

HAINES LAW GROUP, APC

Paul K. Haines (SBN 248226)
phaines@haineslawgroup.com
Sean M. Blakely (SBN 264384)
sblakely@haineslawgroup.com
Joel M. Gordon (SBN 280721)
jgordon@haineslawgroup.com
2155 Campus Drive, Suite 180
El Segundo, California 90245
Tel: (424) 292-2350
Fax: (424) 292-2355

Attorneys for Plaintiff

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF CONTRA COSTA

CARISSIA ELKINS, as an individual and on
behalf of all others similarly situated,

Plaintiff,

vs.

FOOD 4 LESS OF CALIFORNIA, INC., a
California corporation; RALPHS GROCERY
COMPANY, an Ohio corporation, d/b/a
FOODS CO.; and DOES 1 through 100,

Defendants.

Case No. C24-02383

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

- (1) **MINIMUM WAGE VIOLATIONS
(LABOR CODE §§ 1182.12, 1194,
1194.2, 1197);**
- (2) **FAILURE TO PAY ALL
OVERTIME WAGES (LABOR
CODE §§ 204, 510, 1194 and 1198);**
- (3) **MEAL PERIOD VIOLATIONS
(LABOR CODE §§ 226.7, 512, and
558);**
- (4) **REST PERIOD VIOLATIONS
(LABOR CODE §§ 226.7, 516, and
558);**
- (5) **WAGE STATEMENT VIOLATIONS
(LABOR CODE § 226 *et seq.*);**
- (6) **UNFAIR COMPETITION (BUS &
PROF CODE § 17200 *et seq.*); and**
- (7) **CIVIL PENALTIES UNDER THE
PRIVATE ATTORNEYS
GENERAL ACT (LABOR CODE
§ 2698 *et seq.*).**

**DEMAND FOR JURY TRIAL
UNLIMITED CIVIL CASE**

1 Plaintiff Carissia Elkins (“Plaintiff”) hereby brings this First Amended Class and
2 Representative Action Complaint (“Complaint”) against Defendants Food 4 Less of California,
3 Inc., a California corporation; Ralphs Grocery Company, an Ohio corporation, d/b/a Foods Co.;
4 and DOES 1 through 100, inclusive (collectively, “Defendants”), and on information and belief
5 allege as follows:

6 **JURISDICTION**

7 1. Plaintiff, on behalf of herself and all others similarly situated, hereby brings this
8 Complaint for recovery of unpaid wages and penalties under Labor Code §§ 201-204, 226 *et seq.*,
9 226.7, 510, 512, 516, 558, 1182.12, 1194, 1194.2, 1197, 1198, and 2698 *et seq.*, California
10 Business & Professions Code § 17200 *et seq.*, and Industrial Welfare Commission Wage Order
11 No. 7 (“Wage Order 7”), in addition to seeking declaratory relief and restitution. This Complaint
12 is brought pursuant to California Code of Civil Procedure § 382. This Court has jurisdiction over
13 Defendants’ violations of the California Labor Code because the amount in controversy exceeds
14 this Court's jurisdictional minimum.

15 **VENUE**

16 2. Venue is proper in this judicial district pursuant to California Code of Civil
17 Procedure §§ 395(a) and 395.5, as at least some of the acts and omissions complained of herein
18 occurred in Contra Costa County. Defendants own, maintain offices, transact business, have an
19 agent or agents within Contra Costa County, and/or otherwise are found within Contra Costa
20 County, and Defendants are within the jurisdiction of this Court for purposes of service of process.

21 **PARTIES**

22 3. Plaintiff is an individual over the age of eighteen (18). At all relevant times herein,
23 Plaintiff was, and currently is, a resident of California. Within the statute of limitations periods
24 applicable to each cause of action pled herein, Plaintiff was employed by Defendants as a non-
25 exempt employee. Plaintiff was, and is, a victim of Defendants’ policies and/or practices
26 complained of herein, lost money and/or property, and has been deprived of the rights guaranteed
27 to her by Labor Code §§ 201-204, 226 *et seq.*, 226.7, 510, 512, 516, 558, 1182.12, 1194, 1194.2,
28 1197, 1198, and 2698 *et seq.*, California Business & Professions Code § 17200 *et seq.*, and Wage

Order 7, which sets employment standards for the “Mercantile Industry”

4. Plaintiff is informed and believe, and based thereon alleges, that during the time period relevant to this action, Defendants did (and do) business by own and operate discount grocery stores throughout California.

