of the applicable Labor Code, Industrial Welfare Commission ("IWC") Wage Order requirements, and the applicable provisions of California law, intentionally, knowingly, and willfully, engaged in a practice whereby Defendants failed to correctly calculate compensation for the time worked by Class Members, even though Defendants enjoyed the benefit of this work, required Class Members to perform this work and permitted or suffered to permit this work. Defendants have

1 uniformly denied these Class Members wages to which these employees are entitled and failed to
2 provide meal periods or authorize and permit rest periods, in order to unfairly cheat the
3 competition and unlawfully profit.

4 37. This action has been brought and may properly be maintained as a class action
5 under the provisions of Code of Civil Procedure § 382 because there is a well-defined community
6 of interest in litigation and proposed class is easily ascertainable.

7 **A. Numerosity**

8 38. The potential members of the class as defined are so numerous that joinder of all
9 the member of the class is impracticable. While the precise number of class member has not been
10 determined at this time, Plaintiffs are informed and believe that Defendants employ or, during the
11 time period relevant to this lawsuit, hundreds of employees who satisfy the Class definition within
12 the State of California.

13 39. Accounting for employee turnover during the relevant time period increases this
14 number substantially. Plaintiffs allege that Defendants' employment records will provide
15 information as to the number and location of all Class Members.

16 **B. Commonality**

17 40. There are questions of law and fact common to the Class that predominates over
18 any questions affecting only individual Class Members. These common questions of law and fact
19 include:

- 20 a. Whether Defendants failed to pay Class Members minimum wages;
- 21 b. Whether Defendants failed to pay Class Members wages for all hours worked;
- 22 c. Whether Defendants failed to pay Class Members overtime as required under Labor
23 Code § 510;
- 24 d. Whether Defendants violated Labor Code §§ 226.7 and 512, and the applicable
25 IWC Wage Orders, by failing to provide Class Members with requisite meal
26 periods or premium pay in lieu thereof;
- 27 e. Whether Defendants violated Labor Code §§ 226.7, and the applicable IWC Wage
28 Orders, by failing to authorize and permit Class Members to take requisite rest

breaks or provide premium pay in lieu thereof;

- f. Whether Defendants violated Labor Code § 226(a) by providing Class Members with inaccurate wage statements;
- g. Whether Defendants violated Labor Code §§ 201, 202, and 203 by failing to pay wages and compensation due and owing at the time of termination of employment;
- h. Whether Defendants' conduct was willful;
- i. Whether Defendants violated Labor Code § 226 and § 1174 and the IWC Wage Orders by failing to maintain accurate records of Class Members' earned wages and work periods;
- j. Whether Defendants violated Labor Code § 1194 by failing to compensate all Class Members during the relevant time period for all hours worked, whether regular or overtime;
- k. Whether Defendants violated Labor Code § 204 by failing to timely pay wages;
- l. Whether Defendants violated Labor Code § 2802 by failing to reimburse all necessary business expenses Defendants required them to incur in performing their job duties;
- m. Whether Defendants violated Labor Code §§ 226 and 1198.5 by failing to produce employment records and pay records;
- n. Whether Defendants violated Business and Professions Code § 17200 *et seq.*; and
- o. Whether Class Members are entitled to equitable relief pursuant to Business and Professions Code § 17200 *et seq.*

C. Typicality

41. The claims of the named plaintiffs are typical of those of Class Members. The Class Members all sustained injuries and damages arising out of and caused by Defendants' common course of conduct in violation of statutes, as well as regulations that have the force and effect of law, as alleged herein.

D. Adequacy of Representation

42. Plaintiffs will fairly and adequately represent and protect the interest of the Class

Members. Counsel who represents Class Members are experienced and competent in litigating employment class actions.

E. Superiority of Class Action

43. A class action is superior to other available means for the fair and efficient adjudication of this controversy. Individual joinder of all Class Members is not practicable, and questions of law and fact common to all Class Members predominate over any questions affecting only individual Class Members. Each Class Member has been damaged and is entitled to recovery by reason of Defendants' illegal policies or practices of failing to compensate Class Members properly.

44. As to the issues raised in this case, a class action is superior to all other methods for the fair and efficient adjudication of this controversy, as joinder of all Class Members is impracticable and many legal and factual questions to be adjudicated apply uniformly to all Class Members. Further, as the economic or other loss suffered by vast numbers of Class Members may be relatively small, the expense and burden of individual actions makes it difficult for the Class Members to individually redress the wrongs they have suffered. Moreover, in the event disgorgement is ordered, a class action is the only mechanism that will permit the employment of a fluid fund recovery to ensure that equity is achieved. There will be relatively little difficulty in managing this case as a class action, and proceeding on a class-wide basis will permit Class Members to vindicate their rights for violations they endured which they would otherwise be foreclosed from receiving in a multiplicity of individual lawsuits that would be cost prohibitive to them.

