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Attorneys for Plaintiff SUSIE MILLAN,
on behalf of herself and others similarly situated

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES**

SUSIE MILLAN, an individual on behalf of
herself and all others similarly situated,

Plaintiff,

vs.

RANCHO HEALTH MSO, INC., a
Delaware corporation; and DOES 1 through
50, inclusive,

Defendants.

Case No.: 24STCV32144

CLASS ACTION

Assigned for All Purposes To:

Hon. Stuart M. Rice
Dept.: 1

**FIRST AMENDED CLASS ACTION
COMPLAINT FOR:**

1. Failure to Pay Minimum Wages;
2. Failure to Pay Wages and Overtime Under Labor Code § 510;
3. Meal Period Liability Under Labor Code § 226.7;
4. Rest-Break Liability Under Labor Code § 226.7;
5. Violation of Labor Code § 226(a);
6. Violation of Labor Code § 203;
7. Violation of Labor Code § 204;
8. Failure to Keep Required Payroll Records under Labor Code §§ 1174 and 1174.5;
9. Failure to Pay Vacation Wages;
10. Failure to Pay Reporting Time Pay;
11. Failure to Reimburse Necessary Business Expenses § 2802;
12. Violation of Business & Professions Code § 17200 *et seq.*; and
13. Penalties under PAGA; Labor Code § 2698

DEMAND FOR JURY TRIAL

1 **INTRODUCTION**

2 1. Plaintiff SUSIE MILLAN (“Plaintiff”) brings this action on behalf of herself and
3 the Class Members who are defined as “all current and former employees within the State of
4 California who, at any time from four (4) years prior to the filing of this lawsuit, are or were
5 employed as non-exempt hourly employees by Defendants RANCHO HEALTH MSO, INC., a
6 Delaware corporation; and DOES 1 through 50” (all defendants being collectively referred to
7 herein as “Defendants”).

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

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

15 **THE PARTIES**

16 **A. The Plaintiff**

17 4. Plaintiff SUSIE MILLAN resides in California, during the time period relevant to
18 this Complaint, was employed by Defendants as a non-exempt hourly employee within the State
19 of California.

20 **B. The Defendants**

21 5. Defendant RANCHO HEALTH MSO, INC., is a Delaware corporation with its
22 principal offices in Los Angeles, California and is registered with the California Secretary of State.
23 Defendant RANCHO HEALTH MSO, INC. has been the employer listed on the wage statements
24 and employment records issued to Plaintiff during the relevant time period that Plaintiff was
25 employed with Defendants. Defendant RANCHO HEALTH MSO, INC., employs Plaintiff and
26 the Class Members in California, including at Defendants’ offices and facilities in Temecula,
27 California, and throughout California, and conducts business throughout California.

28 6. The true names and capacities, whether individual, corporate, associate, or

whatever else, of the Defendants sued herein as Does 1 through 50, inclusive, are currently unknown to Plaintiff, who therefore sue these Defendants by such fictitious names under Code of Civil Procedure § 474. Plaintiff is informed and believes and thereon alleges that Defendants designated herein as Does 1 through 50, inclusive, and each of them, are legally responsible in some manner for the unlawful acts referred to herein. Plaintiff will seek leave of court to amend this Complaint to reflect the true names and capacities of the Defendants designated herein as Does 1 through 50 when their identities become known.

7. Plaintiff is informed and believes and thereon alleges that each Defendant acted in all respects pertinent to this action as the agent of the other Defendants, that Defendants carried out a joint scheme, business plan, or policy in all respects pertinent hereto, and that the acts of each Defendant are legally attributable to the other Defendants. Furthermore, Defendants acted in all respects as the employers or joint employers of Class Members. Defendants, and each of them, exercised control over the wages, hours or working conditions of Class Members, or suffered or permitted Class Members to work, or engaged, thereby creating a common law employment relationship, with Class Members. Therefore, Defendants, and each of them, employed or jointly employed Class Members.

8. Whenever and wherever reference is made in this Complaint to any act by a defendant or defendants, such allegations and references shall also be deemed to mean the acts and failures to act of each defendant acting individually, jointly, and severally.

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

JURISDICTION AND VENUE

10. This Court has jurisdiction over this Action pursuant to California Code of Civil Procedure § 410.10 and California Business & Professions Code § 17203. This Action is brought as a Class Action on behalf of similarly situated Class Members of Defendants pursuant to California Code of Civil Procedure § 382. Venue as to Defendants is also proper in this judicial

1 district pursuant to California Code of Civil Procedure § 395 *et seq.* Upon information and belief,
2 the obligations and liabilities giving rise to this lawsuit occurred in part in Los Angeles County.
3 Defendants maintain and operate facilities in Los Angeles County and employs Plaintiff and other
4 Class Members in Los Angeles County, while doing business throughout California.

