

Seung L. Yang (SBN 249857)
E-mail: seung.yang@thesentinel-firm.com
Tiffany Hyun (SBN 311743)
E-mail: tiffany.hyun@thesentinel-firm.com
THE SENTINEL FIRM, APC
445 S. Figueroa St., Suite 2230
Los Angeles, California 90071
Telephone: (213) 985-1150
Facsimile: (213) 985-2155

Attorneys for Plaintiffs Zoila Garcia and Carlos A. Orellana

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

ZOILA GARCIA and CARLOS A.
ORELLANA, individually, and on behalf of all
others similarly situated, and on behalf of other
aggrieved employees pursuant to the California
Private Attorney General Act;

Plaintiffs,

vs.

BAY AREA HERBS & SPECIALTIES, LLC, a
limited liability company; and DOES 1 through
10, inclusive,

Defendants

Case No.: 24-CIV-03224

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

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

DEMAND FOR JURY TRIAL

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1 Plaintiffs Zoila Garcia and Carlos A. Orellana (together the “Plaintiffs”), based upon facts
2 that either have evidentiary support or are likely to have evidentiary support after a reasonable
3 opportunity for further investigation and discovery, allege as follows:

4 **INTRODUCTION & PRELIMINARY STATEMENT**

5 1. Plaintiffs bring this action against Defendants Bay Area Herbs & Specialties,
6 LLC, and Does 1 through 10 (collectively referred to as “Defendants”) for California Labor Code
7 violations and unfair business practices stemming from Defendants’ failure to pay minimum
8 wages, failure to pay overtime wages, failure to provide meal periods, failure to authorize and
9 permit rest periods, failure to maintain accurate records of hours worked and meal periods,
10 failure to timely pay all wages to terminated employees, failure to indemnify necessary business
11 expenses, and failure to furnish accurate wage statements.

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

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

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

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

- 3 (a) Failing to pay employees for all hours worked, including all minimum
4 wages, and overtime wages in compliance with the California Labor Code
5 and IWC Wage Orders;
- 6 (b) Failing to provide employees with timely and duty-free meal periods in
7 compliance with the California Labor Code and IWC Wage Orders, failing
8 to maintain accurate records of all meal periods taken or missed, and
9 failing to pay an additional hour's pay at the regular rate of pay for each
10 workday a meal period violation occurred;
- 11 (c) Failing to authorize and permit employees to take timely and duty-free rest
12 periods in compliance with the California Labor Code and IWC Wage
13 Orders, and failing to pay an additional hour's pay at the employee's
14 regular rate of pay for each workday a rest period violation occurred;
- 15 (d) Failing to indemnify employees for necessary business expenses incurred;
- 16 (e) Willfully failing to pay employees all minimum wages, overtime wages,
17 meal period premium wages, and rest period premium wages due within
18 the time period specified by California law when employment terminates;
- 19 (f) Failing to maintain accurate records of the hours that employees worked;
20 and
- 21 (g) Failing to provide employees with accurate, itemized wage statements
22 containing all the information required by the California Labor Code and
23 IWC Wage Orders.

24 6. On information and belief, Defendants, and each of them were on actual and
25 constructive notice of the improprieties alleged herein and intentionally refused to rectify their
26 unlawful policies. Defendants' violations, as alleged above, during all relevant times herein were
27 willful and deliberate.
28

7. At all relevant times, Defendants were and are legally responsible for all of the unlawful conduct, policies, practices, acts and omissions as described in each and all of the foregoing paragraphs as the employer of Plaintiffs, the Class, and the Aggrieved Employees. Further, Defendants are responsible for each of the unlawful acts or omissions complained of herein under the doctrine of “respondeat superior”.

THE PARTIES

A. Plaintiffs

8. Plaintiff Zoila Garcia is a California resident that worked for Defendants in the County of San Mateo, State of California, as a Packer from approximately May 2015 to approximately July 2023.

9. Plaintiff Carlos A. Orellana is a California resident that worked for Defendants in the County of San Mateo, State of California, as a Driver and Potter from approximately 2016 to approximately October 10, 2024.