45. Class action treatment will allow those persons similarly situated to litigate their claims in the manner that is most efficient and economical for the parties and the judicial system. Plaintiffs are unaware of any difficulties in managing this case that should preclude class treatment. Plaintiffs contemplate the eventual issuance of notice to the proposed Class Members that would set forth the subject and nature of the instant action. The Defendants' own business records can be utilized for assistance in the preparation and issuance of the contemplated notices. To the extent that any further notice is required additional media and/or mailings can be used.

46. Defendants, as prospective and actual employers of the Class Members, had a special fiduciary duty to disclose to prospective Class Members the true facts surrounding Defendants' pay practices, policies and working conditions imposed upon Class Members as well as the effect of any alleged arbitration agreements that may have been forced upon them. In addition, Defendants knew they possessed special knowledge about pay practices and policies, most notably intentionally refusing to pay for all hours actually worked which should have been recorded in Defendants' pay records and the consequence of the alleged arbitration agreements and policies and practices on Class Members.

47. Class Members did not discover the fact that they were entitled to all pay under the Labor Code until shortly before the filing of this lawsuit nor was there ever any discussion about Plaintiffs' and the Class' waiver of their Constitutional rights of trial by jury, right to collectively organize and oppose unlawful pay practices under California law as well as obtain injunctive relief preventing such practices from continuing. As a result, the applicable statutes of limitation were tolled until such time as Plaintiffs and the Class Members discovered their claims.

FIRST CAUSE OF ACTION
FAILURE TO PAY MINIMUM WAGES
(Against All Defendants)

48. Plaintiffs re-allege and incorporate all preceding paragraphs, as though set forth in full herein.

49. Defendants failed to pay Class Members minimum wages for all hours worked. Defendants had a consistent policy of misstating Class Members' time records and failing to pay Class Members for all hours worked. Class Members would work hours and not receive wages, including as alleged above in connection unlawful rounding of hours. Defendants, and each of them, have intentionally and improperly changed, adjusted and/or modified the hours of Class Members, which resulted in off the clock work and underpayment of all wages owed to Class Members over a period of time, while benefiting Defendants. Additionally, Defendants failed to incorporate non-discretionary bonuses and/or cash awards into the regular rate of pay used to calculate and pay overtime compensation, double time pay, sick pay, PTO pay, and meal and rest

1 break premiums. During the relevant time period, Defendants thus regularly failed to pay
2 minimum wages to Class Members, to their detriment. Additionally, Defendants had a consistent
3 policy of failing to pay Class Members for hours worked during alleged meal and rest periods for
4 which Class Members were consistently denied, as also addressed herein. Defendants' uniform
5 pattern of unlawful wage and hour practices manifested, without limitation, applicable to the Class
6 as a whole, as a result of implementing a uniform policy and practice that denied accurate
7 compensation to Class Members as to minimum wage pay.

8 50. In California, employees must be paid at least the then applicable state minimum
9 wage for all hours worked. (IWC Wage Order MW-2014). Additionally, pursuant to California
10 Labor Code § 204, other applicable laws and regulations, and public policy, an employer must
11 timely pay its employees for all hours worked. Defendants failed to do so.

12 51. California Labor Code § 1197, entitled "Pay of Less Than Minimum Wage" states:
13 "The minimum wage for employees fixed by the commission is the minimum wage to be paid to
14 employees, and the payment of a less wage than the minimum so fixed is unlawful."

15 52. The applicable minimum wages fixed by the commission for work during the
16 relevant period is found in Paragraph 4(A)-4(D) of the IWC Wage Orders.

17 53. The minimum wage provisions of California Labor Code are enforceable by private
18 civil action pursuant to Labor Code § 1194(a) which states: "Notwithstanding any agreement to
19 work for a lesser wage, any employee receiving less than the legal minimum wage or the legal
20 overtime compensation applicable to the employee is entitled to recover in a civil action the
21 unpaid balance of the full amount of this minimum wage or overtime compensation, including
22 interest thereon, reasonable attorney's fees and costs of suit."

23 54. As described in California Labor Code §§ 1185 and 1194.2, any action for wages
24 incorporates the applicable Wage Order of the California Industrial Welfare Commission. Also,
25 California Labor Code §§ 1194, 1197, 1197.1 and those Industrial Welfare Commission Wage
26 Orders entitle non-exempt employees to an amount equal to or greater than the minimum wage for
27 all hours worked. All hours must be paid at the statutory or agreed rate and no part of this rate may
28 be used as a credit against a minimum wage obligation.

1 55. In committing these violations of the California Labor Code, Defendants
2 inaccurately recorded, or required Class Members to input times that did not reflect their actual
3 hours worked, or calculated the correct time worked and consequently underpaid the actual time
4 worked by Class Members. Defendants acted in an illegal attempt to avoid the payment of all
5 earned wages, and other benefits in violation of the California Labor Code, the Industrial Welfare
6 Commission requirements and other applicable laws and regulations. As a result of these
7 violations, Defendant also failed to timely pay all wages earned in accordance with California
8 Labor Code § 1194.

9 56. California Labor Code § 1194.2 also provides for the following remedies: “In any
10 action under Section 1194 . . . to recover wages because of the payment of a wage less than the
11 minimum wages fixed by an order of the commission, an employee shall be entitled to recover
12 liquidated damages in an amount equal to the wages unlawfully unpaid and interest thereon.”

