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SAN LUIS OBISPO SUPERIOR COURT  
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9 Individually and on behalf of all other similarly situated

10 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**  
11 **FOR THE COUNTY OF SAN LUIS OBISPO**

12 LEONARDO BEJAR, an individual, on behalf  
13 of himself, and on behalf of all persons  
14 similarly situated,

15 Plaintiff,

16 v.

17 AYRES GROUP, a California Corporation;  
18 and DOES 1 through 50, Inclusive;

19 Defendants.

Case No. 25CVP-0043

**CLASS ACTION COMPLAINT FOR:**

1. UNFAIR COMPETITION IN VIOLATION OF CAL. BUS. & PROF. CODE §§ 17200, *et seq.*;
2. FAILURE TO PAY OVERTIME WAGES IN VIOLATION OF CAL. LAB. CODE §§ 510, *et seq.*
3. FAILURE TO PAY MINIMUM WAGES IN VIOLATION OF CAL. LAB. CODE §§ 1194, 1197 & 1197.1;
4. FAILURE TO PROVIDE REQUIRED MEAL PERIODS IN VIOLATION OF CAL. LAB. CODE §§ 226.7 & 512 AND THE APPLICABLE IWC WAGE ORDER;
5. FAILURE TO PROVIDE REQUIRED REST PERIODS IN VIOLATION OF CAL. LAB. CODE §§ 226.7 & 512 AND THE APPLICABLE IWC WAGE ORDER;
6. FAILURE TO REIMBURSE PLAINTIFF FOR REQUIRED EXPENSES IN VIOLATION OF CAL. LAB. CODE § 2802;
7. FAILURE TO PROVIDE ACCURATE ITEMIZED STATEMENTS IN VIOLATION OF CAL. LAB. CODE §§ 226 and 226.2; and
8. FAILURE TO PAY WAGES WHEN DUE IN VIOLATION OF CAL. LABOR CODE §§ 201, 202 AND 203.

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9. FAILURE TO PROVIDE GRATUITIES IN VIOLATION OF CAL. LAB. CODE § 351;
  10. FAILURE TO PROVIDE ACCURATE ITEMIZED STATEMENTS IN VIOLATION OF CAL. LAB. CODE § 226; and
  11. Civil Penalties Pursuant to Labor Code §2699, *et seq.*, for violations of Labor Code §§ 201, 201.3, 202, 203, 204 *et seq.*, 210, 218, 218.5, 218.6, 221, 226(a), 226(a)(8), 226.2, 226.3, 232, 246, 226.7, 227.3, 315, 510, 512, 558, 1102.5, 1174(d), 1174.5, 1194, 1197, 1197.1, 1197.14, 1198, 1198.5, 1199, 2802 and 2804, and the California Code of Regulations

**DEMAND FOR JURY TRIAL**

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

**THE PARTIES**

1. Defendant AYRES GROUP (“DEFENDANT”) is a California Corporation that at all relevant times mentioned herein conducted and continues to conduct substantial business in the state of California. Defendant owns hotels in California, including in San Luis Obispo County, San Diego County, Los Angeles County, Orange County and San Bernardino County.

2. The true names and capacities, whether individual, corporate, subsidiary, partnership, associate or otherwise of Defendants DOES 1 through 50, inclusive, are presently unknown to PLAINTIFF who therefore sues these defendants by such fictitious names pursuant to Cal. Civ. Proc. Code § 474. PLAINTIFF will seek leave to amend this Complaint to allege the true names and capacities of Does 1 through 50, inclusive, when they are ascertained. PLAINTIFF is informed and believes, and based upon that information and belief allege, that the Defendants named in this Complaint, including DOES 1 through 50, inclusive (hereinafter

collectively with “DEFENDANTS”), are responsible in some manner for one or more of the events and happenings that proximately caused the injuries and damages hereinafter alleged.

3. The management company, agents, servants and/or employees of the DEFENDANT and each of them acting on behalf of the DEFENDANT acted within the course and scope of his/her, or its authority as the agent, servant and/or employee of the DEFENDANTS, and personally participated in the conduct alleged herein on behalf of the DEFENDANTS with respect to the conduct alleged herein. Consequently, the acts of each of the DEFENDANTS are legally attributable to the other and all DEFENDANTS are jointly and severally liable to PLAINTIFF and those similarly situated, for the loss sustained as a proximate result of the conduct of the DEFENDANTS’ agents, servants and/or employees.

4. DEFENDANT was PLAINTIFF’s employers or persons acting on behalf of PLAINTIFF’s employer, within the meaning of California Labor Code § 558, who violated or caused to be violated, a section of Part 2, Chapter 1 of the California Labor Code or any provision regulating hours and days of work in any order of the Industrial Welfare Commission and, as such, are subject to civil penalties for each underpaid employee, as set forth in Labor Code § 558, at all relevant times.

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

6. PLAINTIFF was employed by DEFENDANTS as a non-exempt employee, paid on an hourly basis and entitled to minimum wages, overtime pay, gratuities, and legally compliant meal and rest periods from on or about May 12, 2021 to October 23, 2024.

7. PLAINTIFF brings this Class Action under California Code of Civil Procedure § 382 on behalf of himself and on behalf of all of DEFENDANTS current and former non-exempt California employees (the “CALIFORNIA CLASS”) at any time during the period beginning

1 four years from the date of the filing of this Complaint and ending on a date determined by the  
2 Court (the "CLASS PERIOD").

3 8. The amount in controversy for the aggregate claim of CALIFORNIA CLASS  
4 members is under five million dollars (\$5,000,000.00). PLAINTIFF reserves the right to amend  
5 the following class definitions before the Court determines whether class certification is  
6 appropriate, or thereafter upon leave of Court.

7 9. PLAINTIFF brings this Class Action on behalf of himself and on behalf of the  
8 CALIFORNIA CLASS in order to fully compensate the CALIFORNIA CLASS for their losses  
9 incurred during the CLASS PERIOD caused by DEFENDANTS' uniform policy and practice  
10 which (1) failed to provide PLAINTIFF and the CALIFORNIA CLASS with legally compliant  
11 meal and rest periods or an additional hour of pay at the regular rate of compensation in *lieu*  
12 thereof in violation of California Labor Code Sections 226.7(c), 512(a) and the applicable  
13 Industrial Welfare Commission Wage Order, (2) failed to pay PLAINTIFF and the  
14 CALIFORNIA CLASS for all hours worked in violation of, *inter alia*, California Labor Code  
15 Sections 510, 1194, 1197, and 1197.1, failed to reimburse PLAINTIFF and the CALIFORNIA  
16 CLASS for required expenses in violation for California Labor Code Section 2802, and (3) failed  
17 to provide accurate itemized wage statements in violation of California Labor Code Sections 226  
18 and 226.2.

19 10. Plaintiff brings this lawsuit seeking monetary relief against Defendants on behalf of  
20 themselves and all others similarly situated in California to recover, among other things, unpaid  
21 wages and benefits, interest, attorneys' fees, costs and expenses and penalties pursuant to Labor  
22 Code §§201, 201.3, 202, 203, 204 *et seq.*, 210, 218, 218.5, 218.6, 221, 226(a), 226(a)(8), 226.2,  
23 226.3, 232, 246, 226.7, 227.3, 351, 510, 512, 558, 1102.5, 1174(d), 1174.5, 1194, 1197, 1197.1,  
24 1197.14, 1198, 1198.5, 1199, 2802 and 2804, *et seq.*

25 11. DEFENDANTS' uniform policies and practices alleged herein were unlawful,  
26 unfair and deceptive business practices whereby DEFENDANTS retained and continues to retain  
27 wages due PLAINTIFF and the other members of the CALIFORNIA CLASS.

12. PLAINTIFF and the other members of the CALIFORNIA CLASS seek an injunction enjoining such conduct by DEFENDANTS in the future, relief for the named PLAINTIFF and the other members of the CALIFORNIA CLASS who have been economically injured by DEFENDANTS' past and current unlawful conduct, and all other appropriate legal and equitable relief.