5. Plaintiff is informed and believes, and based thereon alleges, that at all times mentioned herein, Defendants were licensed to do business in California and were the employers of Plaintiff and of the members of the Classes (as defined in Paragraph 14).

6. Plaintiff does not know the true names, capacities, relationships, and/or the extent of participation of Defendants DOES 1 through 100, inclusive, in the conduct alleged in this Complaint. For that reason, Defendants DOES 1 through 100, inclusive, are sued under such fictitious names. Plaintiff prays for leave to amend this Complaint when their true names and capacities are known. Plaintiff is informed and believes, and based thereon alleges, that each fictitiously named Respondent is and was responsible in some way for the alleged wage-and-hour violations and other wrongful conduct that subjected Plaintiff and the Classes, as defined below, to the illegal employment practices, wrongs and injuries complained of herein. All references in this Complaint to “Defendants” shall be deemed to include all DOE Defendants.

7. At all times herein mentioned, each of said Defendants participated in the doing of the acts hereinafter alleged to have been done by the named Defendants; and furthermore, the Defendants, and each of them, were the agents, servants, and employees of each and every one of the other Defendants, as well as the agents of all Defendants, and at all times herein mentioned were acting within the course and scope of said agency and employment. Defendants, and each of them, approved of, condoned, and/or otherwise ratified each and every one of the acts or omissions complained of herein.

8. At all times mentioned herein, Defendants, and each of them, were members of and engaged in a joint venture, partnership, and common enterprise, and acted within the course and scope of and in pursuance of said joint venture, partnership, and common enterprise. Further, Plaintiff alleges that all Defendants were joint employers for all purposes of Plaintiff and the Classes (as defined in Paragraph 14).

1 ///

2 **GENERAL FACTUAL ALLEGATIONS**

3 9. Defendants employed Plaintiff in the non-exempt job position of “Courtesy Clerk”
4 (or similarly titled position) at a Food 4 Less store in Pittsburg, California. Plaintiff was employed
5 by Defendants from approximately January 2024 until the present.

6 10. During Plaintiff’s employment with Defendants, Defendants utilized a
7 timekeeping system which resulted in Plaintiff and other non-exempt employees not being
8 compensated for all hours actually worked, whether by rounding, time-shaving, or otherwise.
9 Upon information and belief, this timekeeping system recorded hours worked to the minute;
10 however, Defendants rounded Plaintiff’s and other non-exempt employees’ hours, so that over a
11 period of time they were deprived of all minimum and overtime wages. Defendants’ timekeeping
12 policies/practices were not even-handed and have resulted in Plaintiff and other non-exempt
13 employees not being compensated for all hours worked.

14 11. Defendants also failed to provide Plaintiff and other non-exempt employees with
15 all legally compliant meal periods due to Defendants’ meal period policies/practices, which have
16 resulted in late (commencing after the fifth hour of work), short (fewer than 30 minutes), and
17 missed meal periods. Plaintiff and other non-exempt employees were frequently interrupted
18 during their meal periods and made to work off the clock. Plaintiff was also never provided with
19 meal periods that were a full 30 minutes of “net rest” in an area away from the work station that
20 is appropriate for rest, which employers are required by the Wage Order to maintain for their
21 employees to use during their meal and rest periods. Meal periods were frequently interrupted
22 with work demands. Furthermore, because of the distance between the breakroom, the time
23 clocks, and the areas where Plaintiff performed her work duties, Plaintiff and other non-exempt
24 employees would have to shorten their meal periods several minutes in order to clock out for only
25 30 minutes at their meal periods. Thus, Plaintiff and other non-exempt employees were not
26 provided with full 30-minute meal periods of net rest in an area appropriate for rest away from
27 the workstation. In addition, Defendants failed to provide Plaintiff and other non-exempt
28 employees with second meal periods on shifts over 10.0 hours. On those occasions when Plaintiff

1 was not provided with all legally required meal periods to which they were entitled, Defendants
2 failed to compensate Plaintiff with the required meal period premium for each workday in which
3 they experienced a meal period violation as mandated by Labor Code § 226.7. Upon information
4 and belief, during at least a portion of the relevant time period, Defendants maintained no payroll
5 code for paying meal period premiums under Labor Code § 226.7.