13 57. In addition to restitution for all unpaid wages, pursuant to California Labor Code §
14 1197.1, Class Members are entitled to recover a penalty of \$100.00 for the initial failure to timely
15 pay each employee minimum wages, and \$250.00 for each subsequent failure to pay each
16 employee minimum wages.

17 58. Pursuant to California Labor Code § 1194.2, Class Members are further entitled to
18 recover liquidated damages in an amount equal to wages unlawfully unpaid and interest thereon.

19 59. Defendants have the ability to pay minimum wages for all time worked and have
20 willfully refused to pay such wages with the intent to secure for Defendants a discount upon this
21 indebtedness with the intent to annoy, harass, oppress, hinder, delay, or defraud Class Members.

22 60. Wherefore, Class Members are entitled to recover the unpaid minimum wages
23 (including double minimum wages), liquidated damages in an amount equal to the minimum
24 wages unlawfully unpaid, interest thereon and reasonable attorney’s fees and costs of suit pursuant
25 to California Labor Code § 1194(a). Plaintiffs and the other members of the Class further request
26 recovery of all unpaid wages, according to proof, interest, statutory costs, as well as the
27 assessment of any statutory penalties against Defendants, in a sum as provided by the California
28 Labor Code, including § 558, and/or other applicable statutes.

1 **SECOND CAUSE OF ACTION**

2 **FAILURE TO PAY WAGES AND OVERTIME UNDER LABOR CODE § 510**

3 **(Against All Defendants)**

4 61. Plaintiffs re-allege and incorporate all preceding paragraphs, as though set forth in
5 full herein.

6 62. California Labor Code § 1194 provides that “any employee receiving less than the
7 legal minimum wage or the legal overtime compensation applicable to the employee is entitled to
8 recover in a civil action the unpaid balance of the full amount of this minimum wage or overtime
9 compensation, including interest thereon, reasonable attorney’s fees, and costs of suit.” The action
10 may be maintained directly against the employer in an employee’s name without first filing a
11 claim with the Division of Labor Standards and Enforcement.

12 63. By their conduct, as set forth herein, Defendants violated California Labor Code §
13 510 (and the relevant orders of the Industrial Welfare Commission) by failing to pay Class
14 Members : (a) time and one-half their regular hourly rates for hours worked in excess of eight (8)
15 hours in a workday or in excess of forty (40) hours in any workweek or for the first eight (8) hours
16 worked on the seventh day of work in any one workweek; or (b) twice their regular rate of pay for
17 hours worked in excess of twelve (12) hours in any one (1) day. or for hours worked in excess of
18 eight (8) hours on any seventh day of work in a workweek.

19 64. Defendants had a consistent policy of not paying Class Members wages for all
20 hours worked, including by unlawfully rounding down actual hours worked as addressed above.
21 Defendants, and each of them, have intentionally and improperly rounded, changed, adjusted
22 and/or modified certain employees’ hours, including Plaintiffs’, in order to avoid paying Class
23 Members all earned and owed straight time and overtime wages and other benefits, in violation of
24 the California Labor Code, the California Code of Regulations and the IWC Wage Orders and
25 guidelines set forth by the Division of Labor Standards and Enforcement. Defendants have also
26 violated these provisions by requiring Class Members to work through portions of their meal
27 period. Therefore, Class Members were not properly compensated, nor were they paid overtime
28 rates for hours worked in excess of eight hours in a given day, and/or forty hours in a given week.

1 Based on information and belief, Defendants did not make available to Class Members a
2 reasonable protocol for correcting time records when Class Members worked overtime hours or to
3 fix incorrect time entries or those that Defendants unlawfully rounded to the Class Members'
4 detriment.

5 65. Defendants' failure to pay Class Members the unpaid balance of regular wages
6 owed and overtime compensation, as required by California law, violates the provisions of Labor
7 Code §§ 510 and 1198, and is therefore unlawful.

8 66. Additionally, Labor Code § 558(a) provides "any employer or other person acting
9 on behalf of an employer who violates, or causes to be violated, a section of this chapter or any
10 provisions regulating hours and days of work in any order of the IWC shall be subject to a civil
11 penalty as follows: (1) For any violation, fifty dollars (\$50) for each underpaid employee for each
12 pay period for which the employee was underpaid in addition to an amount sufficient to recover
13 underpaid wages. (2) For each subsequent violation, one hundred dollars (\$100) for each
14 underpaid employee for each pay period for which the employee was underpaid in addition to an
15 amount sufficient to recover underpaid wages. (3) Wages recovered pursuant to this section shall
16 be paid to the affected employee." Labor Code § 558(c) states, "the civil penalties provided for in
17 this section are in addition to any other civil or criminal penalty provided by law." Defendants
18 have violated provisions of the Labor Code regulating hours and days of work as well as the IWC
19 Wage Orders. Accordingly, Plaintiffs and the Class Members seek the remedies set forth in Labor
20 Code § 558.