5 **FACTUAL BACKGROUND**

6 11. Class Members consistently worked at Defendants behest without being paid all
7 wages due. Class Members were either not paid by Defendants for all hours worked or were not
8 paid at the appropriate minimum, regular and overtime rates. Plaintiff also contends that
9 Defendants failed to pay Class Members all wages due and owing, including by requiring off the
10 clock work, failing to provide meal and rest breaks, failing to pay out vacation days, failing to pay
11 reporting time pay, failing to timely pay wages including final wages, failing to maintain accurate
12 records, and failing to reimburse necessary business expenses all in violation of various provisions
13 of the California Labor Code and applicable Wage Orders.

14 12. During the course of Class Members' employment with Defendants, they were not
15 paid all wages they were owed, including for all work performed resulting in off the clock work.
16 Defendants required Class Members to perform pre-shift and post-shift off the clock work. For
17 instance, at the beginning of each shift, Class Members were required to wait to be buzzed into the
18 building, then boot up their office computer and log into the timekeeping software to be able to
19 clock in. After their scheduled shifts, Class Members were required to clock out and continue
20 working to assist managers and other staff members with work duties. Class Members were also
21 required to go through COVID-19 screenings including temperature checks and nasal swabs.
22 Additionally, Defendants would contact Class Members on their personal cell phones outside of
23 scheduled work hours, and Class Members were not paid for this time. Class Members would also
24 frequently work through portions of their meal periods, and were not paid for this time.

25 13. Moreover, Defendant required Plaintiff and the Class Members to, on occasion,
26 report for a scheduled work day to be told whether work was available for them or not, and when
27 there was no work, Plaintiff and the Class members would be sent home after waiting for hours.
28 On such days when Defendant required Plaintiff and the Class Members to report to work only to

1 be sent home because work was not available, they were not paid required reporting time wages
2 for the hours they waited without receiving their regular hourly rate of pay for them.

3 14. By implementing policies, programs, practices, procedures and protocols which
4 resulted in off the clock work, Defendants' willful actions resulted in the systematic underpayment
5 of wages to Class Members, including underpayment of overtime pay to Class Members over the
6 relevant time period. For example, the above described off the clock work addressed above caused
7 Plaintiff to begin receiving overtime pay later than they should have.

8 15. As a result of the above described requirements to work off the clock and the other
9 wage violations they endured at Defendants' hands, Class Members were not properly paid all
10 wages earned and all wages owed to them by Defendants, including when working more than
11 eight (8) hours in any given day and/or more than forty (40) hours in any given week.

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

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

28 18. Therefore, from at least four (4) years prior to the filing of this lawsuit and

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

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

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

25 21. Therefore, for at least four years prior to the filing of this action and through to the
26 present, Defendants have regularly required Class Members to work shifts in excess of five (5)
27 hours without providing them with uninterrupted meal periods of not less than thirty (30) minutes,
28 and shifts in excess of (10) hours without providing them with second meal periods of not less

1 than thirty minutes; nor did Defendants pay Class Members “premium pay,” i.e. one hour of
2 wages at each Class Member’s effective hourly rate of pay, for each meal period that Defendants
3 failed to provide or deficiently provided.

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

- 5 (a) Class Members were not provided full thirty-minute duty free meal periods
6 for work days in excess of five (5) hours and were not compensated one (1)
7 hour’s wages in lieu thereof, all in violation of, among others, Labor Code
8 §§ 226.7, 512, and the applicable Industrial Welfare Commission Wage
9 Order(s);
- 10 (b) Class Members were not provided second full thirty-minute duty free meal
11 periods for work days in excess of ten (10) hours;
- 12 (c) Class Members were required to work through at least part of their daily
13 meal period(s);
- 14 (d) Meal periods were provided after five (5) hours of continuous work during
15 a shift; and
- 16 (e) Class Members were restricted in their ability to take a full thirty-minute
17 meal period.

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

27 24. Rest period violations therefore arose in one or more of the following manners:

- 28 (a) Class Members were required to work without being provided a minimum

ten (10) minute rest period for every four (4) hours or major fraction thereof worked and were not compensated one (1) hour of pay at their regular rate of compensation for each workday that a rest period was not provided;

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

(c) Class Members were required to remain on-duty during rest periods or otherwise had their rest periods interrupted by work demands.

25. Defendants also consistently failed to issue accurate itemized wage statements as required by Labor Code § 226(a). Specifically, the wage statements given to Class Members failed to accurately account for unpaid wages and overtime because their actual hours worked were under-reported due to off the clock work. Additionally, the wage statements given to Class Members failed to accurately account for premium pay for deficiently provided meal periods and rest breaks.