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

B. Defendants

11. Plaintiffs are informed and believe, and based upon that information and belief allege, that Defendants Bay Area Herbs & Specialties, LLC are:

- (a) Limited liability companies with their principal place of business in South San Francisco, California;
- (b) Business entities conducting business in numerous counties throughout the State of California, including in San Mateo County; and
- (c) The former employer of Plaintiffs, and the current and/or former employer of the putative Class. Defendants suffered and permitted Plaintiffs, the Class, and the Aggrieved Employees to work, and/or controlled their wages, hours, or working conditions.

1 12. Plaintiffs do not currently know the true names or capacities of the persons or
2 entities sued herein as Does 1-10, inclusive, and therefore sue said Defendants by such fictitious
3 names. Each of the Doe Defendants was in some manner legally responsible for the damages
4 suffered by Plaintiffs, the Class, and the Aggrieved Employees as alleged herein. Plaintiffs will
5 amend this complaint to set forth the true names and capacities of these Defendants when they
6 have been ascertained, together with appropriate charging allegations, as may be necessary.

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

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

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

25 15. Plaintiff Zoila Garcia is a California resident who worked for Defendants in the
26 County of San Mateo, State of California, as a Packer during the statutory period. Plaintiff Carlos
27 A. Orellana is a California resident who worked for Defendants in the County of San Mateo,
28

1 State of California, as a Driver and Potter during the statutory period. Plaintiffs were typically
2 scheduled to work 5 days in a workweek, and typically in excess of 8 hours in a single workday.

3 16. Throughout the statutory period, Defendants failed to pay Plaintiffs for all hours
4 worked (including minimum wages and overtime wages), failed to provide Plaintiffs with
5 uninterrupted meal periods, failed to authorize and permit Plaintiffs to take uninterrupted rest
6 periods, failed to indemnify Plaintiffs for necessary business expenses, failed to timely pay all
7 final wages to Plaintiffs when Defendants terminated Plaintiffs' employment, and failed to
8 furnish accurate wage statements to Plaintiffs. As discussed below, Plaintiffs' experience
9 working for Defendants was typical and illustrative.

10 17. Throughout the statutory period, Plaintiffs, the Class, and the Aggrieved
11 Employees worked more than 8 hours in a workday and more than 40 hours in a workweek.
12 Defendants maintained a policy and practice of not paying Plaintiffs, the Class, and the
13 Aggrieved Employees for all hours worked, including all overtime wages. In those instances
14 where Plaintiffs, the Class, and the Aggrieved Employees earned non-discretionary bonuses and
15 other remuneration, Defendants failed to incorporate all remuneration when calculating the
16 correct overtime rate of pay, meal break premium rate of pay, rest break premium rate of pay,
17 and sick day rate of pay. Also throughout the statutory period, Plaintiffs, the Class, and the
18 Aggrieved Employees were required to work "off-the-clock" and uncompensated. For example,
19 Plaintiffs, the Class, and the Aggrieved Employees were typically required to undergo COVID
20 temperature checks, don their headgear and gloves, and wash their hands before clocking in for
21 their shifts. Plaintiffs, the Class, and the Aggrieved Employees were also required to wash their
22 hands before clocking back in from their purported meal periods. Plaintiffs, the Class, and the
23 Aggrieved Employees were not compensated for this time worked. In maintaining a practice of
24 not paying all wages owed, Defendants failed to maintain accurate records of the hours Plaintiffs,
25 the Class, and the Aggrieved Employees worked.

26 18. Throughout the statutory period, Defendants have wrongfully failed to provide
27 Plaintiffs, the Class, and the Aggrieved Employees with legally compliant meal periods.
28 Defendants sometimes, but not always, required Plaintiffs, the Class, and the Aggrieved

1 Employees to work in excess of five consecutive hours a day without providing 30-minute,
2 continuous and uninterrupted, duty-free meal period for every five hours of work, or without
3 compensating Plaintiffs, the Class, and the Aggrieved Employees for meal periods that were not
4 provided by the end of the fifth hour of work or tenth hour of work. Defendants also did not
5 adequately inform Plaintiffs, the Class, and the Aggrieved Employees of their right to take a meal
6 period by the end of the fifth hour of work, or, for shifts greater than 10 hours, by the end of the
7 tenth hour of work. Plaintiffs, the Class, and the Aggrieved Employees were sometimes required
8 to work during their meal periods, leading to the failure to provide uninterrupted meal periods.
9 Accordingly, Defendants' policy and practice was to not provide meal periods to Plaintiffs, the
10 Class, and the Aggrieved Employees in compliance with California law.