## JURISDICTION AND VENUE

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

14. Venue is proper in this Court pursuant to California Code of Civil Procedure, Sections 395 and 395.5, because PLAINTIFF worked in this County for DEFENDANTS, and DEFENDANTS (i) currently maintain and at all relevant times, maintained offices and facilities in this County and/or conducts substantial business in this County, and (ii) committed the wrongful conduct herein alleged in this County against members of the CALIFORNIA CLASS.

## THE CONDUCT

15. In violation of the applicable sections of the California Labor Code and the requirements of the Industrial Welfare Commission ("IWC") Wage Order, DEFENDANTS as a matter of company policy, practice and procedure, intentionally, knowingly and systematically failed to provide legally compliant meal and rest periods, failed to accurately compensate PLAINTIFF and the other members of the CALIFORNIA CLASS for missed meal and rest periods, failed to pay PLAINTIFF and the other members of the CALIFORNIA CLASS for all time worked, failed compensate PLAINTIFF for off-the-clock work, failed to reimburse PLAINTIFF and the members of the CALIFORNIA CLASS for required expenses and failed to issue to PLAINTIFF, and the members of the CALIFORNIA CLASS with accurate itemized wage statements showing, among other things, all applicable hourly rates in effect during the pay periods and the corresponding amount of time worked at each hourly rate. DEFENDANTS' uniform policies and practices are intended to purposefully avoid the accurate and full payment

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

5 **A. Meal Period Violations**

6 16. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANTS were  
7 required to pay PLAINTIFF and CALIFORNIA CLASS Members for all their time worked,  
8 meaning the time during which an employee is subject to the control of an employer, including  
9 all the time the employee is suffered or permitted to work. From time-to-time during the CLASS  
10 PERIOD, DEFENDANTS required PLAINTIFF and CALIFORNIA CLASS members to work  
11 without paying them for all the time they were under DEFENDANTS' control. Specifically, as  
12 a result of, among other reasons, PLAINTIFF's demanding work requirements, and  
13 DEFENDANTS' under staffing, from time-to-time, DEFENDANTS required PLAINTIFF to  
14 work while clocked out during what was supposed to be PLAINTIFF's off-duty meal break.  
15 Additionally, PLAINTIFF was from time-to-time interrupted by work assignments while clocked  
16 out for what should have been PLAINTIFF's off-duty meal break. As a result, the PLAINTIFF  
17 and other CALIFORNIA CLASS members forfeited minimum wage and overtime wages by  
18 regularly working without their time being accurately recorded and without compensation at the  
19 applicable minimum wage and overtime rates. DEFENDANTS' uniform policy and practice not  
20 to pay PLAINTIFF and other CALIFORNIA CLASS members for all time worked is evidenced  
21 by DEFENDANTS' business records.

22 17. From time-to-time during the CLASS PERIOD, as a result of their rigorous work  
23 schedules, and DEFENDANTS' inadequate staffing practices, PLAINTIFF and other  
24 CALIFORNIA CLASS members were from time-to-time unable to take thirty (30) minutes off  
25 duty meal breaks and were not fully relieved of duty for their meal periods. PLAINTIFF and  
26 other members of the CALIFORNIA CLASS were required from time-to-time to perform work  
27 as ordered by DEFENDANTS for more than five (5) hours during some shifts without receiving  
28 a meal break. Further, DEFENDANTS from time-to-time failed to provide PLAINTIFF and

1 CALIFORNIA CLASS members with a second off-duty meal period for some workdays in which  
2 these employees were required by DEFENDANTS to work ten (10) hours of work from time-to-  
3 time. The nature of the work performed by the PLAINTIFF and the members of the  
4 CALIFORNIA CLASS does not qualify for limited and narrowly construed “on-duty” meal  
5 period exception. When they were provided with meal periods, PLAINTIFF and other  
6 CALIFORNIA CLASS Members were, from time to time, required to remain on the premises,  
7 on duty and/or on call. PLAINTIFF and other members of the CALIFORNIA CLASS therefore  
8 forfeited meal breaks without additional compensation and in accordance with DEFENDANTS’  
9 strict corporate policy and practice.

10 **B. Rest Period Violations**

11 18. From time-to-time during the CLASS PERIOD, PLAINTIFF and other  
12 CALIFORNIA CLASS members were also required from time-to-time to work in excess of four  
13 (4) hours without being provided ten (10) minute rest periods as a result of, among other reasons,  
14 their rigorous work schedules, and DEFENDANTS’ inadequate staffing. Further, for the same  
15 reasons these employees were denied their first rest periods of at least ten (10) minutes for some  
16 shifts worked of at least two (2) to four (4) hours from time-to-time, a first and second rest period  
17 of at least ten (10) minutes for some shifts worked of between six (6) and eight (8) hours from  
18 time-to-time, and a first, second, and third rest period of at least ten (10) minutes for some shifts  
19 worked of ten (10) hours or more from time-to-time. PLAINTIFF and other CALIFORNIA  
20 CLASS members were also not provided with one-hour wages in lieu thereof. When they were  
21 provided with rest periods, PLAINTIFF and other CALIFORNIA CLASS Members were, from  
22 time to time, required to remain on the premises, on duty and/or on call. As a result of their  
23 rigorous work schedules and DEFENDANTS’ inadequate staffing, PLAINTIFF and other  
24 CALIFORNIA CLASS members were from time-to-time denied their proper rest periods by  
25 DEFENDANTS and DEFENDANTS’ managers.

26 **C. Unreimbursed Business Expenses**

27 19. DEFENDANTS as a matter of corporate policy, practice and procedure,  
28 intentionally, knowingly and systematically failed to reimburse and indemnify PLAINTIFF and

1 the members of the CALIFORNIA CLASS for required business expenses they incurred in direct  
2 consequence of discharging their duties on behalf of DEFENDANTS. Under California Labor  
3 Code Section 2802, employers are required to indemnify employees for all expenses incurred in  
4 the course and scope of their employment. Cal. Lab. Code § 2802 expressly states that "an  
5 employer shall indemnify his or her employee for all necessary expenditures or losses incurred  
6 by the employee in direct consequence of the discharge of his or her duties, or of his or her  
7 obedience to the directions of the employer, even though unlawful, unless the employee, at the  
8 time of obeying the directions, believed them to be unlawful."

9 20. From time-to-time during the CLASS PERIOD, PLAINTIFF and members of the  
10 CALIFORNIA CLASS were required by DEFENDANTS to use their own personal cellular  
11 phones, as a result of and in furtherance of their job duties as employees for DEFENDANTS.  
12 Specifically, Plaintiff and members of the CALIFORNIA CLASS, used their personal cellular  
13 phones to execute their job duties. But for the use of their personal cell phones, PLAINTIFF and  
14 the members of the CALIFORNIA CLASS could not complete their essential job duties.  
15 Notwithstanding, DEFENDANTS did not reimburse or indemnify PLAINTIFF or the members  
16 of the CALIFORNIA CLASS for the cost associated with the use of their personal cellular phones  
17 for DEFENDANTS' benefit. As a result, in the course of their employment with  
18 DEFENDANTS, PLAINTIFF and the members of the CALIFORNIA CLASS incurred  
19 unreimbursed business expenses which included, but were not limited to, costs related to the use  
20 of their personal cellular, all on behalf of and for the benefit of DEFENDANTS.

21 21. From time-to-time during the CLASS PERIOD, PLAINTIFF and members of the  
22 CALIFORNIA CLASS were required by DEFENDANTS to purchase and wear an all-black  
23 clothing uniform while at work, as a result of and in furtherance of their job duties as employees  
24 for DEFENDANTS. Specifically, Plaintiff and members of the CALIFORNIA CLASS, had to  
25 purchase and wear all black clothing to execute their job duties. But for the use of a distinctive  
26 color, specifically black clothing for uniform, PLAINTIFF and the members of the  
27 CALIFORNIA CLASS could not complete their essential job duties. Notwithstanding,  
28 DEFENDANTS did not reimburse or indemnify PLAINTIFF or the members of the

1 CALIFORNIA CLASS for the cost associated with the purchase and use of all black clothing for  
2 DEFENDANTS' benefit. As a result, in the course of their employment with DEFENDANTS,  
3 PLAINTIFF and the members of the CALIFORNIA CLASS incurred unreimbursed business  
4 expenses which included, but were not limited to, costs related to the purchase of all black  
5 clothing, all on behalf of and for the benefit of DEFENDANTS.