6 12. Defendants have also failed to authorize and permit all required rest periods for
7 Plaintiff and other non-exempt employees. Specifically, Defendants have often failed to authorize
8 and permit an uninterrupted 10-minute rest period for every four hours worked or major fraction
9 thereof due to work demands imposed by Defendants. Plaintiff was also never provided with rest
10 periods that were a full 30 minutes of “net rest” in an area away from the work station that is
11 appropriate for rest, which employers are required by the Wage Order to maintain for their
12 employees to use during their meal and rest periods. Rest periods were frequently interrupted with
13 work demands. Furthermore, because of the distance between the breakroom and the areas where
14 Plaintiff performed her work duties, Plaintiff and other non-exempt employees would have to
15 shorten their meal periods several minutes in order to clock out for only 30 minutes at their rest
16 periods. Thus, Plaintiff and other non-exempt employees were not provided with full 30-minute
17 meal periods of net rest in an area appropriate for rest away from the workstation. On those
18 occasions when Plaintiff was not authorized and permitted all legally required rest periods to
19 which they were entitled, Defendants failed to compensate Plaintiff with the required rest period
20 premium for each workday in which they experienced a rest period violation as mandated by
21 Labor Code § 226.7. Upon information and belief, during at least a portion of the relevant time
22 period, Defendants maintained no payroll code for paying rest period premiums under Labor Code
23 § 226.7.

24 13. As a result of Defendants’ failure to compensate Plaintiff and other non-exempt
25 employees for all minimum wages, overtime wages, and all meal and rest period premium wages,
26 Defendants maintained inaccurate payroll records and failed to issue accurate, compliant,
27 itemized wage statements.

28 / / /

1 ///

2 **CLASS ACTION ALLEGATIONS**

3 14. Class Definitions: Plaintiff brings this Complaint on behalf of themselves and the
4 following Classes pursuant to § 382 of the Code of Civil Procedure:

5 a. The Minimum Wage Class consists of all of Defendants' current and former non-
6 exempt employees in California who were subject to Defendants' timekeeping
7 policies and/or practices, during the four years immediately preceding the filing of
8 the Complaint through the present.

9 b. The Overtime Class consists of all of Defendants' current and former non-exempt
10 employees in California who worked more than 8.0 hours per day and/or 40.0
11 hours per week and were subject to Defendants' timekeeping policies and/or
12 practices, during the four years immediately preceding the filing of the Complaint
13 through the present.

14 c. The Meal Period Class consists of all of Defendants' current and former non-
15 exempt employees in California who (i) worked at least one shift in excess of 5.0
16 hours; and/or (ii) worked at least one shift in excess of 10.0 hours, during the four
17 years immediately preceding the filing of the Complaint through the present.

18 d. The Rest Period Class consists of all of Defendants' current and former non-
19 exempt employees in California who worked at least one shift of 3.5 hours or more,
20 during the four years immediately preceding the filing of the Complaint through
21 the present.

22 e. The Wage Statement Class consists of all members of the Minimum Wage Class,
23 Overtime Class, Meal Period Class, and/or Rest Period Class who have received a
24 wage statement from Defendants during the one year immediately preceding the
25 filing of the Complaint through the present.

26 15. **Numerosity/Ascertainability**: The members of the Classes are so numerous that
27 joinder of all members would be unfeasible and not practicable. The membership of the classes
28 and subclasses are unknown to Plaintiff, at this time; however, it is estimated that the Classes

number is in excess of one hundred (100) individuals as to each class. The identity of such membership is readily ascertainable via inspection of Defendants' employment records.