11 19. Throughout the statutory period, Defendants have wrongfully failed to authorize
12 and permit Plaintiffs, the Class, and the Aggrieved Employees to take timely and duty-free rest
13 periods. Defendants sometimes, but not always, required Plaintiffs, the Class, and the Aggrieved
14 Employees to work in excess of four consecutive hours a day without Defendants authorizing and
15 permitting them to take a net 10-minute, continuous and uninterrupted, rest period for every four
16 hours of work (or major fraction thereof), or without compensating Plaintiffs, the Class, and the
17 Aggrieved Employees for rest periods that were not authorized or permitted. Defendants also did
18 not adequately inform Plaintiffs, the Class, and the Aggrieved Employees of their right to take a
19 rest period. Moreover, Defendants did not have adequate policies or practices permitting or
20 authorizing rest periods for Plaintiffs, the Class, and the Aggrieved Employees, nor did
21 Defendants have adequate policies or practices regarding the timing of rest periods. Defendants
22 also did not have adequate policies or practices to verify whether Plaintiffs, the Class, and the
23 Aggrieved Employees were taking their required rest periods. Further, Defendants did not
24 maintain accurate records of employee work periods, and therefore Defendants cannot
25 demonstrate that Plaintiffs, the Class, and the Aggrieved Employees took rest periods during the
26 middle of each work period. Accordingly, Defendants' policy and practice was to not authorize
27 and permit Plaintiffs, the Class, and the Aggrieved Employees to take rest periods in compliance
28 with California law.

1 20. Throughout the statutory period, Defendants wrongfully required Plaintiffs, the
2 Class, and the Aggrieved Employees to pay expenses that they incurred in direct discharge of
3 their duties for Defendants without reimbursement. For example, Plaintiffs, the Class, and the
4 Aggrieved Employees were required to purchase work supplies, including, scissors, and use their
5 personal cell phones to communicate with supervisors and co-workers regarding work-related
6 tasks, without reimbursement.

7 21. Throughout the statutory period, Defendants willfully failed and refused to timely
8 pay Plaintiffs, the Class, and the Aggrieved Employees at the conclusion of their employment all
9 wages for all minimum wages, overtime wages, meal period premium wages, and rest period
10 premium wages. Further, Defendants did not pay Plaintiffs, the Class, and the Aggrieved
11 Employees their final paychecks immediately upon termination.

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

- 20 (a) the violations led them to believe that they were not entitled to be paid
21 minimum wages, overtime wages, meal period premium wages, and rest
22 period premium wages to which they were entitled, even though they were
23 entitled;
- 24 (b) the violations led them to believe that they had been paid the minimum,
25 overtime, meal period premium, and rest period premium wages, even
26 though they had not been;
- 27
28

- 1 (c) the violations led them to believe they were not entitled to be paid
2 minimum, overtime, meal period premium, and rest period premium wages
3 at the correct California rate even though they were;
- 4 (d) the violations led them to believe they had been paid minimum, overtime,
5 meal period premium, and rest period premium wages at the correct
6 California rate even though they had not been;
- 7 (e) the violations hindered them from determining the amounts of minimum,
8 overtime, meal period premium, and rest period premium owed to them;
- 9 (f) in connection with their employment before and during this action, and in
10 connection with prosecuting this action, the violations caused them to have
11 to perform mathematical computations to determine the amounts of wages
12 owed to them, computations they would not have to make if the wage
13 statements contained the required accurate information;
- 14 (g) by understating the wages truly due them, the violations caused them to
15 lose entitlement and/or accrual of the full amount of Social Security,
16 disability, unemployment, and other governmental benefits;
- 17 (h) the wage statements inaccurately understated the wages, hours, and wages
18 rates to which Plaintiffs, the Class, and the Aggrieved Employees were
19 entitled, and Plaintiffs, the Class, and the Aggrieved Employees were paid
20 less than the wages and wage rates to which they were entitled.

21 Thus, Plaintiffs, the Class, and the Aggrieved Employees are owed the amounts provided for in
22 California Labor Code § 226(e), including actual damages.

23 **CLASS ACTION ALLEGATIONS**

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

27 24. All claims alleged herein arise under California law for which Plaintiffs seek relief
28 authorized by California law.