6 **D. Off-the-Clock Work Resulting in Minimum Wage and Overtime Violations**

7 9. During the CLASS PERIOD, from time-to-time, DEFENDANTS failed and  
8 continue to fail to accurately pay PLAINTIFF and the other members of the CALIFORNIA CLASS  
9 for all hours worked. Specifically, DEFENDANT from time-to-time required PLAINTIFF and the  
10 other members of the CALIFORNIA CLASS to perform off-the-clock work. Notwithstanding,  
11 from time-to-time DEFENDANTS failed to pay PLAINTIFF and other members of the  
12 CALIFORNIA CLASS necessary wages for performing work at DEFENDANTS' direction,  
13 request and benefit, while off-the clock pre-shift, post-shift, and during meal periods. Further,  
14 during the CALIFORNIA CLASS PERIOD, DEFENDANT required PLAINTIFF and other  
15 CALIFORNIA CLASS Members to submit to mandatory temperature checks for COVID-19  
16 screening and also complete a COVID -19 questionnaire regarding whether these employees had  
17 any symptoms prior to clocking into DEFENDANT's timekeeping systems for the workday.

18 10. During the CLASS PERIOD, from time-to-time DEFENDANTS required  
19 PLAINTIFF and other members of the CALIFORNIA CLASS to perform pre-shift work, including  
20 but not limited to, preparing for the shift, putting away supplies, to start his shift. Further, as  
21 discussed *supra*, PLAINTIFF and other members of the CALIFORNIA CLASS were from time to  
22 time interrupted with work assignments during their off-duty meal periods without additional  
23 compensation from DEFENDANTS.

24 11. DEFENDANTS directed and directly benefited from the uncompensated off-the-  
25 clock work performed by PLAINTIFF and the other members of the CALIFORNIA CLASS.

26 12. DEFENDANTS controlled the work schedules, duties, protocols, applications,  
27 assignments and employment conditions of PLAINTIFF and the other members of the  
28 CALIFORNIA CLASS.

1           13.     DEFENDANTS were able to track the amount of time PLAINTIFF and the other  
2 members of the CALIFORNIA CLASS spent working; however, DEFENDANTS failed to  
3 document, track, or pay PLAINTIFF and the other members of the CALIFORNIA CLASS all  
4 wages earned and owed for all the work they performed, including off-the-clock work.

5           14.     PLAINTIFF and the other members of the CALIFORNIA CLASS were non-exempt  
6 employees, subject to the requirements of the California Labor Code.

7           15.     DEFENDANTS' policies and practices deprived PLAINTIFF and the other members  
8 of the CALIFORNIA CLASS of all minimum, regular and overtime wages owed for the off-the-  
9 clock work activities and their required meal periods. Because PLAINTIFF and the other members  
10 of the CALIFORNIA CLASS typically worked over 40 hours in a workweek, and more than eight  
11 (8) hours per day, DEFENDANTS' policies and practices also deprived them of overtime pay.

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

14          17.     As a result, PLAINTIFF and the other members of the CALIFORNIA CLASS  
15 forfeited wages due them for all hours worked at DEFENDANTS' direction, control and benefit  
16 for the time spent working off-the-clock pre-shift, and during meal periods. DEFENDANTS'  
17 uniform policy and practice to not pay PLAINTIFF and the members of the CALIFORNIA CLASS  
18 wages for all hours worked in accordance with applicable law is evidenced by DEFENDANTS'  
19 business records.

20     **E.   Wage Statement Violations**

21          18.     California Labor Code Section 226 requires an employer to furnish its employees  
22 an accurate itemized statement in writing showing (1) gross wages earned, (2) total hours worked,  
23 (3) the number of piece-rate units earned and any applicable piece-rate, (4) all deductions, (5) net  
24 wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name  
25 of the employee and only the last four digits of the employee's social security number or an  
26 employee identification number other than a social security number, (8) the name and address of  
27 the legal entity that is the employer and, (9) all applicable hourly rates in effect during the pay  
28 period and the corresponding number of hours worked at each hourly rate by the employee.

1           19. From time-to-time during the CLASS PERIOD, when PLAINTIFF and other  
2 CALIFORNIA CLASS members missed meal and rest breaks, were paid inaccurate missed meal  
3 and rest period premiums, or were not paid for all hours worked, DEFENDANTS also failed to  
4 provide PLAINTIFF and the other members of the CALIFORNIA CLASS with complete and  
5 accurate wage statements which failed to show, among other things, all applicable hourly rates in  
6 effect during the pay period and the corresponding amount of time worked at each hourly rate,  
7 correct rates of pay for penalty payments or missed meal and rest periods.

8           20. In addition to the violations described above, DEFENDANTS, from time-to-time,  
9 failed to provide PLAINTIFF and the CALIFORNIA CLASS members with wage statements that  
10 comply with Cal. Lab. Code § 226. As a result, DEFENDANTS issued PLAINTIFF and the other  
11 members of the CALIFORNIA CLASS with wage statements that violate Cal. Lab. Code § 226.  
12 Further, DEFENDANTS' violations are knowing and intentional, were not isolated or due to an  
13 unintentional payroll error due to clerical or inadvertent mistake.

14       **F. Unlawful Rounding Violation**

15           21. During the CALIFORNIA CLASS PERIOD, DEFENDANT did not have in place  
16 an immutable timekeeping system to accurately record and pay PLAINTIFF and other  
17 CALIFORNIA CLASS Members for the actual time these employees worked each day,  
18 including overtime hours. Specifically, DEFENDANT had in place an unlawful rounding policy  
19 and practice that resulted in PLAINTIFF and CALIFORNIA CLASS Members being  
20 undercompensated for all of their time worked. As a result, DEFENDANT was able to and did  
21 in fact unlawfully, and unilaterally round the time recorded in DEFENDANT'S timekeeping  
22 system for PLAINTIFF and the members of the CALIFORNIA CLASS in order to avoid paying  
23 these employees for all their time worked, including the applicable overtime compensation for  
24 overtime worked. As a result, PLAINTIFF, and other CALIFORNIA CLASS Members, from  
25 time to time, forfeited compensation for their time worked by working without their time being  
26 accurately recorded and without compensation at the applicable overtime rates.

27           22. Further, the mutability of DEFENDANT'S timekeeping system and unlawful  
28 rounding policy and practice resulted in PLAINTIFF and CALIFORNIA CLASS Members' time

1 being inaccurately recorded. As a result, from time to time, DEFENDANT'S unlawful rounding  
2 policy and practice caused PLAINTIFF and CALIFORNIA CLASS Members to perform work as  
3 ordered by DEFENDANT for more than five (5) hours during a shift without receiving an off-  
4 duty meal break. Additionally, DEFENDANT'S unlawful rounding policy and practice caused  
5 PLAINTIFF and CALIFORNIA CLASS Members to perform work as ordered by DEFENDANT  
6 for more than ten (10) hours during a shift without receiving a second off-duty meal break.

7 **G. Timekeeping Manipulation**

8 23. During the PAGA PERIOD, DEFENDANTS, from time-to-time, did not have an  
9 immutable timekeeping system to accurately record and pay PLAINTIFF and AGGRIEVED  
10 EMPLOYEES for the actual time PLAINTIFF and AGGRIEVED EMPLOYEES worked each  
11 day, including regular time, overtime hours, sick pay, meal and rest breaks. As a result,  
12 DEFENDANT was able to and did in fact, unlawfully, and unilaterally alter the time recorded in  
13 DEFENDANTS' timekeeping system for PLAINTIFF and AGGRIEVED EMPLOYEES in order  
14 to avoid paying these employees for all hours worked, applicable overtime compensation, applicable  
15 sick pay, missed meal breaks and missed rest break.

16 24. As a result, Plaintiff and AGGRIEVED EMPLOYEES, from time-to-time,  
17 forfeited time worked by working without their time being accurately recorded and without  
18 compensation at the applicable pay rates.