16. **Common Questions of Law and Fact Predominate/Well Defined Community of Interest:** There are common questions of law and fact as to Plaintiff and all other similarly situated employees, which predominate over questions affecting only individual members including, without limitation, to:

- i. Whether Defendants paid all minimum wages owed to members of the Minimum Wage Class for all hours worked pursuant to Labor Code §§ 1182.12, 1194, 1194.2 and 1197;
- ii. Whether Defendants' timekeeping policies/practices resulted in the failure to properly compensate members of the Overtime Class and Minimum Wage Classes;
- iii. Whether Defendants provided legally compliant meal periods to members of the Meal Period Class pursuant to Labor Code §§ 226.7 and 512;
- iv. Whether Defendants correctly paid meal period premium payments for non-compliant meal periods pursuant to Labor Code § 226.7;
- v. Whether Defendants authorized and permitted legally compliant rest periods to members of the Rest Period Class pursuant to Labor Code §§ 226.7 and 516;
- vi. Whether Defendants correctly paid rest period premium payments for non-compliant rest periods pursuant to Labor Code § 226.7; and
- vii. Whether Defendants furnished legally compliant wage statements to members of the Wage Statement Class pursuant to Labor Code § 226.

17. **Predominance of Common Questions:** Common questions of law and fact predominate over questions that affect only individual members of the Classes. The common questions of law and fact set forth above are numerous and substantial and stem from Defendants' uniform policies and/or practices applicable to each individual class member including, but not limited to, Defendants' uniform timekeeping policies and/or practices, and meal and rest period policies and/or practices. As such, the common questions predominate over individual questions

concerning each individual class member's showing as to his or her eligibility for recovery or as to the amount of his or her damages.

18. **Typicality:** The claims of Plaintiff are typical of the claims of the Classes because Plaintiff was employed by Defendants as a non-exempt employee in California during the statutes of limitation applicable to each cause of action pled in this Complaint. As alleged herein, Plaintiff, like the members of the Classes, was not properly paid minimum and overtime wages due to Defendants' timekeeping policies/practices, was not provided all required meal periods, was not authorized and permitted to take all required rest periods, did not receive meal and rest period premium wages for missed and/or non-compliant meal and rest periods, and/or was not issued accurate itemized wage statements.

19. **Adequacy of Representation:** Plaintiff is fully prepared to take all necessary steps to represent fairly and adequately the interests of the members of the Classes. Moreover, Plaintiff's attorneys are ready, willing, and able to fully and adequately represent the members of the Classes and Plaintiff. Plaintiff's attorneys have prosecuted and defended numerous wage-and-hour class actions in state and federal courts in the past and are committed to vigorously prosecuting this action on behalf of the members of the Classes.

20. **Superiority:** The California Labor Code is broadly remedial in nature and serves an important public interest in establishing minimum working conditions and standards in California. These laws and labor standards protect the average working employee from exploitation by employers who have the responsibility to follow the laws and who may seek to take advantage of superior economic and bargaining power in setting onerous terms and conditions of employment. The nature of this action and the format of laws available to Plaintiff and members of the Classes make the class action format a particularly efficient and appropriate procedure to redress the violations alleged herein. If each employee were required to file an individual lawsuit, Defendants would necessarily gain an unconscionable advantage since they would be able to exploit and overwhelm the limited resources of each individual plaintiff with their vastly superior financial and legal resources. Moreover, requiring each member of the Classes to pursue an individual remedy would also discourage the assertion of lawful claims by

employees who would be disinclined to file an action against their former and/or current employer for real and justifiable fear of retaliation and permanent damages to their careers at subsequent employment. Further, the prosecution of separate actions by the individual class members, even if possible, would create a substantial risk of inconsistent or varying verdicts or adjudications with respect to the individual class members against Defendants herein; and which would establish potentially incompatible standards of conduct for Defendants; and/or legal determinations with respect to individual class members which would, as a practical matter, be dispositive of the interest of the other class members not parties to adjudications or which would substantially impair or impede the ability of the class members to protect their interests. Further, the claims of the individual members of the Classes are not sufficiently large to warrant vigorous individual prosecution considering all of the concomitant costs and expenses attending thereto. As such, the Classes are maintainable as classes under § 382 of the Code of Civil Procedure.