21 67. Defendants' failure to pay compensation in a timely fashion also constituted a
22 violation of California Labor Code § 204, which requires that all wages shall be paid
23 semimonthly. From four (4) years prior to the filing of this lawsuit to the present, in direct
24 violation of that provision of the California Labor Code, Defendants have failed to pay all wages
25 and overtime compensation earned by Class Members. Each such failure to make a timely
26 payment of compensation to Class Members constitutes a separate violation of California Labor
27 Code § 204.

28 68. Class Members have been damaged by these violations of California Labor Code

1 §§ 204 and 510 (and the relevant orders of the Industrial Welfare Commission).

2 69. Consequently, pursuant to the California Labor Code, including Labor Code §§
3 204, 510, 558, and 1194, and the applicable IWC Wage Order, paragraph 3(A) and 4(B),
4 Defendants are liable to Class Members for the full amount of all their unpaid wages and overtime
5 compensation, with interest, plus their reasonable attorneys' fees and costs, as well as the
6 assessment of any statutory penalties against Defendants, and each of them, and any additional
7 sums as provided by the Labor Code and/or other statutes.

8 **THIRD CAUSE OF ACTION**

9 **MEAL-PERIOD LIABILITY UNDER LABOR CODE § 226.7**

10 **(Against All Defendants)**

11 70. Plaintiffs re-allege and incorporate all preceding paragraphs, as though set forth in
12 full herein.

13 71. Class Members regularly worked shifts greater than five (5) hours and in some
14 instances, greater than ten (10) hours. Pursuant to Labor Code § 512 an employer may not employ
15 someone for a shift of more than five (5) hours without providing him or her with a meal period of
16 not less than thirty (30) minutes or for a shift of more than ten (10) hours without providing him or
17 her with a second meal period of not less than thirty (30) minutes.

18 72. Defendants failed to provide Class Members with meal periods as required under
19 the Labor Code. Defendants placed their needs over Class Members lawful meal breaks and this
20 resulted in Class Members consistently having to work through their scheduled meal breaks
21 because the demands of the job would not avail them the opportunity to take a lawfully
22 uninterrupted and off-duty meal break. Furthermore, upon information and belief, on the occasions
23 when Class Members worked more than ten (10) hours in a given shift, they did so without
24 receiving a second uninterrupted thirty (30) minute meal period as required by law.

25 73. Defendants thus failed to provide Class Members with meal periods as required by
26 the Labor Code, including by not providing them with the opportunity to take meal breaks, by
27 providing them late or for less than thirty (30) minutes, or by requiring them to perform work
28 during breaks.

74. Moreover, Defendants failed to compensate Class Members for each meal period not provided or inadequately provided, as required under Labor Code § 226.7 and paragraph 11 of the applicable IWC Wage Orders, which provide that, if an employer fails to provide an employee a meal period in accordance with this section, the employer shall pay the employee one (1) hour of pay at the employee's regular rate of compensation for each workday that the meal period is not provided. Defendants failed to compensate Class Members for each meal period not provided or inadequately provided, as required under Labor Code § 226.7.

75. Therefore, pursuant to Labor Code § 226.7 and the applicable IWC Wage Order, paragraph 11, Class Members are entitled to damages in an amount equal to one (1) hour of wages at their effective hourly rates of pay for each meal period not provided or deficiently provided, a sum to be proven at trial, as well as the assessment of any statutory penalties against the Defendants, and each of them, in a sum as provided by the Labor Code and other statutes.

FOURTH CAUSE OF ACTION

REST-BREAK LIABILITY UNDER LABOR CODE § 226.7

(Against All Defendants)

76. Plaintiffs re-allege and incorporate all preceding paragraphs, as though set forth in full herein.

77. Labor Code §§ 226.7 and paragraph 12 of the applicable IWC Wage Orders provide that employers must authorize and permit all employees to take rest periods at the rate of ten (10) minutes net rest time per four (4) work hours.

78. Class Members consistently worked consecutive four (4) hour shifts and were generally scheduled for shifts of greater than 3.5 hours total, thus requiring Defendants to authorize and permit them to take rest periods. Pursuant to the Labor Code and the applicable IWC Wage Order, Class Members were entitled to paid rest breaks of not less than ten (10) minutes for each consecutive four (4) hour shift, and Defendants failed to provide Class Members with timely rest breaks of not less than ten (10) minutes for each consecutive four (4) hour shift. Defendants placed their needs over Class Members lawful rest breaks and this resulted in Class Members consistently having to work through their scheduled rest breaks because the demands of the job

1 would not avail them the opportunity to take a lawfully uninterrupted and off-duty rest break.
2 Thus, Class Members were consistently denied of their rest breaks.

3 79. Labor Code §§ 226.7 and paragraph 12 of the applicable IWC Wage Orders
4 provide that if an employer fails to provide an employee rest period in accordance with this
5 section, the employer shall pay the employee one (1) hour of pay at the employee's regular rate of
6 compensation for each workday that the rest period is not provided.

7 80. Defendants, and each of them, have therefore intentionally and improperly denied
8 rest periods to Class Members in violation of Labor Code §§ 226.7 and 512 and paragraph 12 of
9 the applicable IWC Wage Orders.