19 25. The mutability of the timekeeping system also allowed DEFENDANTS to alter  
20 employee time records by recording fictitious thirty (30) minute meal breaks in DEFENDANTS'  
21 timekeeping system so as to create the appearance that PLAINTIFF and AGGRIEVED  
22 EMPLOYEES clocked out for thirty (30) minute meal break when in fact the employees were not  
23 at all times provided an off-duty meal break. This practice is a direct result of DEFENDANT'S  
24 uniform policy and practice of denying employees uninterrupted thirty (30) minute off-duty meal  
25 breaks each day or otherwise compensate them for missed meal breaks.

26 26. As a result, Plaintiff and Aggrieved Employees forfeited wages due to them for all  
27 hours worked at DEFENDANTS' direction, control and benefit for the time the timekeeping system  
28 was inoperable. DEFENDANTS' uniform policy and practice to not pay PLAINTIFF and

1 AGGRIEVED EMPLOYEES wages for all hours worked in accordance with applicable law is  
2 evidenced by DEFENDANTS' business records.

3 27. Specifically, as to PLAINTIFF, PLAINTIFF was from time to time unable to take off  
4 duty meal and rest breaks and was not fully relieved of duty for her rest and meal periods.  
5 PLAINTIFF was required to perform work as ordered by DEFENDANT for more than five (5) hours  
6 during a shift without receiving an off-duty meal break. Further, DEFENDANT failed to provide  
7 PLAINTIFF with a second off-duty meal period each workday in which he was required by  
8 DEFENDANT to work ten (10) hours of work. When DEFENDANT provided PLAINTIFF  
9 with a rest break, they required PLAINTIFF to remain on-duty and on-call for the rest break.  
10 DEFENDANT policy caused PLAINTIFF to remain on-call and on-duty during what was supposed  
11 to be his off-duty meal periods. PLAINTIFF therefore forfeited meal and rest breaks without  
12 additional compensation and in accordance with DEFENDANT'S strict corporate policy and  
13 practice. Moreover, DEFENDANT also provided PLAINTIFF with paystubs that failed to comply  
14 with Cal. Lab. Code § 226. Further, DEFENDANT also failed to reimburse PLAINTIFF for required  
15 business expenses related to the personal expenses incurred for the use of his personal cell phone  
16 and vehicle, on behalf of and in furtherance of his employment with DEFENDANT. To date,  
17 DEFENDANT has not fully paid PLAINTIFF the minimum, overtime and double time  
18 compensation still owed to him or any penalty wages owed to him under Cal. Lab. Code § 203.

19 **H. Unlawful Deductions**

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

24 29. Additionally, during the CALIFORNIA CLASS period, pursuant to  
25 DEFENDANT's company policies and practices, PLAINTIFF and other CALIFORNIA CLASS  
26 MEMBERS were forced to forfeit gratuities left for them by customers to DEFENDANT'S  
27 agents who provided no service to the customers that resulted in the gratuity. DEFENDANT has  
28 not remitted the total proceeds of these gratuities to PLAINTIFF. Instead, DEFENDANT has a

1 policy and practice of retaining for itself a portion of these gratuities and/or using a portion of  
2 these gratuities to pay the company, managers or other non-service employees. As a result,  
3 PLAINTIFF and CALIFORNIA CLASS Members have not received the total proceeds of the  
4 gratuities, to which they are entitled to under California Law, pursuant to California Labor Code  
5 §351.

6 30. California Labor Code §351 establishes the requirements for an employer  
7 regarding the payment of gratuities. Specifically, gratuities are the sole property of the  
8 employees. California Labor Code §351 expressly prohibits employers and their agents from  
9 collecting, taking, or receiving any portion of a gratuity. Labor Code §353 requires employers  
10 to keep accurate record of all gratuities they receive, directly or indirectly.

11 31. DEFENDANTS also failed to timely pay PLAINTIFF and the CALIFORNIA  
12 CLASS members in compliance of Cal. Lab. Code §204. DEFENDANTS' violations are  
13 knowing and intentional, were not isolated or due to an unintentional payroll error due to clerical  
14 or inadvertent mistake.

### 15 **CLASS ACTION ALLEGATIONS**

16 32. PLAINTIFF brings the First through Ten Causes of Action as a class action  
17 pursuant to California Code of Civil Procedure § 382 on behalf the CALIFORNIA CLASS,  
18 defined *supra*, that worked for DEFENDANT in California at any time beginning four (4) years  
19 prior to the filing of this Complaint and ending on the date as determined by the Court  
20 ("CLASS PERIOD").

21 33. PLAINTIFF and the other CALIFORNIA CLASS members have uniformly been  
22 deprived of wages and penalties from unpaid wages earned and due, including but not limited to  
23 unpaid minimum wages, unpaid overtime compensation, unpaid meal and rest period premiums,  
24 illegal meal and rest period policies, failure to separately compensate rest periods, failure to  
25 separately compensate, failure to provide accurate itemized wage statements, failure to maintain  
26 required records, and interest, statutory and civil penalties, attorney's fees, costs, and expenses.

27 34. The members of the class are so numerous that joinder of all class members is  
28 impractical.

1           35. Common questions of law and fact regarding DEFENDANT’S conduct, including  
2 but not limited to, the off-the-clock work, unpaid meal and rest period premiums, failing to provide  
3 legally compliant meal and rest periods, failing to reimburse business expenses, failure to provide  
4 accurate itemized wage statements accurate, and failure ensure they are paid at least minimum  
5 wage and overtime, exist as to all members of the class and predominate over any questions  
6 affecting solely any individual members of the class. Among the questions of law and fact  
7 common to the class are:

8           a. Whether DEFENDANTS maintained legally compliant meal  
9 period policies and practices;

10          b. Whether DEFENDANTS maintained legally compliant rest  
11 period policies and practices;

12          c. Whether DEFENDANTS failed to pay PLAINTIFF and the  
13 CALIFORNIA CLASS members accurate premium payments for  
14 missed meal and rest periods;

15          d. Whether DEFENDANTS failed to pay PLAINTIFF and the  
16 CALIFORNIA CLASS members accurate overtime wages and sick  
17 pay;

18          e. Whether DEFENDANTS failed to pay PLAINTIFF and the  
19 CALIFORNIA CLASS members at least minimum wage for all hours  
20 worked;

21          f. Whether DEFENDANTS reimbursed PLAINTIFF and the  
22 CALIFORNIA CLASS members for required business expenses;

23          g. Whether DEFENDANTS issued legally compliant wage  
24 statements;

25          h. Whether DEFENDANTS failed to pay PLAINTIFF and other  
26 CALIFORNIA CLASS members their gratuities

27          i. Whether DEFENDANTS committed an act of unfair  
28 competition by systematically failing to record and pay PLAINTIFF

1 and the other members of the CALIFORNIA CLASS for all time  
2 worked;

3 j. Whether DEFENDANTS committed an act of unfair  
4 competition by systematically failing to record all meal and rest  
5 breaks missed by PLAINTIFF and other CALIFORNIA CLASS  
6 members, even though DEFENDANTS enjoyed the benefit of this  
7 work, required employees to perform this work and permits or suffers  
8 to permit this work;

9 k. Whether DEFENDANTS committed an act of unfair  
10 competition in violation of the UCL, by failing to provide the  
11 PLAINTIFF and the other members of the CALIFORNIA CLASS  
12 with the legally required meal and rest periods.

13 l. Whether DEFENDANTS committed an act of unfair  
14 competition in violation of the UCL, by failing to provide the  
15 PLAINTIFF and the other members of the CALIFORNIA CLASS  
16 with the lawful deductions.

17  
18 36. PLAINTIFF is a member of the CALIFORNIA CLASS and suffered damages as a  
19 result of DEFENDANTS' conduct and actions alleged herein.

20 37. PLAINTIFF's claims are typical of the claims of the class, and PLAINTIFF has the  
21 same interests as the other members of the class.

22 38. PLAINTIFF will fairly and adequately represent and protect the interests of the  
23 CALIFORNIA CLASS members.

24 39. PLAINTIFF retained able class counsel with extensive experience in class action  
25 litigation.

26 40. Further, PLAINTIFF's interests are coincident with, and not antagonistic to, the  
27 interests of the other CALIFORNIA CLASS members.