1 25. The proposed Class consists of and is defined as:

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

5 26. At all material times, Plaintiffs were a member of the Class.

6 27. Plaintiffs undertake this concerted activity to improve the wages and working
7 conditions of all Class Members.

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

10 (a) Numerosity: The members of the Class (and each subclass, if any) are so
11 numerous that joinder of all members would be unfeasible and impractical.
12 The membership of the entire Class is unknown to Plaintiffs at this time,
13 however, the Class is estimated to be greater than 100 individuals and the
14 identity of such membership is readily ascertainable by inspection of
15 Defendants' records.

16 (b) Typicality: Plaintiffs are qualified to, and will, fairly and adequately
17 protect the interests of each Class Member with whom there is a shared,
18 well-defined community of interest, and Plaintiffs' claims (or defenses, if
19 any) are typical of all Class Members' claims as demonstrated herein.

20 (c) Adequacy: Plaintiffs are qualified to, and will, fairly and adequately
21 protect the interests of each Class Member with whom there is a shared,
22 well-defined community of interest and typicality of claims, as
23 demonstrated herein. Plaintiffs have no conflicts with or interests
24 antagonistic to any Class Member. Plaintiffs' attorneys, the proposed class
25 counsel, are versed in the rules governing class action discovery,
26 certification, and settlement. Plaintiffs have incurred, and throughout the
27 duration of this action, will continue to incur costs and attorneys' fees that
28

1 have been, are, and will be necessarily expended for the prosecution of this
2 action for the substantial benefit of each class member.

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

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

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

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

- 27 (a) Failed to pay Class Members for all hours worked, including minimum
28 wages, and overtime wages;

- (b) Failed to provide meal periods and pay meal period premium wages to Class Members;
- (c) Failed to authorize and permit rest periods and pay rest period premium wages to Class Members;
- (d) Failed to promptly pay all wages due to Class Members upon their discharge or resignation;
- (e) Failed to maintain accurate records of all hours Class Members worked, and all meal periods Class Members took or missed;
- (f) Failed to reimburse Class Members for all necessary business expenses; and
- (g) Violated California Business & Professions Code §§ 17200 *et. seq.* as a result of their illegal conduct as described above.

30. This Court should permit this action to be maintained as a class action pursuant to California Code of Civil Procedure § 382 because:

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

- 1 (f) Without class certification, the prosecution of separate actions by
2 individual members of the class would create a risk of:
- 3 1) Inconsistent or varying adjudications with respect to individual
4 members of the Class which would establish incompatible standards
5 of conduct for Defendants; and/or
- 6 2) Adjudications with respect to the individual members which would,
7 as a practical matter, be dispositive of the interests of other
8 members not parties to the adjudications, or would substantially
9 impair or impede their ability to protect their interests, including but
10 not limited to the potential for exhausting the funds available from
11 those parties who are, or may be, responsible Defendants; and,
- 12 (g) Defendants have acted or refused to act on grounds generally applicable to
13 the Class, thereby making final injunctive relief appropriate with respect to
14 the class as a whole.

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

22 **FIRST CAUSE OF ACTION**

23 **(Against all Defendants for Failure to Pay Minimum Wages for All Hours Worked)**

24 32. Plaintiffs incorporate by reference and re-allege as if fully stated herein paragraphs
25 1 through 22 in this Complaint.

26 33. "Hours worked" is the time during which an employee is subject to the control of
27 an employer, and includes all the time the employee is suffered or permitted to work, whether or
28 not required to do so.

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

6 35. Accordingly, Plaintiffs and the Class are entitled to recover minimum wages for
7 all non-overtime hours worked for Defendants.

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

10 37. By virtue of the Defendants' unlawful failure to pay additional compensation to
11 Plaintiffs and the Class for their non-overtime hours worked without pay, Plaintiffs and the Class
12 suffered, and will continue to suffer, damages in amounts which are presently unknown to
13 Plaintiffs and the Class, but which exceed the jurisdictional minimum of this Court, and which
14 will be ascertained according to proof at trial.

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

18 39. Pursuant to California Labor Code section 1194.2, Plaintiffs and the Class are
19 entitled to recover liquidated damages (double damages) for Defendants' failure to pay minimum
20 wages.