10 81. Defendants failed to authorize and permit Class Members to take rest periods, as
11 required by the Labor Code. Moreover, Defendants did not compensate Class Members with an
12 additional hour of pay at each Class Member's effective hourly rate for each day that Defendants
13 failed to provide them with adequate rest breaks, as required under Labor Code § 226.7.

14 82. Therefore, pursuant to Labor Code § 226.7 and paragraph 12 of the applicable IWC
15 Wage Orders, Class Members are entitled to damages in an amount equal to one (1) hour of wages
16 at their effective hourly rates of pay for each day worked without the required rest breaks, a sum to
17 be proven at trial, as well as the assessment of any statutory penalties against Defendants, and each
18 of them, in a sum as provided by the Labor Code and/or other statutes.

19 **FIFTH CAUSE OF ACTION**
20 **VIOLATION OF LABOR CODE § 226(a)**
21 **(Against All Defendants)**

22 83. Plaintiffs re-allege and incorporate all preceding paragraphs, as though set forth in
23 full herein.

24 84. California Labor Code § 226(a) requires an employer to furnish each of his or her
25 employees with an accurate, itemized statement in writing showing the gross and net earnings,
26 total hours worked, and the corresponding number of hours worked at each hourly rate; these
27 statements must be appended to the detachable part of the check, draft, voucher, or whatever else
28 serves to pay the employee's wages; or, if wages are paid by cash or personal check, these

1 statements may be given to the employee separately from the payment of wages; in either case the
2 employer must give the employee these statements twice a month or each time wages are paid.

3 85. Defendants failed to provide Class Members with accurate itemized wage
4 statements in writing, as required by the Labor Code. Specifically, the wage statements given to
5 Class Members failed to incorporate non-discretionary bonuses and/or cash awards into the regular
6 rate of pay used to calculate and pay overtime compensation, double time pay, sick pay, PTO pay,
7 and meal and rest break premiums. Thus, the wage statements do not provide accurate hourly rates
8 for overtime and the statements do not comply with Labor Code § 226(a)(9). Additionally, the
9 wage statements given to Class Members failed to accurately account for unpaid wages and
10 overtime because Defendants had unlawfully rounded time entries to the detriment of the Class
11 Members and their actual hours worked were under-reported. Moreover, the wage statements
12 given to Class Members failed to accurately account for premium pay for deficiently provided
13 meal periods and rest breaks.

14 86. Throughout the liability period, Defendants intentionally failed to furnish to Class
15 Members, upon each payment of wages, itemized statements accurately showing: (1) gross wages
16 earned, (2) total hours worked by the employee, (3) the number of piece-rate units earned and any
17 applicable piece rate paid on a piece-rate basis, (4) all deductions, (5) net wages earned, (6) the
18 inclusive dates of the period for which the employee is paid, (7) the name of the employee and
19 only the last four digits of his or her social security number or an employee identification number
20 other than a social security number, (8) the name and address of the legal entity that is the
21 employer and (9) all applicable hourly rates in effect during the pay period and the corresponding
22 number of hours worked at each hourly rate by the employee pursuant to Labor Code § 226,
23 amongst other statutory requirements. Defendants knowingly and intentionally failed to provide
24 Class Members with such timely and accurate wage and hour statements.

25 87. Class Members suffered injury as a result of Defendants' knowing and intentional
26 failure to provide them with the accurate wage and hour statements as required by law and are
27 presumed to have suffered injury and be entitled to penalties under Labor Code § 226(e), as the
28 Defendants have failed to provide wage statements with accurate and complete information as

1 required by any one or more of items Labor Code § 226 (a)(1) to (9), inclusive, and Class
2 Members cannot promptly and easily determine from the wage statement alone one or more of the
3 following: (i) The amount of the gross wages or net wages paid to the employee during the pay
4 period or any of the other information required to be provided on the itemized wage statement
5 pursuant to items (2) to (4), inclusive, (6), and (9) of subdivision (a), (ii) Which deductions the
6 employer made from gross wages to determine the net wages paid to the employee during the pay
7 period, (iii) The name and address of the employer and, (iv) The name of the employee and only
8 the last four digits of his or her social security number or an employee identification number other
9 than a social security number. For purposes of Labor Code § 226(e) “promptly and easily
10 determine” means a reasonable person [i.e. an objective standard] would be able to readily
11 ascertain the information without reference to other documents or information.

12 88. Therefore, as a direct and proximate cause of Defendants’ violation of Labor Code
13 § 226(a), Class Members suffered injuries, including among other things confusion over whether
14 they received all wages owed them, the difficulty and expense involved in reconstructing pay
15 records, and forcing them to make mathematical computations to analyze whether the wages paid
16 in fact compensated them correctly for all hours worked.

17 89. Pursuant to Labor Code §§ 226(a) and 226(e) and 1174, and the applicable IWC
18 Wage Order, paragraph 7(B), Class Members are entitled to recover the greater of all actual
19 damages or fifty dollars (\$50) for the initial pay period in which a violation occurs and one
20 hundred dollars (\$100) for each violation in a subsequent pay period, not exceeding an aggregate
21 penalty of four thousand dollars (\$4,000). They are also entitled to an award of costs and
22 reasonable attorneys’ fees.