FIRST CAUSE OF ACTION

MINIMUM WAGE VIOLATIONS (AGAINST ALL DEFENDANTS)

21. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

22. Wage Order 7, § 4 and California Labor Code §§ 1197 and 1182.12 establish the right of employees to be paid minimum wages for all hours worked, in amounts set by state law. Labor Code §§ 1194(a) and 1194.2(a) provide that an employee who has not been paid the legal minimum wage as required by Labor Code § 1197 may recover the unpaid balance together with attorneys' fees and costs of suit, as well as liquidated damages in an amount equal to the unpaid wages and interest accrued thereon.

23. At all relevant times herein, Defendants failed to conform their pay practices to the requirements of the law by failing to pay Plaintiff and members of the Minimum Wage Class for all hours worked including, but not limited to, all hours they were subject to the control of Defendants and/or suffered or permitted to work under the California Labor Code and Wage Order 7.

24. California Labor Code § 1198 makes unlawful the employment of an employee

under conditions that the IWC prohibits. California Labor Code §§ 1194(a) and 1194.2(a) provide that an employer who has failed to pay its employees the legal minimum wage is liable to pay those employees the unpaid balance of the unpaid wages as well as liquidated damages in an amount equal to the wages due and interest thereon.

25. As a direct and proximate result of Defendants' unlawful conduct as alleged herein, Plaintiff and the Minimum Wage Class have sustained economic damages including, but not limited to, unpaid wages and lost interest, in an amount to be established at trial, and are entitled to recover economic and statutory damages and penalties and other appropriate relief as a result of Defendants' violations of the California Labor Code and Wage Order 7.

26. The foregoing practices and policies are unlawful and create an entitlement to recovery by Plaintiff and the members of the Minimum Wage Class in a civil action for the unpaid amount of minimum wages owing, including interest thereon, liquidated damages, statutory and civil penalties, attorney's fees, and costs of suit according to California Labor Code §§ 204, 558, 1194, 1197, and 1198, Wage Order 7, and Code of Civil Procedure § 1021.5.

SECOND CAUSE OF ACTION

FAILURE TO PAY ALL OVERTIME WAGES

(AGAINST ALL DEFENDANTS)

27. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

28. This cause of action is brought pursuant to Labor Code §§ 204, 510, 1194, and 1198, which provides that non-exempt employees are entitled to all overtime wages and compensation for all overtime hours worked and provide a private right of action for the failure to pay all overtime compensation for overtime work performed.

29. At all times relevant herein, Defendants were required to properly compensate non-exempt employees, including Plaintiff and members of the Overtime Class, for all overtime hours worked pursuant to California Labor Code § 1194 and Wage Order 7. Wage Order 7, § 3 requires an employer to pay an employee "one and one-half (1½) times the employee's regular rate of pay" for work in excess of 8 hours per workday and/or in excess of 40 hours of work in the workweek. Defendants caused Plaintiff to work overtime hours but did not compensate

1 Plaintiff or members of the Overtime Class with one and one-half times their regular rate of pay
2 for such hours.

3 30. The foregoing policies and practices are unlawful and create an entitlement to
4 recovery by Plaintiff and members of the Overtime Class in a civil action for the unpaid amount
5 of overtime premiums owing, including interest thereon, statutory penalties, attorneys' fees, and
6 costs of suit according to California Labor Code §§ 204, 210, 216, 510, 1194, and 1198; and Code
7 of Civil Procedure § 1021.5.

8 **THIRD CAUSE OF ACTION**

9 **MEAL PERIOD VIOLATIONS**

10 **(AGAINST ALL DEFENDANTS)**

11 31. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

12 32. Plaintiff is informed and believe, and based thereon alleges, that Defendants failed
13 in their affirmative obligation to provide all of their non-exempt employees in California,
14 including Plaintiff and members of the Meal Period Class, with all legally compliant meal periods
15 in accordance with the mandates of the California Labor Code and Wage Order 7, § 11. Despite
16 Defendants' violations, Defendants did not pay an additional hour of pay to Plaintiff and members
17 of the Meal Period Class at their respective regular rates of pay, in accordance with California
18 Labor Code §§ 204, 210, 226.7, and 512.