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

1 41. Plaintiffs and the Class are also entitled to seek recovery of all unpaid minimum
2 wages, interest, and reasonable attorneys' fees and costs pursuant to California Labor Code §§
3 218.5, 218.6, and 1194(a).

4 **SECOND CAUSE OF ACTION**

5 **(Against all Defendants for Failure to Pay Overtime Wages)**

6 42. Plaintiffs incorporate by reference and re-allege as if fully stated herein paragraphs
7 1 through 22 in this Complaint.

8 43. California Labor Code § 510 provides that employees in California shall not be
9 employed more than eight (8) hours in any workday or forty (40) hours in a workweek unless
10 they receive additional compensation beyond their regular wages in amounts specified by law.

11 44. California Labor Code §§ 1194 and 1198 provide that employees in California
12 shall not be employed more than eight hours in any workday unless they receive additional
13 compensation beyond their regular wages in amounts specified by law. Additionally, California
14 Labor Code § 1198 states that the employment of an employee for longer hours than those fixed
15 by the Industrial Welfare Commission is unlawful.

16 45. At all times relevant hereto, Plaintiffs and the Class have worked more than eight
17 hours in a workday, as employees of Defendants.

18 46. At all times relevant hereto, Defendants failed to pay Plaintiffs and the Class
19 overtime compensation for the hours they have worked in excess of the maximum hours
20 permissible by law as required by California Labor Code § 510 and 1198. Plaintiffs and the
21 Class are regularly required to work overtime hours.

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

27 48. By failing to keep adequate time records required by Labor Code § 1174(d),
28 Defendants have made it difficult to calculate the full extent of overtime compensation due to

1 Plaintiffs and the Class.

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

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

11 **THIRD CAUSE OF ACTION**

12 **(Against All Defendants for Failure to Provide Meal Periods)**

13 51. Plaintiffs incorporate by reference and re-allege as if fully stated herein paragraphs
14 1 through 22 in this Complaint.

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

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

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

4 **FOURTH CAUSE OF ACTION**

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

6 55. Plaintiffs incorporate by reference and re-allege as if fully stated herein paragraphs
7 1 through 22 in this Complaint.

8 56. Defendants are required by California law to authorize and permit breaks of net 10
9 uninterrupted minutes for each four hours of work or major fraction thereof (i.e. more than two
10 hours). Section 512 of the California Labor Code, the applicable Wage Orders require that the
11 employer permit and authorize all employees to take paid rest periods of 10 minutes each for
12 each 4-hour period worked. Thus, for example, if an employee's work time is 6 hours and ten
13 minutes, the employee is entitled to two rest breaks. Each failure to authorize rest breaks as so
14 required is itself a violation of California's rest break laws. It is a violation of Section 226.7 of
15 the California Labor Code for an employer to require any employee to work during any rest
16 period mandated under any Wage Order.

17 57. Despite these legal requirements, Defendants failed to authorize Plaintiffs and the
18 Class to take rest breaks, regardless of whether employees worked more than 4 hours in a
19 workday. By their failure to permit and authorize Plaintiffs and the Class to take rest periods as
20 alleged above (or due to the fact that Defendants made it impossible or impracticable to take
21 these uninterrupted rest periods), Defendants willfully violated the provisions of Section 226.7 of
22 the California Labor Code and the applicable Wage Orders.

23 58. Under California law, Plaintiffs and the Class are entitled to be paid one hour of
24 additional wages at the regular rate of pay for each workday he or she was not provided with all
25 required rest break(s), plus interest thereon.

26 **FIFTH CAUSE OF ACTION**

27 **(Against All Defendants for Failure to Indemnify Necessary Business Expenses)**

59. Plaintiffs incorporate by reference and re-allege as if fully stated herein paragraphs 1 through 22 in this Complaint.

60. Defendants violated Labor Code section 2802 and the IWC Wage Orders, by failing to pay and indemnify the Plaintiffs and the Class for their necessary expenditures and losses incurred in direct consequence of the discharge of their duties or of their obedience to directions of Defendants.

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

62. Plaintiffs and the class they represent are entitled to attorney's fees, expenses, and costs of suit pursuant to Labor Code section 2802(c) and interest pursuant to Labor Code section 2802(b).