26. From at least four (4) years prior to filing this lawsuit and continuing to the present, Defendants have thus also had a consistent policy of failing to pay all wages owed to Class Members at the time of their termination of within seventy-two (72) hours of their resignation, as required by California wage-and-hour laws. Specifically, Plaintiff and Class Members were not paid all regular and overtime wages because Defendants failed to pay for all hours worked by requiring off the clock work. Additionally, Defendants failed to pay premium wages owed for unprovided meal periods and rest periods, as further detailed in this Complaint. Defendants' failure to pay said wages within the required time was willful within the meaning of Labor Code § 203.

27. Additionally, from at least four (4) years prior to the filing of this lawsuit and continuing to the present, Defendants have regularly required Class Members to incur business expenses in the course of performing their required job duties for Defendants including for cell phone expenses, mileage, and office equipment including computer keyboards. Upon information and belief, Class Members incurred similar costs. These expenses incurred by Class Members

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

5 28. In light of the foregoing, Plaintiff and Class Members bring this action pursuant to,
6 *inter alia*, Labor Code §§ 201, 202, 203, 204, 210, 226, 226.3, 226.7, 248, 510, 512, 558, 558.1,
7 1174, 1174.5, 1182.12, 1185, 1194, 1194.2, 1197, 1198, 1199, 2802, 2698 *et seq.*, and California
8 Code of Regulations, Title 8, section 11000 *et seq.*

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

13 CLASS ALLEGATIONS

14 30. Plaintiff seeks to represent the Subclasses composed of and defined as follows:

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

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

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

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

28 e. Subclass 5. Wage Statement Subclass. All Class Members who, within the

applicable limitations period, were not provided with accurate itemized wage statements.

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

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

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

i. Subclass 9. Reporting Time Pay Subclass. All Class Members who, within the applicable limitations period, were not paid reporting time pay.

j. Subclass 10. Vacation Pay Subclass. All Class Members who were not paid for accrued vacation time upon separation.

k. Subclass 11. Expense Reimbursement Subclass. All Class Members who incurred necessary and reasonable expenses in connection with performing their job duties for Defendant and who were subject to a policy and/or practice under which such expenses were not reimbursed.

i. Subclass 12. UCL Subclass. All Class Members who are owed restitution as a result of Defendants' business acts and practices, to the extent such acts and practices are found to be unlawful, deceptive, and/or unfair.

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

32. Defendants, as a matter of company policy, practice and procedure, and in violation of the applicable Labor Code, Industrial Welfare Commission ("IWC") Wage Order requirements, and the applicable provisions of California law, intentionally, knowingly, and willfully, engaged

1 in a practice whereby Defendants failed to correctly calculate compensation for the time worked
2 by Class Members, even though Defendants enjoyed the benefit of this work, required Class
3 Members to perform this work and permitted or suffered to permit this work. Defendants have
4 uniformly denied these Class Members wages to which these employees are entitled and failed to
5 provide meal periods or authorize and permit rest periods, in order to unfairly cheat the
6 competition and unlawfully profit.

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

10 **A. Numerosity**

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

16 35. Accounting for employee turnover during the relevant time period increases this
17 number substantially. Plaintiff alleges that Defendants' employment records will provide
18 information as to the number and location of all Class Members.

19 **B. Commonality**

20 36. There are questions of law and fact common to the Class that predominates over
21 any questions affecting only individual Class Members. These common questions of law and fact
22 include:

- 23 a. Whether Defendants failed to pay Class Members minimum wages;
- 24 b. Whether Defendants failed to pay Class Members wages for all hours worked;
- 25 c. Whether Defendants failed to pay Class Members overtime as required under Labor
26 Code § 510;
- 27 d. Whether Defendants violated Labor Code §§ 226.7 and 512, and the applicable
28 IWC Wage Orders, by failing to provide Class Members with requisite meal

periods or premium pay in lieu thereof;

- e. Whether Defendants violated Labor Code §§ 226.7, and the applicable IWC Wage Orders, by failing to authorize and permit Class Members to take requisite rest breaks or provide premium pay in lieu thereof;
- f. Whether Defendants violated Labor Code § 226(a) by providing Class Members with inaccurate wage statements;
- g. Whether Defendants violated Labor Code §§ 201, 202, and 203 by failing to pay wages and compensation due and owing at the time of termination of employment;
- h. Whether Defendants' conduct was willful;
- i. Whether Defendants violated Labor Code § 226 and § 1174 and the IWC Wage Orders by failing to maintain accurate records of Class Members' earned wages and work periods;
- j. Whether Defendants violated Labor Code § 1194 by failing to compensate all Class Members during the relevant time period for all hours worked, whether regular or overtime;
- k. Whether Defendants violated Labor Code § 204 by failing to timely pay wages;
- l. Whether Defendant violated Labor Code § 227.3 by failing to pay Class Members for accrued vacation time upon separation;
- m. Whether Defendants failed to pay Class Members reporting time pay;
- n. Whether Defendants violated Labor Code § 2802 by failing to reimburse all necessary business expenses Defendants required them to incur in performing their job duties;
- o. Whether Defendants violated Business and Professions Code § 17200 *et seq.*; and
- p. Whether Class Members are entitled to equitable relief pursuant to Business and Professions Code § 17200 *et seq.*