28 41. There is a strong community of interest among PLAINTIFF and the members of the

1 CALIFORNIA CLASS to, *inter alia*, ensure that the combined assets of DEFENDANTS are  
2 sufficient to adequately compensate the members of the CALIFORNIA CLASS for the injuries  
3 sustained;

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

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

15 a. Inconsistent or varying adjudications with respect to individual members of  
16 the CALIFORNIA CLASS which would establish incompatible standards of  
17 conduct for the parties opposing the CALIFORNIA CLASS; and/or,

18 b. Adjudication with respect to individual members of the CALIFORNIA  
19 CLASS which would as a practical matter be dispositive of the interests of the other  
20 members not party to the adjudication or substantially impair or impeded their  
21 ability to protect their interests.

22 44. Class treatment provides manageable judicial treatment calculated to bring an  
23 efficient and rapid conclusion to all litigation of all wage and hour related claims arising out of  
24 the conduct of DEFENDANTS.

25 **FIRST CAUSE OF ACTION**

26 **For Unlawful Business Practices**

27 **[Cal. Bus. And Prof. Code §§ 17200, *et seq.*]**

28 **(By PLAINTIFF and the CALIFORNIA CLASS and Against All DEFENDANTS)**

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

4           46.     DEFENDANTS are “person[s]” as that term is defined under Cal. Bus. and Prof.  
5 Code § 17021.

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

10                   Any person who engages, has engaged, or proposes to engage in  
11                   unfair competition may be enjoined in any court of competent  
12                   jurisdiction. The court may make such orders or judgments,  
13                   including the appointment of a receiver, as may be necessary to  
14                   prevent the use or employment by any person of any practice which  
15                   constitutes unfair competition, as defined in this chapter, or as may  
16                   be necessary to restore to any person in interest any money or  
17                   property, real or personal, which may have been acquired by means  
18                   of such unfair competition.

19 Cal. Bus. & Prof. Code § 17203.

20           48.     By reason of this uniform conduct applicable to PLAINTIFF and all CALIFORNIA  
21 CLASS members, during the CLASS PERIOD, DEFENDANTS commit acts of unfair  
22 competition in violation of the California Unfair Competition Law, Cal. Bus. & Prof. Code §§  
23 17200, *et seq.* (the “UCL”), by engaging and continuing to engage in business practices which  
24 violates California law, including but not limited to, the applicable Industrial Wage Order(s), the  
25 California Code of Regulations and the California Labor Code including Sections 201, 201.3, 202,  
26 203, 204 *et seq.*, 210, 218, 218.5, 218.6, 221, 226(a), 226(a)(8), 226.2, 226.3, 232, 246, 226.7,  
27 227.3, 351, 510, 512, 558, 1102.5, 1174(d), 1174.5, 1194, 1197, 1197.1, 1197.14, 1198, 1198.5,  
28 1199, 2802 and 2804 for which this Court should issue declaratory and other equitable relief

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

3 49. By the conduct alleged herein, DEFENDANTS' practices were unlawful and unfair  
4 in that these practices violated public policy, were immoral, unethical, oppressive, unscrupulous  
5 or substantially injurious to employees, and were without valid justification or utility for which  
6 this Court should issue equitable and injunctive relief pursuant to Section 17203 of the California  
7 Business & Professions Code, including restitution of wages wrongfully withheld.

8 50. By the conduct alleged herein, DEFENDANTS' practices were deceptive and  
9 fraudulent in that DEFENDANTS' uniform policy and practice failed to, *inter alia*, provide the  
10 legally mandated meal and rest periods, the required accurate amount of compensation for missed  
11 meal and rest periods, overtime and minimum wages owed, provide accurate itemized wage  
12 statements, and unlawful deductions, due to a systematic business practice that cannot be justified,  
13 pursuant to the applicable Cal. Lab. Code, and Industrial Welfare Commission requirements in  
14 violation of Cal. Bus. Code §§ 17200, *et seq.*, and for which this Court should issue injunctive and  
15 equitable relief, pursuant to Cal. Bus. & Prof. Code § 17203, including restitution of wages  
16 wrongfully withheld.

17 51. By the conduct alleged herein, DEFENDANTS' practices were also unlawful,  
18 unfair and deceptive in that DEFENDANTS' employment practices caused PLAINTIFF and the  
19 other members of the CALIFORNIA CLASS to be underpaid during their employment with  
20 DEFENDANTS.

21 52. By the conduct alleged herein, DEFENDANTS' practices were also unlawful,  
22 unfair and deceptive in that DEFENDANTS' uniform policies, practices and procedures failed to,  
23 *inter alia*, provide the legally mandated meal and rest periods, the required accurate amount of  
24 compensation for missed meal and rest periods, overtime and minimum wages owed, provide  
25 accurate itemized wage statements, to PLAINTIFF and the other members of the CALIFORNIA  
26 CLASS as required by Cal. Labor Code.

27 53. Therefore, PLAINTIFF demands on behalf of himself and on behalf of each  
28 CALIFORNIA CLASS member, one (1) hour of pay for each workday in which an off-duty meal

1 period was not timely provided for each five (5) hours of work, and/or one (1) hour of pay for  
2 each workday in which a second off-duty meal period was not timely provided for each ten (10)  
3 hours of work.

4 54. PLAINTIFF further demands on behalf of himself and on behalf of each  
5 CALIFORNIA CLASS member, one (1) hour of pay for each workday in which an off duty paid  
6 rest period was not timely provided as required by law.

7 55. PLAINTIFF further demands on all wages due to PLAINTIFF and the members of  
8 the CALIFORNIA CLASS as a result of working while off the clock on meal periods, inaccurately  
9 calculated overtime and missed meal and rest periods premiums.

10 56. By and through the unlawful and unfair business practices described herein,  
11 DEFENDANTS has obtained valuable property, money and services from PLAINTIFF and the  
12 other members of the CALIFORNIA CLASS, including earned wages for all overtime worked,  
13 and has deprived them of valuable rights and benefits guaranteed by law and contract, all to the  
14 detriment of these employees and to the benefit of DEFENDANTS so as to allow DEFENDANTS  
15 to unfairly compete against competitors who comply with the law.

16 57. All the acts described herein as violations of, among other things, the Industrial  
17 Welfare Commission Wage Orders, the California Code of Regulations, and the California Labor  
18 Code, were unlawful and in violation of public policy, were immoral, unethical, oppressive and  
19 unscrupulous, were deceptive, and thereby constitute unlawful, unfair and deceptive business  
20 practices in violation of Cal. Bus. & Prof. Code §§ 17200, *et seq.*

21 58. PLAINTIFF and the other members of the CALIFORNIA CLASS are entitled to,  
22 and do, seek such relief as may be necessary to restore to them the money and property which  
23 DEFENDANTS has acquired, or of which PLAINTIFF and the other members of the  
24 CALIFORNIA CLASS have been deprived, by means of the above described unlawful and unfair  
25 business practices, including earned but unpaid wages for all overtime worked.

26 59. PLAINTIFF and the other members of the CALIFORNIA CLASS are further  
27 entitled to, and do, seek a declaration that the described business practices are unlawful, unfair  
28 and deceptive, and that injunctive relief should be issued restraining DEFENDANTS from

1 engaging in any unlawful and unfair business practices in the future.

2 60. PLAINTIFF and the other members of the CALIFORNIA CLASS have no plain,  
3 speedy and/or adequate remedy at law that will end the unlawful and unfair business practices of  
4 DEFENDANTS. Further, the practices herein alleged presently continue to occur unabated. As  
5 a result of the unlawful and unfair business practices described herein, PLAINTIFF and the other  
6 members of the CALIFORNIA CLASS have suffered and will continue to suffer irreparable legal  
7 and economic harm unless DEFENDANTS is restrained from continuing to engage in these  
8 unlawful and unfair business practices.

9 **SECOND CAUSE OF ACTION**

10 **For Failure to Pay Overtime Compensation**

11 **[Cal. Lab. Code §§ 510, *et seq.*]**

12 **(By PLAINTIFF and the CALIFORNIA CLASS and Against All DEFENDANTS)**

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

16 62. PLAINTIFF and the other members of the CALIFORNIA CLASS for the period  
17 beginning four years prior to the filing of the Complaint and the present (“CLASS PERIOD”)  
18 bring a claim for DEFENDANTS’ willful and intentional violations of the California Labor Code  
19 and the Industrial Welfare Commission requirements for DEFENDANTS’ failure to pay these  
20 employees for all overtime worked, including, work performed in excess of eight (8) hours in a  
21 workday, and/or twelve (12) hours in a workday, and/or forty (40) hours in any workweek.