19 33. As a result, Defendants are responsible for paying premium compensation for meal
20 period violations pursuant to Labor Code §§ 226.7 and 512, and Wage Order 7, including interest
21 thereon, statutory penalties, civil penalties, and costs of suit.

22 **FOURTH CAUSE OF ACTION**

23 **REST PERIOD VIOLATIONS**

24 **(AGAINST ALL DEFENDANTS)**

25 34. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

26 35. Wage Order 7, § 12 and Labor Code §§ 226.7 and 516 establish the right of
27 employees to be provided with a rest period of at least ten (10) minutes for each four (4) hour
28 period worked, or major fraction thereof.

36. As alleged herein, Defendants failed to authorize and permit Plaintiff and members of the Rest Period Class to take all required rest periods.

37. The foregoing violations create an entitlement to recovery by Plaintiff and members of the Rest Period Class in a civil action for the unpaid amount of rest period premiums owing, including interest thereon, statutory penalties, civil penalties, and costs of suit according to Labor Code §§ 226.7, 516, and Civil Code §§ 3287(b) and 3289.

FIFTH CAUSE OF ACTION

WAGE STATEMENT VIOLATIONS

(AGAINST ALL DEFENDANTS)

38. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

39. Plaintiff is informed and believe, and based thereon alleges, that Defendants knowingly and intentionally, as a matter of uniform policy and practice, failed to furnish Plaintiff and members of the Wage Statement Class with accurate and complete, itemized wage statements that included, among other requirements, all hours worked, total gross wages earned, all rates of pay and corresponding number of hours worked, total net wages earned, and the correct name of the legal entity that is the employer in violation of Labor Code § 226 *et seq.*

40. Defendants' failure to furnish Plaintiff and members of the Wage Statement Class with accurate and complete, itemized wage statements resulted in actual injury, as said failures led to, among other things, the non-payment of minimum and overtime wages and meal and rest period premium wages owed, and deprived them of the information necessary to identify the discrepancies in Defendants' reported data.

41. Defendants' failures create an entitlement to recovery by Plaintiff and members of the Wage Statement Class in a civil action for all damages and/or penalties pursuant to Labor Code § 226 *et seq.*, including statutory penalties, civil penalties, reasonable attorneys' fees, and costs of suit according to California Labor Code § 226 *et seq.*

/ / /

/ / /

/ / /

1 **SIXTH CAUSE OF ACTION**

2 **UNFAIR COMPETITION**

3 **(AGAINST ALL DEFENDANTS)**

4 42. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

5 43. Defendants have engaged and continue to engage in unfair and/or unlawful
6 business practices in California in violation of Business & Professions Code § 17200 *et seq.*, by:
7 (a) failing to pay Plaintiff and members of the Minimum Wage Class all minimum wages; (b)
8 failing to pay Plaintiff and members of the Overtime Class all overtime wages; (c) failing to
9 provide Plaintiff and members of the Meal Period Class with all meal periods to which they are
10 entitled, and/or failing to pay them meal period premium payments; (d) failing to authorize and
11 permit all required duty-free rest periods to Plaintiff and members of the Rest Period Class, and/or
12 failing to pay them rest period premiums payments; and/or (e) knowingly failing to furnish
13 Plaintiff and the Wage Statement Class with all accurate and complete, itemized wage statements
14 in violation of Labor Code § 226.

15 44. Defendants' utilization of these unfair and/or unlawful business practices deprived
16 Plaintiff and continues to deprive members of the Classes of compensation to which they are
17 legally entitled, constitutes unfair and/or unlawful competition, and provides an unfair advantage
18 over Defendants' competitors who have been and/or are currently employing workers and
19 attempting to do so in honest compliance with applicable wage and hour laws.

20 45. Because Plaintiff is a victims of Defendants' unfair and/or unlawful conduct
21 alleged herein, Plaintiff, for herself and on behalf of the members of the Classes, seeks full
22 restitution of monies, as necessary and according to proof, to restore any and all monies withheld,
23 acquired and/or converted by Defendants pursuant to Business and Professions Code §§ 17203
24 and 17208.