SIXTH CAUSE OF ACTION

(Against all Defendants for Failure to Pay Wages of Discharged Employees – Waiting Time Penalties)

63. Plaintiffs incorporate by reference and re-allege as if fully stated herein paragraphs 1 through 22 in this Complaint.

64. At all times herein set forth, California Labor Code §§ 201 and 202 provide that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately, and that if an employee voluntarily leaves his or her employment, his or her wages shall become due and payable not later than seventy-two (72) hours thereafter, unless the employee has given seventy-two (72) hours previous notice of his or her intention to quit, in which case the employee is entitled to his or her wages at the time of quitting.

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

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

5 67. California Labor Code § 203 provides that if an employer willfully fails to pay
6 wages owed, in accordance with sections 201 and 202, then the wages of the employee shall
7 continue as a penalty wage from the due date, and at the same rate until paid or until an action is
8 commenced; but the wages shall not continue for more than thirty (30) days.

9 68. Plaintiffs and the Class are entitled to recover from Defendants their additionally
10 accruing wages for each day they were not paid, at their regular hourly rate of pay, up to 30 days
11 maximum pursuant to California Labor Code § 203.

12 69. Pursuant to California Labor Code §§ 218.5, 218.6 and 1194, Plaintiffs and the
13 Class are also entitled to an award of reasonable attorneys' fees, interest, expenses, and costs
14 incurred in this action.

15 **SEVENTH CAUSE OF ACTION**

16 **(Against all Defendants for Failure to Provide and Maintain Accurate and** 17 **Compliant Wage Records)**

18 70. Plaintiffs incorporate by reference and re-allege as if fully stated herein paragraphs
19 1 through 22 in this Complaint.

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

entity that is the employer, and (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee.

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

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

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

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

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

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

EIGHTH CAUSE OF ACTION

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

78. Plaintiffs incorporate by reference and re-alleges as if fully stated herein paragraphs 1 through 22 in this Complaint.

79. Defendants, and each of them, are “persons” as defined under California Business

1 & Professions Code § 17201.

2 80. Defendants' conduct, as alleged herein, has been, and continues to be, unfair,
3 unlawful, and harmful to Plaintiffs, other Class members, and to the general public. Plaintiffs
4 seek to enforce important rights affecting the public interest within the meaning of Code of Civil
5 Procedure § 1021.5.

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

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

15 **Failure to Pay Minimum Wages**

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

19 **Failure to Pay Overtime Wages**

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

23 **Failure to Maintain Accurate Records of All Hours Worked**

24 85. Defendants' failure to maintain accurate records of all hours worked in accordance
25 with California Labor Code § 1174.5 and the IWC Wage Orders constitutes unlawful and/or
26 unfair activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

27 **Failure to Provide Meal Periods**

28 86. Defendants' failure to provide meal periods in accordance with California Labor

Code §§ 226.7 and 512, and the IWC Wage Orders, as alleged above, constitutes unlawful and/or unfair activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

Failure to Authorize and Permit Rest Periods

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

Failure to Indemnify Necessary Business Expenses

88. Defendants' failure to indemnify employees for necessary business expenses in accordance with California Labor Code § 2802 and the IWC Wage Orders, as alleged above, constitutes unlawful and/or unfair activity prohibited by Business and Professions Code §§ 17200, *et seq.*

Failure to Provide Accurate Itemized Wage Statements

89. Defendants' failure to provide accurate itemized wage statements in accordance with California Labor Code § 226, as alleged above, constitutes unlawful and/or unfair activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

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

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

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

93. Plaintiffs, individually, and on behalf of members of the putative class, are further

entitled to and do seek a declaration that the above described business practices are unfair, unlawful and/or fraudulent, and injunctive relief restraining the Defendants, and each of them, from engaging in any of the above-described unfair, unlawful and/or fraudulent business practices in the future.

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

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

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

NINTH CAUSE OF ACTION

(Against all Defendants for Civil Penalties Under the Private Attorneys General Act of 2004, Cal. Lab. Code § 2698 et seq.)

97. Plaintiffs incorporate by reference and re-allege as if fully stated herein paragraphs 1 through 22 in this Complaint.