23 **SIXTH CAUSE OF ACTION**
24 **VIOLATION OF LABOR CODE § 203**
25 **(Against All Defendants)**

26 90. Plaintiffs re-allege and incorporate all preceding paragraphs, as though set forth in
27 full herein.

28 91. Numerous Class Members are no longer employed by Defendants; they either quit

1 Defendants' employ or were fired therefrom.

2 92. Defendants failed to pay these Class Members all wages due and certain at the time
3 of termination or within seventy-two (72) hours of resignation.

4 93. The wages withheld from these Class Members by Defendants remained due and
5 owing for more than thirty (30) days from the date of separation from employment.

6 94. Defendants failed to pay Class Members without abatement, all wages as defined
7 by applicable California law. Specifically, Class Members were not paid all regular and overtime
8 wages because Defendants failed to pay for all hours worked by unlawfully rounding time entries
9 to the detriment of Class Members and failing to incorporate non-discretionary bonuses and/or
10 cash awards into the regular rate of pay used to calculate and pay overtime compensation, double
11 time pay, sick pay, PTO pay, and meal and rest break premiums. Further, Defendants failed to pay
12 premium wages owed for unprovided meal periods and rest periods, as further detailed in this
13 Complaint. Defendants' failure to pay said wages within the required time was willful within the
14 meaning of Labor Code § 203. Defendants' failure to pay said wages within the required time was
15 willful within the meaning of Labor Code § 203.

16 95. Defendants' failure to pay wages, as alleged entitles these Class Members to
17 penalties under Labor Code § 203, which provides that an employee's wages shall continue until
18 paid for up to thirty (30) days from the date they were due.

19 **SEVENTH CAUSE OF ACTION**

20 **VIOLATION OF LABOR CODE § 204**

21 **(Against All Defendants)**

22 96. Plaintiffs re-allege and incorporate all preceding paragraphs, as though set forth in
23 full herein.

24 97. Labor Code § 204 instructs that: "All wages, ...earned by any person in any
25 employment are due and payable twice during each calendar month, on days designated in
26 advance by the employer as the regular paydays. Labor performed between the 1st and 15th days,
27 inclusive, of any calendar month shall be paid for between the 16th and the 26th day of the month
28 during which the labor was performed, and labor performed between the 16th and the last day,

1 inclusive, of any calendar month, shall be paid for between the 1st and 10th day of the following
2 month.” Additionally, the requirements of this section shall be deemed satisfied by the payment of
3 wages for weekly, biweekly, or semimonthly payroll if the wages are paid not more than seven
4 calendar days following the close of the payroll period.” As detailed above, Defendants
5 maintained a consistently applied policy and practice of not paying all wages earned between the
6 1st and 15th days of a month between the 16th and 26th day and failed to pay all wages earned
7 between the 16th and the last day of the month between the 1st and 10th day of the following month.
8 Defendants similarly failed to pay all wages earned by not more than seven calendar days
9 following the close of the payroll period. These failures all arose from either Defendants’ failure to
10 pay for all hours worked or failure to pay all earned commission wages.

11 98. All wages due and owing to Plaintiffs and the Class Members, including as
12 required under Labor Code § 510, were therefore not timely paid by Defendants, as addressed in
13 detail above. Additionally, wages required by Labor Code § 1194 and other sections became due
14 and payable to each Class Member in each pay period that he or she was not provided with a meal
15 period or rest period or paid straight or overtime wages or commissions to which he or she was
16 entitled.

17 99. Defendants thus violated Labor Code § 204 by systematically refusing to pay
18 wages due under the Labor Code, as addressed above. Additionally, under paragraph 4(B) of the
19 applicable IWC Wage Orders, employers are required “to pay each employee, on the established
20 payday for the period involved, not less than the applicable minimum wage for all hours worked in
21 the payroll period, ...” Under Labor Code § 1198, “[t]he employment of any employee for longer
22 hours than those fixed by the order or under conditions of labor prohibited by the order is
23 unlawful.” Plaintiffs and the Class Members may therefore pursue damages and penalties for
24 violations of Labor Code § 204 and paragraph 4(B) of the applicable IWC Wage Orders, including
25 penalties under paragraph 20 of the applicable IWC Wage Orders.

26 100. As a result of the unlawful acts of Defendants, Plaintiffs and Class
27 Members seek to represent they have been deprived of wages in amounts to be determined at trial,
28 and they are entitled to recovery of such amounts, plus interest and penalties thereon, attorneys’

1 fees, and costs, pursuant to Labor Code § 210, 218.5, 1194 and 1198, and paragraphs 4(B) and 20
2 of the applicable IWC Wage Orders.

3 **EIGHTH CAUSE OF ACTION**

4 **FAILURE TO KEEP REQUIRED PAYROLL RECORDS UNDER LABOR CODE § 1174**
5 **AND 1174.5**

6 **(Against All Defendants)**

7 101. Plaintiffs re-allege and incorporate all preceding paragraphs, as though set
8 forth in full herein.