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

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

28 65. Cal. Lab. Code § 1194 establishes an employee’s right to recover unpaid wages,

1 including overtime compensation and interest thereon, together with the costs of suit. Cal. Lab.  
2 Code § 1198 further states that the employment of an employee for longer hours than those fixed  
3 by the Industrial Welfare Commission is unlawful.

4 66. During the CLASS PERIOD, PLAINTIFF and CALIFORNIA CLASS members  
5 were required by DEFENDANTS to work for DEFENDANTS and were not paid for all the time  
6 they worked or were not accurately compensated for all overtime hours worked.

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

14 68. In committing these violations of the California Labor Code, DEFENDANTS  
15 inaccurately calculated the amount of overtime worked and the applicable overtime rates and  
16 consequently underpaid the actual time worked by PLAINTIFF and other members of the  
17 CALIFORNIA CLASS. DEFENDANTS acted in an illegal attempt to avoid the payment of all  
18 earned wages, and other benefits in violation of the California Labor Code, the Industrial Welfare  
19 Commission requirements and other applicable laws and regulations.

20 69. As a direct result of DEFENDANTS' unlawful wage practices as alleged herein,  
21 PLAINTIFF and the other members of the CALIFORNIA CLASS did not receive full  
22 compensation for all overtime worked.

23 70. Cal. Lab. Code § 515 sets out various categories of employees who are exempt from  
24 the overtime requirements of the law. None of these exemptions are applicable to PLAINTIFF  
25 and the other members of the CALIFORNIA CLASS. Further, PLAINTIFF and the other  
26 members of the CALIFORNIA CLASS are not subject to a valid collective bargaining agreement  
27 that would preclude the causes of action contained herein this Complaint. Rather, the PLAINTIFF  
28 brings this Action on behalf of himself and the CALIFORNIA CLASS based on DEFENDANTS'

1 violations of non-negotiable, non-waivable rights provided by the State of California.

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

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

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

17 74. DEFENDANTS knew or should have known that PLAINTIFF and the other  
18 members of the CALIFORNIA CLASS were under compensated for all overtime worked.  
19 DEFENDANTS systematically elected, either through intentional malfeasance or gross  
20 nonfeasance, to not pay employees for their labor as a matter of uniform company policy, practice  
21 and procedure, and DEFENDANTS perpetrated this systematic scheme by refusing to pay  
22 PLAINTIFF and the other members of the CALIFORNIA CLASS for overtime worked.

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

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

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

14 **THIRD CAUSE OF ACTION**

15 **For Failure to Pay Minimum Wages**

16 **[Cal. Lab. Code §§ 1194, 1194.2, 1197 and 1197.1]**

17 **(By PLAINTIFF and the CALIFORNIA CLASS and Against All DEFENDANTS)**

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

21 78. PLAINTIFF and the other members of the CALIFORNIA CLASS bring a claim for  
22 DEFENDANTS' willful and intentional violations of the California Labor Code and the Industrial  
23 Welfare Commission requirements for DEFENDANTS' failure to accurately record, calculate and  
24 pay minimum and reporting time wages to PLAINTIFF and CALIFORNIA CLASS members  
25 during the CLASS PERIOD.

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

28 80. Cal. Lab. Code § 1197 provides the minimum wage for employees fixed by the

1 commission is the minimum wage to be paid to employees, and the payment of a less wage than  
2 the minimum so fixed in unlawful.

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

5 82. DEFENDANTS maintain a uniform wage practice of paying PLAINTIFF and the  
6 other members of the CALIFORNIA CLASS without regard to the correct amount of time they  
7 work. For instance, as set forth herein, DEFENDANTS maintained a uniform policy that required  
8 PLAINTIFF to work while clocked out during what was supposed to be PLAINTIFF's off-duty  
9 meal break without compensation. Further, as set forth herein, DEFENDANTS' uniform policy  
10 and practice was to unlawfully and intentionally deny timely payment of wages due to  
11 PLAINTIFF and the other members of the CALIFORNIA CLASS.

12 83. DEFENDANTS' uniform pattern of unlawful wage and hour practices manifested,  
13 without limitation, applicable to the CALIFORNIA CLASS as a whole, as a result of  
14 implementing a uniform policy and practice that denies accurate compensation to PLAINTIFF  
15 and the other members of the CALIFORNIA CLASS in regard to minimum wage pay.

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

22 85. As a direct result of DEFENDANTS' unlawful wage practices as alleged herein,  
23 PLAINTIFF and the other members of the CALIFORNIA CLASS did not receive the correct  
24 minimum wage compensation for their time worked for DEFENDANTS.

25 86. During the CLASS PERIOD, PLAINTIFF and the other members of the  
26 CALIFORNIA CLASS were paid less for time worked that they were entitled to, constituting a  
27 failure to pay all earned wages.

28 87. By virtue of DEFENDANTS' unlawful failure to accurately pay all earned

1 compensation to PLAINTIFF and the other members of the CALIFORNIA CLASS for the true  
2 time they worked, PLAINTIFF and the other members of the CALIFORNIA CLASS have  
3 suffered and will continue to suffer an economic injury in amounts which are presently unknown  
4 to them and which will be ascertained according to proof at trial.

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

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

20 90. PLAINTIFF and the other members of the CALIFORNIA CLASS therefore request  
21 recovery of all unpaid wages, according to proof, interest, statutory costs, as well as the assessment  
22 of any statutory penalties against DEFENDANTS, in a sum as provided by the California Labor  
23 Code and/or other applicable statutes. To the extent minimum wage compensation is determined  
24 to be owed to the CALIFORNIA CLASS members who have terminated their employment,  
25 DEFENDANTS' conduct also violates Labor Code §§ 201 and/or 202, and therefore these  
26 individuals are also be entitled to waiting time penalties under Cal. Lab. Code § 203, which  
27 penalties are sought herein on behalf of these CALIFORNIA CLASS members. DEFENDANTS'  
28 conduct as alleged herein was willful, intentional and not in good faith. Further, PLAINTIFF and

1 other CALIFORNIA CLASS members are entitled to seek and recover statutory costs.

2 91. Pursuant to Labor Code § 1194.2, Plaintiff and CALIFORNIA CLASS are entitled  
3 to recover liquidated damages in an amount equal to the wages unlawfully unpaid and interest  
4 thereon.

5 **FOURTH CAUSE OF ACTION**

6 **For Failure to Provide Required Meal Periods**

7 **[Cal. Lab. Code §§ 226.7 & 512]**

8 **(By PLAINTIFF and the CALIFORNIA CLASS and Against All DEFENDANTS)**

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

12 93. During the CLASS PERIOD, from time-to-time, DEFENDANTS failed to provide  
13 all the legally required off-duty meal breaks to PLAINTIFF and the other CALIFORNIA CLASS  
14 members as required by the applicable Wage Order and Labor Code. The nature of the work  
15 performed by PLAINTIFF and CALIFORNIA CLASS members did not prevent these employees  
16 from being relieved of all of their duties for the legally required off-duty meal periods. As a result  
17 of their rigorous work schedules, PLAINTIFF and other CALIFORNIA CLASS members were  
18 from time-to-time not fully relieved of duty by DEFENDANTS for their meal periods.  
19 Additionally, DEFENDANTS' failure to provide PLAINTIFF and the CALIFORNIA CLASS  
20 members with legally required meal breaks prior to their fifth (5th) hour of work is evidenced by  
21 DEFENDANTS' business records from time-to-time. Further, DEFENDANTS failed to provide  
22 PLAINTIFF and CALIFORNIA CLASS members with a second off-duty meal period in some  
23 workdays in which these employees were required by DEFENDANTS to work ten (10) hours of  
24 work. As a result, PLAINTIFF and other members of the CALIFORNIA CLASS therefore  
25 forfeited meal breaks without additional compensation and in accordance with DEFENDANTS'  
26 strict corporate policy and practice.