25 46. The acts complained of herein occurred within the last four years immediately
26 preceding the filing of the Plaintiff's Complaint.

27 47. Plaintiff was compelled to retain the services of counsel to file this Complaint to
28 protect his interests and those of the Classes, to obtain restitution and injunctive relief on behalf

1 of Defendants' current non-exempt employees, and to enforce important rights affecting the
2 public interest. Plaintiff has thereby incurred the financial burden of attorneys' fees and costs,
3 which they are entitled to recover under Code of Civil Procedure § 1021.5.

4 **SEVENTH CAUSE OF ACTION**

5 **PRIVATE ATTORNEYS GENERAL ACT**

6 **(AGAINST ALL DEFENDANTS)**

7 48. Plaintiff re-alleges and incorporates by reference all previous paragraphs.

8 49. Defendants have committed several Labor Code violations against Plaintiff,
9 members of the Classes, and other aggrieved employees. Plaintiff, an "aggrieved employee"
10 within the meaning of Labor Code § 2698 *et seq.*, acting on behalf of herself and other aggrieved
11 employees, brings this representative action against Defendants to recover the civil penalties due
12 to Plaintiff, the members of the Classes, other aggrieved employees, and the State of California
13 according to proof pursuant to Labor Code § 558 and § 2699 (a) and (f) including, but not limited
14 to: (1) \$100.00 for each initial violation for each failure to pay each employee and \$200 for each
15 subsequent violation or willful or intentional violation pursuant to Labor Code § 210 for each
16 failure to pay each employee, plus 25% of the amount unlawfully withheld; (2) \$50.00 for each
17 initial violation and \$100 for each subsequent violation pursuant to Labor Code § 558 per
18 employee per pay period; (3) \$100.00 for each initial violation and \$250.00 for each subsequent
19 violation pursuant to Labor Code § 1197.1 per employee per pay period; (4) \$250.00 for each
20 initial violation and \$1,000.00 for each subsequent violation pursuant to Labor Code § 226.3 per
21 employee per pay period; and/or (5) \$100.00 for each initial violation and \$200 for each
22 subsequent violation per employee per pay period for those violations of the Labor Code for which
23 no civil penalty is specifically provided, based on the following Labor Code violations:

24 a. Failing to pay the statutory minimum wage for all hours worked to Plaintiff, the
25 Minimum Wage Class, and other aggrieved employees in violation of Labor Code
26 §§ 1182.12, 1194, 1194.2, and 1197;

27 b. Failing to pay Plaintiff, the Overtime Class, and other aggrieved employees all
28 earned overtime compensation in violation of Labor Code §§ 204, 510, 1194, and

1198;

c. Failing to provide all legally required meal periods, and failure to pay meal period premium wages, to Plaintiff, the Meal Period Class, and other aggrieved employees at the regular rate of compensation in violation of Labor Code §§ 226.7, 512, 558, and 1198;

d. Failing to authorize and permit all legally required rest periods, and failure to pay rest period premium wages, to Plaintiff, the Rest Period Class, and other aggrieved employees at the regular rate of compensation in violation of Labor Code §§ 226.7, 516, 558, and 1198;

e. Failing to furnish Plaintiff, the Wage Statement Class, and other aggrieved employees with complete, accurate, itemized wage statements in violation of Labor Code § 226;

f. Failing to pay Plaintiff and other aggrieved employees all earned wages at least twice during each calendar month in violation of Labor Code § 204; and

g. Failing to maintain accurate records on behalf of Plaintiff and other aggrieved employees in violation of Labor Code §§ 1174 and 1198.

50. On September 5, 2024, Plaintiff notified Defendants via certified mail, and notified the California Labor and Workforce Development Agency (“LWDA”) via its website, of Defendants’ violations of the California Labor Code and Plaintiff’s intent to bring a claim for civil penalties under California Labor Code § 2698 *et seq.* with respect to the violations of the California Labor Code identified in Paragraph 49 (a)-(g). Now that sixty-five days have passed from Plaintiff notifying Defendants and the LWDA of these violations, and the LWDA has not provided notice that it intends to investigate the violations, Plaintiff has exhausted her administrative requirements for bringing a claim under the Private Attorneys General Act with respect to these violations.