9 102. California Labor Code § 1174 requires that all employers shall keep
10 accurate time and wage records for all employees. California Labor Code § 1174.5 further requires
11 that any employee suffering injury due to a willful violation of the aforementioned obligations
12 may seek damages, including civil penalties, from the employer.

13 103. During the course of Plaintiffs' and Class Members' employment,
14 Defendants consistently failed to maintain accurate time and wage records for Plaintiffs and Class
15 Members as required by California Labor Code § 1174 by failing to pay Plaintiffs and Class
16 Members proper wages, overtime, and premium pay as discussed above.

17 104. Accordingly, Defendants are liable for civil penalties pursuant to the
18 California Labor Code § 1174.5 for the three (3) years prior to the filing of this Complaint.

19 **NINTH CAUSE OF ACTION**

20 **REIMBURSEMENT OF NECESSARY EXPENDITURES UNDER LABOR CODE § 2802**

21 **(Against All Defendants)**

22 105. Plaintiffs re-allege and incorporate all preceding paragraphs as though set
23 forth in full herein.

24 106. Under Labor Code § 2802(a) an employer must indemnify its employees for
25 all necessary expenditures or losses incurred by the employee in direct consequence of the
26 discharge of his or her duties, or of his or her obedience to the directions of the employer.

27 107. Defendants have regularly required Plaintiffs to incur business expenses in
28 the course of performing their required job duties for Defendants including for purchasing her own

1 masks and for the maintenance of her uniform, as well as cell phone expenses, mileage, and office
2 supplies including file folders and binders. Upon information and belief, Class Members incurred
3 similar costs. These expenses incurred by Plaintiffs and Class Members were necessary and
4 required of them in performing their assigned job duties, but Defendants failed to reimburse
5 Plaintiffs and Class Members for all such necessary expenditures, thus entitling them to
6 reimbursement according to proof as required under Labor Code § 2802 and the applicable
7 provisions of the IWC Wage Orders, paragraph 9.

8 108. As a result of the unlawful acts of Defendants, Class Members have been
9 deprived of reimbursement in amounts to be determined at trial; they are entitled to recovery of
10 such amounts, plus interest and penalties thereon, attorneys' fees, and costs.

11 **TENTH CAUSE OF ACTION**

12 **VIOLATION OF BUSINESS & PROFESSIONS CODE § 17200 *ET SEQ.***

13 **(Against All Defendants)**

14 109. Plaintiffs re-allege and incorporate all preceding paragraphs, as though set
15 forth in full herein.

16 110. Plaintiffs, on behalf of themselves, Class Members, and the general public,
17 brings this claim pursuant to Business & Professions Code § 17200 *et seq.* The conduct of
18 Defendants as alleged in this Complaint has been and continues to be unfair, unlawful, and
19 harmful to Class Members and the general public. Plaintiffs seek to enforce important rights
20 affecting the public interest within the meaning of Code of Civil Procedure § 1021.5.

21 111. Plaintiffs are "persons" within the meaning of Business & Professions Code
22 § 17204, has suffered injury, and therefore has standing to bring this cause of action for injunctive
23 relief, restitution, and other appropriate equitable relief.

24 112. Business & Professions Code § 17200 *et seq.* prohibits unlawful and unfair
25 business practices. By the conduct alleged herein, Defendants' practices were deceptive and
26 fraudulent in that Defendants' policy and practice failed to provide the required amount of
27 compensation for missed meal and rest breaks, and failed to adequately compensate Class
28 Members for all hours worked, due to systematic business practices as alleged herein that cannot

1 be justified, pursuant to the applicable California Labor Code and Industrial Welfare Commission
2 requirements in violation of California Business and Professions Code §§ 17200, *et seq.*, and for
3 which this Court should issue injunctive and equitable relief, pursuant to California Business &
4 Professions Code § 17203, including restitution of wages wrongfully withheld.

5 113. Wage-and-hour laws express fundamental public policies. Paying
6 employees their wages and overtime, providing them with meal periods and rest breaks, etc., are
7 fundamental public policies of California. Labor Code § 90.5(a) articulates the public policies of
8 this State vigorously to enforce minimum labor standards, to ensure that employees are not
9 required or permitted to work under substandard and unlawful conditions, and to protect law-
10 abiding employers and their employees from competitors who lower costs to themselves by failing
11 to comply with minimum labor standards.

12 114. Defendants have violated statutes and public policies. Through the conduct
13 alleged in this Complaint Defendants have acted contrary to these public policies, have violated
14 specific provisions of the Labor Code, and have engaged in other unlawful and unfair business
15 practices in violation of Business & Professions Code § 17200 *et seq.*; which conduct has deprived
16 Plaintiffs, and all persons similarly situated, and all interested persons, of the rights, benefits, and
17 privileges guaranteed to all employees under the law.