27 94. DEFENDANTS further violates California Labor Code §§ 226.7 and the applicable  
28 IWC Wage Order by failing to compensate PLAINTIFF and CALIFORNIA CLASS members

1 who were not provided a meal period, in accordance with the applicable Wage Order, one  
2 additional hour of compensation at each employee's regular rate of compensation for each  
3 workday that a meal period was not provided.

4 95. As a proximate result of the aforementioned violations, PLAINTIFF and  
5 CALIFORNIA CLASS members have been damaged in an amount according to proof at trial, and  
6 seek all wages earned and due, interest, penalties, expenses and costs of suit.

7 **FIFTH CAUSE OF ACTION**

8 **For Failure to Provide Required Rest Periods**

9 **[Cal. Lab. Code §§ 226.7 & 512]**

10 **(By PLAINTIFF and the CALIFORNIA CLASS and Against All DEFENDANTS)**

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

14 97. During the CLASS PERIOD, PLAINTIFF and other members of the CALIFORNIA  
15 CLASS were from time-to-time required to work in excess of four (4) hours without being  
16 provided ten (10) minute rest periods. Further, these employees were denied their first rest periods  
17 of at least ten (10) minutes for some shifts worked of at least two (2) to four (4) hours, a first and  
18 second rest period of at least ten (10) minutes for some shifts worked of between six (6) and eight  
19 (8) hours, and a first, second and third rest period of at least ten (10) minutes for some shifts  
20 worked of ten (10) hours or more from time-to-time. PLAINTIFF and other members of the  
21 CALIFORNIA CLASS were also not provided with one-hour wages in lieu thereof. As a result  
22 of their rigorous work schedules, PLAINTIFF and other members of the CALIFORNIA CLASS  
23 were periodically denied their proper rest periods by DEFENDANTS and DEFENDANTS'  
24 managers.

25 98. DEFENDANTS further violated California Labor Code §§ 226.7 and the applicable  
26 IWC Wage Order by failing to compensate PLAINTIFF and other members of the CALIFORNIA  
27 CLASS who were not provided a rest period, in accordance with the applicable Wage Order, one  
28 additional hour of compensation at each employee's regular rate of compensation for each

1 workday that rest period was not provided.

2 99. As a proximate result of the aforementioned violations, PLAINTIFF and other  
3 members of the CALIFORNIA CLASS have been damaged in an amount according to proof at  
4 trial, and seek all wages earned and due, interest, penalties, expenses and costs of suit.

5 **SIXTH CAUSE OF ACTION**

6 **For Failure to Reimburse Employees for Required Expenses**

7 **[Cal. Lab. Code §§ 2800 and 2802, and the Applicable IWC Wage Order § 9]**

8 **(By PLAINTIFF and the CALIFORNIA CLASS and Against All Defendants)**

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

12 101. Cal. Labor Code §2800 provides, in pertinent part, “[a]n employer shall in all cases  
13 indemnify his employee for losses caused by the employer’s want of ordinary care.”

14 102. Cal. Lab. Code § 2802 provides, in relevant part, that:

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

19 103. Further, Cal. Labor Code §2902 additionally provides, in pertinent part: “(c) ... the  
20 term ‘necessary expenditures or losses’ shall include all reasonable costs, including but not limited  
21 to, attorney’s fees incurred by the employee enforcing the rights granted by this section.”

22 104. The Applicable IWC Wage Order §9 provides that “When tools or equipment are  
23 required by the employer or are necessary to the performance of a job, such tools and equipment  
24 shall be provided and maintained by the employer...”

25 105. California Labor Code section 2804 mandates that this statutory right cannot be  
26 waived.

27 106. From time-to-time during the CLASS PERIOD, DEFENDANTS violated Cal. Lab.  
28 Code § 2802, by failing to indemnify and reimburse PLAINTIFF and the members of the

1 CALIFORNIA CLASS for required expenses incurred in the discharge of their job duties for  
2 DEFENDANTS' benefit. DEFENDANTS failed to reimburse PLAINTIFF and the members of  
3 the CALIFORNIA CLASS for expenses which included, but were not limited to, costs related to  
4 using their personal cellular phone for the benefit of DEFENDANTS. Specifically, PLAINTIFF  
5 and the members of the CALIFORNIA CLASS were required by DEFENDANTS to use their  
6 personal cell phones to execute their essential job duties on behalf of DEFENDANTS.  
7 DEFENDANTS' uniform policy, practice and procedure was to not reimburse PLAINTIFF and the  
8 members of the CALIFORNIA CLASS for expenses resulting from using their personal cellular  
9 phones for DEFENDANTS within the course and scope of their employment for DEFENDANTS.  
10 These expenses were necessary to complete their principal job duties. DEFENDANTS are estopped  
11 by DEFENDANTS' conduct to assert any waiver of their expectation. Although these expenses  
12 were necessary expenses incurred by PLAINTIFF and the members of the CALIFORNIA CLASS,  
13 DEFENDANTS failed to indemnify and reimburse PLAINTIFF and the members of the  
14 CALIFORNIA CLASS for these expenses as an employer is required to do under the laws and  
15 regulations of California.

16 107. PLAINTIFF therefore demands reimbursement on behalf of the members of the  
17 CALIFORNIA CLASS for expenditures or losses incurred in the discharge their job duties and on  
18 behalf of DEFENDANTS, or his/her obedience to the directions of DEFENDANT, with interest at  
19 the statutory rate and costs under Cal. Lab. Code § 2802.

20 **SEVENTH CAUSE OF ACTION**

21 **For Failure to Provide Accurate Itemized Statements**

22 **[Cal. Lab. Code §§ 226 and 226.2]**

23 **(By PLAINTIFF and the CALIFORNIA CLASS and Against All DEFENDANTS)**

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

27 109. Cal. Labor Code § 226 provides that an employer must furnish employees with an  
28 "accurate itemized" statement in writing showing:

1. Gross wages earned;
2. Total hours worked by the employee, except for any employee whose compensation is solely based on a salary and who is exempt from payment of overtime under subdivision (a) of Section 515 or any applicable order of the Industrial Welfare Commission;
3. The number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis;
4. All deductions, provided that all deductions made on written orders of the employee may be aggregated and shown as one item;
5. Net wages earned;
6. The inclusive dates of the period for which the employee is paid;
7. The name of the employee and his or her social security number, except that by January 1, 2008, only the last four digits of his or her social security number or an employee identification number other than a social security number may be shown on the itemized statement;
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.

110. During the CLASS PERIOD, DEFENDANTS also failed to provide PLAINTIFF and the other members of the CALIFORNIA CLASS with complete and accurate wage statements which failed to accurately show, among other things, (1) total number of hours worked, (2) net wages earned, (3) gross wages earned and (4) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee in violation of California Labor Code Section 226.

111. DEFENDANTS knowingly and intentionally failed to comply with Cal. Labor Code § 226, causing injury and damages to the PLAINTIFF and the other members of the CALIFORNIA CLASS. PLAINTIFF and the other members of the CALIFORNIA CLASS may elect to recover liquidated damages of fifty dollars (\$50.00) for the initial pay period in which the violation occurred, and one hundred dollars (\$100.00) for each violation in a subsequent pay period pursuant to Cal. Lab. Code § 226, and all other damages and penalties available pursuant to Labor Code § 226.2(a)(6), all in an amount according to proof at the time of trial (but in no event more than four thousand dollars (\$4,000.00) for PLAINTIFF and each respective member of the CALIFORNIA CLASS herein.

### EIGHTH CAUSE OF ACTION

## FAILURE TO PAY WAGES WHEN DUE

**(Cal Lab. Code §§ 201, 202, 203, and 204)**

**(By PLAINTIFF and the CALIFORNIA CLASS and Against All DEFENDANTS)**

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

113. Cal. Lab. Code § 200 provides that:

As used in this article: (a) "Wages" includes all amounts for labor performed by employees of every description, whether the amount is fixed or ascertained by the standard of time, task, piece, Commission basis, or other method of calculation. (b) "Labor" includes labor, work, or service whether rendered or performed under contract, subcontract, partnership, station plan, or other agreement if the labor to be paid for is performed personally by the person demanding payment.