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

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

8 100. Plaintiff Zoila Garcia has exhausted her administrative remedies pursuant to
9 California Labor Code § 2699.3. On May 21, 2024, she gave written notice by online filing to
10 the Labor and Workforce Development Agency and by certified mail to Defendants of the
11 specific provisions of the Labor Code that Defendants have violated against Plaintiff and certain
12 current and former aggrieved employees, including the facts and theories to support the
13 violations. Plaintiff also paid the filing fee. Plaintiff’s PAGA case number is LWDA-CM-
14 1029617-24.

15 101. Plaintiff Carlos A. Orellana has exhausted his administrative remedies pursuant to
16 California Labor Code § 2699.3. On October 8, 2024, he gave written notice by online filing to
17 the Labor and Workforce Development Agency and by certified mail to Defendants of the
18 specific provisions of the Labor Code that Defendants have violated against Plaintiff and certain
19 current and former aggrieved employees, including the facts and theories to support the
20 violations. Plaintiff also paid the filing fee. Plaintiff’s PAGA case number is LWDA-CM-
21 1055297-24.

22 102. More than 65 days has elapsed since Plaintiffs provided notice, but the Labor and
23 Workforce Development Agency has not indicated that it intends to investigate Defendants’
24 Labor Code violations discussed in the notice. Accordingly, Plaintiffs may commence a civil
25 action to recover penalties under Labor Code § 2699 pursuant to § 2699.3 for the violations of
26 the Labor Code described in this Complaint. These penalties include, but are not limited to,
27 penalties under California Labor Code §§ 210, 226.3, 558, and 2699(f)(2).
28

1 103. In addition, Plaintiffs seek penalties for Defendants' violation of California Labor
2 Code § 1174(d). Pursuant to California Labor Code § 1174.5, any person, including any entity,
3 employing labor who willfully fails to maintain accurate and complete records required by
4 California Labor Code § 1174 is subject to a penalty under § 1174.5. Pursuant to the applicable
5 IWC Order § 7(A)(3), every employer shall keep time records showing when the employee
6 begins and ends each work period. Meal periods, and total hours worked daily shall also be
7 recorded. Additionally, pursuant to the applicable IWC Order § 7(A)(5), every employer shall
8 keep total hours worked in the payroll period and applicable rates of pay.

9 104. During the time period of employment for Plaintiffs and the Aggrieved
10 Employees, Defendants failed to maintain records pursuant to the Labor Code and IWC Orders
11 by failing to maintain accurate records showing meal periods. Defendants' failure to provide and
12 maintain records required by the Labor Code IWC Wage Orders deprived Plaintiffs and the
13 Aggrieved Employees the ability to know, understand and question the accuracy and frequency
14 of meal periods. Therefore, Plaintiffs and the Aggrieved Employees had no way to dispute the
15 resulting failure to pay wages, all of which resulted in an unjustified economic enrichment to
16 Defendants. As a direct result, Plaintiffs and the Aggrieved Employees have suffered and
17 continue to suffer, substantial losses related to the use and enjoyment of such wages, lost interest
18 on such wages and expenses and attorney's fees in seeking to compel Defendants to fully
19 perform its obligation under state law, all to their respective damage in amounts according to
20 proof at trial. Because of Defendants' knowing failure to comply with the Labor Code and
21 applicable IWC Wage Orders, Plaintiffs and the Aggrieved Employees have also suffered an
22 injury in that they were prevented from knowing, understanding, and disputing the wage
23 payments paid to them.

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

106. In addition, Plaintiffs seek an award of reasonable attorney's fees and costs pursuant to California Labor Code § 2699(g)(1), which states, "Any employee who prevails in any action shall be entitled to an award of reasonable attorney's fees and costs."

PRAYER FOR RELIEF

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

Class Certification

1. That this action be certified as a class action with respect to the First, Second, Third, Fourth, Fifth, Sixth, Seventh, and Eighth Causes of Action;
2. That Plaintiffs be appointed as the representative of the Class; and
3. That counsel for Plaintiffs be appointed as Class Counsel.

As to the First Cause of Action

4. That the Court declare, adjudge and decree that Defendants violated California Labor Code §§ 204 and 1194 and applicable IWC Wage Orders by willfully failing to pay all minimum wages due;
5. For general unpaid wages as may be appropriate;
6. For pre-judgment interest on any unpaid compensation commencing from the date such amounts were due;
7. For liquidated damages;
8. For reasonable attorneys' fees and for costs of suit incurred herein pursuant to California Labor Code § 1194(a); and,
9. For such other and further relief as the Court may deem equitable and appropriate.