18 115. Defendants' conduct, as alleged above, constitutes unfair competition in
19 violation of the Business & Professions Code § 17200 *et seq.*

20 116. Defendants, by engaging in the conduct herein alleged, by failing to pay
21 wages and overtime, failing to provide meal periods and rest breaks, etc., either knew or in the
22 exercise of reasonable care should have known that their conduct was unlawful; therefore their
23 conduct violates the Business & Professions Code § 17200 *et seq.*

24 117. By the conduct alleged herein, Defendants have engaged and continue to
25 engage in a business practice which violates California and federal law, including but not limited
26 to, the applicable Industrial Wage Order(s), the California Code of Regulations, and the California
27 Labor Code including Sections 203, 204, 226, 226.7, 512, 1194, 1197, and 1198, for which this
28 Court should issue declaratory and other equitable relief pursuant to California Business &

1 Professions Code § 17203 as may be necessary to prevent and remedy the conduct held to
2 constitute unfair competition, including restitution of wages wrongfully withheld.

3 118. As a proximate result of the above-mentioned acts of Defendants, Class
4 Members have been damaged, in a sum to be proven at trial.

5 119. Unless restrained by this Court Defendants will continue to engage in such
6 unlawful conduct as alleged above. Pursuant to the Business & Professions Code, this Court
7 should make such orders or judgments, including the appointment of a receiver, as may be
8 necessary to prevent the use by Defendants or their agents or employees of any unlawful or
9 deceptive practice prohibited by the Business & Professions Code, including but not limited to the
10 disgorgement of such profits as may be necessary to restore Class Members to the money
11 Defendants have unlawfully failed to pay.

12 **RELIEF REQUESTED**

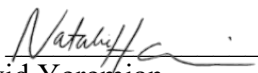
13 WHEREFORE, Plaintiffs pray for the following relief:

- 14 1. For an order certifying this action as a class action;
- 15 2. For compensatory damages in the amount of the unpaid minimum wages for work
16 performed by Class Members and unpaid overtime compensation from at least four (4) years prior
17 to the filing of this action, as may be proven;
- 18 3. For liquidated damages in the amount equal to the unpaid minimum wage and
19 interest thereon, from at least four (4) years prior to the filing of this action, according to proof;
- 20 4. For compensatory damages in the amount of all unpaid wages, including overtime
21 and double-time pay, as may be proven;
- 22 5. For compensatory damages in the amount of the hourly wage made by Class
23 Members for each missed or deficient meal period where no premium pay was paid therefor from
24 four (4) years prior to the filing of this action, as may be proven;
- 25 6. For compensatory damages in the amount of the hourly wage made by Class
26 Members for each day requisite rest breaks were not provided or were deficiently provided where
27 no premium pay was paid therefor from at least four (4) years prior to the filing of this action, as
28 may be proven;

- 1 7. For penalties pursuant to Labor Code § 226(e) for Class Members, as may be
2 proven;
- 3 8. For penalties pursuant to Labor Code § 203 for all Class Members who quit or were
4 fired in an amount equal to their daily wage times thirty (30) days, as may be proven;
- 5 9. For restitution and/or damages for all amounts unlawfully withheld from the wages
6 for all class members in violation of Labor Code § 204, as may be proven;
- 7 10. For restitution and/or damages for all amounts unlawfully withheld from the wages
8 for all Class Members in violation of Labor Code § 2802, as may be proven;
- 9 11. For restitution for unfair competition pursuant to Business & Professions Code
10 § 17200 *et seq.*, including disgorgement or profits, as may be proven;
- 11 12. For an order enjoining Defendants and their agents, servants, and employees, and
12 all persons acting under, in concert with, or for them, from acting in derogation of any rights or
13 duties adumbrated in this Complaint;
- 14 13. For other wages and penalties under the Labor Code as may be proven;
- 15 14. For all general, special, and incidental damages as may be proven;
- 16 15. For an award of pre-judgment and post-judgment interest;
- 17 16. For an award providing for the payment of the costs of this suit;
- 18 17. For an award of attorneys' fees; and
- 19 18. For such other and further relief as this Court may deem proper and just.

20
21 DATED: September 27, 2024

D.LAW, INC.

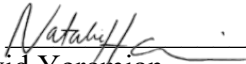
22
23 By: 
24 David Yeremian
25 Natalie Haritonian
26 Attorneys for Plaintiffs XOCHITL
27 D'OLEIRE, MARISELA REYES, ROSA
28 MARIN, and all others similarly situated

DEMAND FOR JURY TRIAL

Plaintiffs hereby demands trial of their claims by jury to the extent authorized by law.

DATED: September 27, 2024

D.LAW, INC.

By: 
David Yereimian
Natalie Haritounian
Attorneys for Plaintiff XOCHITL
D'OLEIRE, MARISELA REYES, ROSA
MARIN, and all others similarly situated

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I am employed in the aforesaid county, State of California; I am over the age of 18 years and not a party to the within action; my business address is 450 Brand Blvd, Suite 840 Glendale, CA 91203.

Frost Brown Todd LLP

jwerner@fbtlaw.com

smay@fbtlaw.com

dheflin@fbtlaw.com

jjeter@fbtlaw.com

Santa Ana, CA 92707

(949)892-0047- Mobile


Silvia Pimentel