114. Cal. Lab. Code § 201 provides, in relevant part, that “If an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately.”

1           115. Cal. Lab. Code § 202 provides, in relevant part, that:

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

14           116. There was no definite term in PLAINTIFF's or any CALIFORNIA CLASS  
15 Members' employment contract.

16           117. Cal. Lab. Code § 203 provides:

17                      If an employer willfully fails to pay, without abatement or  
18                      reduction, in accordance with Sections 201, 201.5, 202, and  
19                      205.5, any wages of an employee who is discharged or who  
20                      quits, the wages of the employee shall continue as a penalty  
21                      from the due date thereof at the same rate until paid or until an  
22                      action therefor is commenced; but the wages shall not  
23                      continue for more than 30 days.

24           118. The employment of PLAINTIFF and many CALIFORNIA CLASS Members  
25 terminated, and DEFENDANTS has not tendered payment of wages, to these employees who  
26 missed meal and rest breaks, as required by law.

27           119. Cal. Lab. Code § 204 provides in part:  
28

1 All wages, ...earned by any person in any employment are due and payable  
2 twice during each calendar month, on days designated in advance by the  
3 employer as the regular paydays.

4 120. Therefore, as provided by Cal Lab. Code § 203, on behalf of themselves and the  
5 members of the CALIFORNIA CLASS whose employment has, PLAINTIFF demands up to  
6 thirty days of pay as penalty for not paying all wages due at time of termination for all employees  
7 who terminated employment during the CLASS PERIOD, and demands an accounting and  
8 payment of all wages due, plus interest and statutory costs as allowed by law.

9 **NINTH CAUSE OF ACTION**

10 **FAILURE TO PAY STATUTORY GRATUITIES**

11 **(Cal. Lab. Code §§ 351, *et seq.*)**

12 **(Alleged by PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS and against all  
Defendants)**

13 121. PLAINTIFF, and the other members of the CALIFORNIA LABOR SUB-CLASS,  
14 reallege and incorporate by this reference, as though fully set forth herein, the prior paragraphs  
15 of this Complaint.

16 122. DEFENDANT's conduct, as set forth above, in failing to remit to non-managerial  
17 employees the total proceeds of gratuities constitute a violation of California Labor Code § 351.  
18 The violation is enforceable pursuant to the California Unfair Competition Law, Cal. Bus. And  
19 Prof. Code 17200 *et seq.* DEFENDANT's conduct constitutes unlawfully, unfair, And/or  
20 fraudulent business acts or practices, in that DEFENDANT has violated California Labor Code  
21 Section 351 is not remitting to the non-managerial service employees the total gratuities.

22 123. As a proximate result of the aforementioned violations, PLAINTIFF and  
23 CALIFORNIA LABOR SUB-CLASS Members have been damaged in an amount according to  
24 proof at trial, including the loss of gratuities to which they were entitled and seek all wages  
25 earned and due, interest, penalties, expenses and costs of suit.

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1           128. Defendants' conduct violates numerous Wage Orders and Labor Code sections  
2 including, but not limited to, the following:

- 3           a. Violation of Labor Code §§ 201, 202, 203, 204 *et seq.* 210, 218.5, 218.6, 218, 221,  
4           224, 226(a), 226(a)(8), 226.3, 226.7, 227.3, 246 *et seq.*, 351, 510, 512, 558, 1174,  
5           1174.5, 1182.12, 1194, 1194.2, 1197, 1197.1, 1198, 1195.5, 2800, 2802, 2804,  
6           2698 for failure to timely pay all earned wages (including minimum wage and  
7           overtime wages) owed to Plaintiff and other aggrieved employees during  
8           employment and upon separation of employment as herein alleged;
- 9           b. Violation of Labor Code §§ 226.7 and 512 for failure to provide meal periods to  
10          Plaintiff and other aggrieved employees failure to pay premium wages for missed  
11          meal periods and herein alleged;
- 12          c. Violation of Labor Code § 226.7 for failure to permit rest breaks to Plaintiff and  
13          other aggrieved employees and failure to pay premium wages for missed rest  
14          periods as herein alleged;
- 15          d. Violation of Labor Code § 226 for failure to provide accurate itemized wage  
16          statements to Plaintiff and other aggrieved employees as herein alleged;
- 17          e. Violation of Labor Code § 1174 and 1174.5 for failure to maintain accurate and  
18          complete records showing, among other things, the hours worked daily by and  
19          the wages paid to aggrieved employees; and
- 20          f. Violation of Labor Code § 2800 and 2802 for failure to reimburse Plaintiff and  
21          other aggrieved employees as herein alleged.

22          129. Plaintiff is an "AGGRIEVED EMPLOYEE" because he was employed by the  
23          alleged violator and had one or more of the violations committed against him, and therefore is  
24          properly suited to represent the interest of all the other AGGRIEVED EMPLOYEES.

25          130. Plaintiff has exhausted the procedural requirements under Labor Code § 2699.3  
26          as to Defendants and is therefore able to pursue a claim for penalties on behalf of himself and  
27          all other aggrieved employees under PAGA.  
28

131. Pursuant to Labor Code §§ 2699(a), 2699.3 and 2699.5, Plaintiff is entitled to recover civil penalties, in addition to other remedies, for violations of the Labor Code sections cited above.

132. For bringing this action, Plaintiff is entitled to attorney's fees and costs incurred herein.

## PRAYER FOR RELIEF

WHEREFORE, PLAINTIFF, on his own behalf and on behalf of all other similarly situated, prays for judgment against each DEFENDANT, jointly and severally, as follows:

1. On behalf of the CALIFORNIA CLASS:

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

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

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

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

E) Compensatory damages, according to proof at trial, including compensatory damages for overtime compensation due PLAINTIFF and the other members of the CALIFORNIA CLASS, during the applicable CALIFORNIA CLASS PERIOD plus interest thereon at the statutory rate;

F) For economic and/or special damages in an amount according to proof with interest thereon;

G) The greater of all actual damages or fifty dollars (\$50) for the initial pay period in which a violation occurs and one hundred dollars (\$100) per each member of the CALIFORNIA

1 CLASS for each violation in a subsequent pay period, not exceeding an aggregate penalty of four  
2 thousand dollars (\$4,000), and an award of costs for violation of Cal. Lab. Code § 226;

3 H) Meal and rest period compensation pursuant to California Labor Code Sections  
4 226.7, 512 and the applicable IWC Wage Order; and

5 I) For liquidated damages pursuant to California Labor Code Sections 1194.2 and  
6 1197.

7 J) For Statutory penalties to the extent permitted by law, including those pursuant to  
8 the Labor Code and IWC Wage Orders;

9 2. On behalf of the State of California and with respect to all AGGRIEVED EMPLOYEES:

10 a. Recovery of civil penalties as prescribed by the Labor Code Private Attorneys  
11 General Act of 2004; and

12 b. An Award of penalties, attorneys' fees and costs of suit, as allowable under the law.

13 3. On all claims:

14 A) An award of interest, including prejudgment interest at the legal rate;

15 B) Such other and further relief as the Court deems just and equitable; and,

16 C) An award of penalties, attorneys' fees and cost of suit, as allowable under the law,  
17 including, but not limited to, pursuant to Labor Code §203, §204, §226, §1194, §2699 *et seq.*,  
18 and/or §2802.

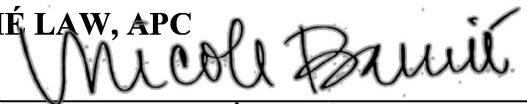
19 D) For prejudgment and post judgment interest on each of the foregoing at the legal  
20 rate from the date the obligation became due through the date of judgment in this matter.

21 E) For any other relief that is just and proper.

22 Dated: January 31, 2025

23 **BARVIÉ LAW, APC**

24 By

  
25 NICOLE BARVIÉ, Esq.  
26 Attorneys for Plaintiff(s)  
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**DEMAND FOR JURY TRIAL**

Plaintiff hereby demand(s) trial by jury in this action.

Dated: January 31, 2025

**BARVIÉ LAW, APC**

By   
\_\_\_\_\_  
NICOLE BARVIÉ, Esq.  
Attorneys for Plaintiff(s)