As to the Second Cause of Action

10. That the Court declare, adjudge and decree that Defendants violated California Labor Code §§ 510 and 1198 and applicable IWC Wage Orders by willfully failing to pay all overtime wages due;
11. For general unpaid wages at overtime wage rates as may be appropriate;

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

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

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

As to the Third Cause of Action

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

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

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

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

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

As to the Fourth Cause of Action

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

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

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

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

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

As to the Fifth Cause of Action

25. That the Court declare, adjudge and decree that Defendants violated Labor Code § 2802 and the IWC Wage Orders;

26. For general unpaid wages and reimbursement of business expenses as may be appropriate;

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

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

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

5 As to the Sixth Cause of Action

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

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

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

13 33. For reasonable attorneys' fees and for costs of suit incurred herein; and

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

15 As to the Seventh Cause of Action

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

19 36. For penalties and actual damages pursuant to California Labor Code § 226(e);

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

22 38. For reasonable attorneys' fees and for costs of suit incurred herein; and

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

24 As to the Eighth Cause of Action

25 40. That the Court declare, adjudge and decree that Defendants violated California
26 Business & Professions Code §§ 17200, *et seq.* by failing to pay wages for all hours worked
27 (including minimum and overtime wages), failing to provide meal periods, failing to maintain
28 accurate records of meal periods, failing to authorize and permit rest periods, and failing to

maintain accurate records of all hours worked and meal periods, failing to furnish accurate wage statements, and failing to indemnify necessary business expenses;

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

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

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

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

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

As to the Ninth Cause of Action

46. That the Court declare, adjudge and decree that Defendants violated the California Labor Code by failing to pay all wages owed, including overtime, failure to provide meal periods, failing to maintain accurate records of meal periods, failing to authorize and permit rest periods, failing to indemnify necessary business expenses, failing to pay final wages at termination, and failing to furnish accurate wage statements;

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

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

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

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

As to all Causes of Action

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

1 Dated: December 30, 2024

Respectfully submitted,

2 THE SENTINEL FIRM, APC

3
4 By: 
5 Seung L. Yang
6 Tiffany Hyun
7 Attorneys for Plaintiffs
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DEMAND FOR JURY TRIAL

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

Dated: December 30, 2024

THE SENTINEL FIRM, APC

By:



Seung L. Yang
Tiffany Hyun
Attorneys for Plaintiffs

1 **PROOF OF SERVICE**

2 STATE OF CALIFORNIA)
3)
4 COUNTY OF SAN MATEO)

5 I am employed in the county of Los Angeles, State of California. I am over the age of 18 and not
6 a party to the within action; the address from which I served the document listed below is 355 S
7 Grand Ave, Suite 1450, Los Angeles, California 90071. On December 30, 2024, I served the
8 foregoing document described as:

9 **SECOND AMENDED CLASS ACTION AND REPRESENTATIVE ACTION**
10 **COMPLAINT:**

11 ☒ **BY EMAIL:** by transmitting a facsimile transmission a copy of said document(s) to the
12 following email addressee(s), in accordance with:

13 ☒ the written Case Management Order No. 1 Issued by Judge Fineman:

14 **RUKIN HYLAND & RIGGIN, LLP**

15 Attorneys for Defendant Bay Area Herbs & Specialties
16 John Hyland, Esq. (jhyland@rukinhyland.com)
17 Lindsay Coffey, Esq. (lcoffey@rukinhyland.com)
18 complexcivil@sanmateocourt.org

19 1939 Harrison Street, Suite 925
20 Oakland, CA 94612

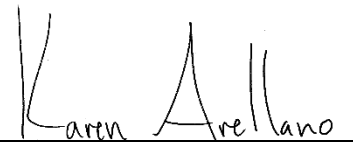
21 ☐ **BY CM/ECF:** With the Clerk of the United States District Court of California, using the
22 CM/ECF System. The Court's CM/ECF System will send an e-mail notification of the
23 foregoing filing to the parties and counsel of record who are registered with the Court's
24 CM/ECF System.

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

27 Executed on December 30, 2024, at Los Angeles, California.

28 Karen Arellano

Name



Signature