51. Based on the foregoing, Plaintiff seeks to represent herself and all Aggrieved Employees, as defined by Labor Code § 2699(c).

52. Plaintiff was compelled to retain the services of counsel to file this court action to

1 protect her interests and the interests of other aggrieved employees, and to assess and collect the
2 civil penalties owed by Defendants. Plaintiff has thereby incurred attorneys' fees and costs, which
3 she is entitled to receive under California Labor Code § 2699(g).

4 **PRAYER**

5 WHEREFORE, Plaintiff prays for judgment for herself and for all others on whose behalf
6 this suit is brought against Defendants, as follows:

- 7 1. For an order certifying the proposed Classes;
- 8 2. For an order appointing Plaintiff as representative of the Classes;
- 9 3. For an order appointing Counsel for Plaintiff as Counsel for the Classes;
- 10 4. Upon the First Cause of Action, for payment of minimum wages, liquidated
11 damages, and penalties according to proof pursuant to Labor Code §§ 1182.12, 1194, 1194.2, and
12 1197;
- 13 5. Upon the Second Cause of Action, for compensatory, consequential, general and
14 special damages according to proof pursuant to Labor Code §§ 204, 510, 1194, and 1198;
- 15 6. Upon the Third Cause of Action, for compensatory, consequential, general and
16 special damages according to proof pursuant to Labor Code §§ 226.7, 512, and 558;
- 17 7. Upon the Fourth Cause of Action, for compensatory, consequential, general and
18 special damages according to proof pursuant to Labor Code §§ 226.7, 516, and 558;
- 19 8. Upon the Fifth Cause of Action, for statutory penalties pursuant to Labor Code §
20 226 *et. seq.*;
- 21 9. Upon the Sixth Cause of Action, for restitution to Plaintiff and members of the
22 Classes of all money and/or property unlawfully acquired by Defendants by means of any acts or
23 practices declared by this Court to be in violation of Bus. & Prof. Code § 17200, *et seq.*;
- 24 10. Upon the Seventh Cause of Action, for civil penalties due to Plaintiff, other
25 aggrieved employees, and the State of California according to proof pursuant to Labor Code §§
26 558 and 2699(a) and (f) including, but not limited to: (1) \$100.00 for each initial violation for
27 each failure to pay each employee and \$200 for each subsequent violation or willful or intentional
28 violation pursuant to Labor Code § 210 for each failure to pay each employee, plus 25% of the

amount unlawfully withheld; (2) \$50.00 for each initial violation and \$100 for each subsequent violation pursuant to Labor Code § 558 per employee per pay period; (3) \$100.00 for each initial violation and \$250.00 for each subsequent violation pursuant to Labor Code § 1197.1 per employee per pay period; (4) \$250.00 for each initial violation and \$1,000.00 for each subsequent violation pursuant to Labor Code § 226.3 per employee per pay period; and/or (5) \$100.00 for each initial violation and \$200 for each subsequent violation per employee per pay period for those violations of the Labor Code for which no civil penalty is specifically provided, based on the Labor Code violations identified in Paragraph 49 (a)-(g);

11. Prejudgment interest on all due and unpaid wages pursuant to California Labor Code § 218.6 and Civil Code §§ 3287 and 3289;

12. On all causes of action, for attorneys' fees and costs as provided by Labor Code §§ 226, 1194, 2699(g), 2802(c), and Code of Civil Procedure § 1021.5; and

13. For such other and further relief, the Court may deem just and proper.

Dated: November 12, 2024

Respectfully submitted,
HAINES LAW GROUP, APC

By:



Paul K. Haines
Attorneys for Plaintiff

DEMAND FOR JURY TRIAL

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

Dated: November 12, 2024

Respectfully submitted,
HAINES LAW GROUP, APC

By:



Paul K. Haines
Attorneys for Plaintiff