C. Typicality

37. The claims of the named plaintiff is typical of those of Class Members. The Class Members all sustained injuries and damages arising out of and caused by Defendants' common

1 course of conduct in violation of statutes, as well as regulations that have the force and effect of
2 law, as alleged herein.

3 **D. Adequacy of Representation**

4 38. Plaintiff will fairly and adequately represent and protect the interest of the Class
5 Members. Counsel who represents Class Members are experienced and competent in litigating
6 employment class actions.

7 **E. Superiority of Class Action**

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

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

26 41. Class action treatment will allow those persons similarly situated to litigate their
27 claims in the manner that is most efficient and economical for the parties and the judicial system.
28 Plaintiff is unaware of any difficulties in managing this case that should preclude class treatment.

1 Plaintiff contemplates the eventual issuance of notice to the proposed Class Members that would
2 set forth the subject and nature of the instant action. The Defendants' own business records can be
3 utilized for assistance in the preparation and issuance of the contemplated notices. To the extent
4 that any further notice is required additional media and/or mailings can be used.

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

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

19 **FIRST CAUSE OF ACTION**

20 **FAILURE TO PAY MINIMUM WAGES**

21 **(Against All Defendants)**

22 44. Plaintiff re-alleges and incorporate all preceding paragraphs, as though set forth in
23 full herein.

24 45. Defendants failed to pay Class Members minimum wages for all hours worked.
25 Defendants had a consistent policy of misstating Class Members' time records and failing to pay
26 Class Members for all hours worked. Class Members would work hours and not receive wages,
27 including as alleged above in connection with off the clock work. Defendants, and each of them,
28 have intentionally and improperly changed, adjusted and/or modified the hours of Class Members,

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

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

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

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

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

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

1 be used as a credit against a minimum wage obligation.

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

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

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

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

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

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

1 Labor Code, including § 558, and/or other applicable statutes.

2 **SECOND CAUSE OF ACTION**

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

4 **(Against All Defendants)**

5 57. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
6 full herein.

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

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

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

1 in a given day, and/or forty hours in a given week. Based on information and belief, Defendants
2 did not make available to Class Members a reasonable protocol for correcting time records when
3 Class Members worked overtime hours or to fix incorrect time entries.

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

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

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

27 64. Class Members have been damaged by these violations of California Labor Code
28 §§ 204 and 510 (and the relevant orders of the Industrial Welfare Commission).

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

THIRD CAUSE OF ACTION

MEAL-PERIOD LIABILITY UNDER LABOR CODE § 226.7

(Against All Defendants)

66. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in full herein.

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

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

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

70. Moreover, Defendants failed to compensate Class Members for each meal period

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

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

12 **FOURTH CAUSE OF ACTION**

13 **REST-BREAK LIABILITY UNDER LABOR CODE § 226.7**

14 **(Against All Defendants)**

15 72. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
16 full herein.

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

20 74. Class Members consistently worked consecutive four (4) hour shifts and were
21 generally scheduled for shifts of greater than 3.5 hours total, thus requiring Defendants to
22 authorize and permit them to take rest periods. Pursuant to the Labor Code and the applicable IWC
23 Wage Order, Class Members were entitled to paid rest breaks of not less than ten (10) minutes for
24 each consecutive four (4) hour shift, and Defendants failed to provide Class Members with timely
25 rest breaks of not less than ten (10) minutes for each consecutive four (4) hour shift. Defendants
26 placed their needs over Class Members lawful rest breaks and this resulted in Class Members
27 consistently having to work through their scheduled rest breaks because the demands of the job
28 would not avail them the opportunity to take a lawfully uninterrupted and off-duty rest break.

1 Thus, Class Members were consistently denied of their rest breaks.

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

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

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

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

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

21 79. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
22 full herein.

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

1 employer must give the employee these statements twice a month or each time wages are paid.

2 81. Defendants failed to provide Class Members with accurate itemized wage
3 statements in writing, as required by the Labor Code. Specifically, the wage statements given to
4 Class Members failed to accurately account for unpaid wages and overtime because their actual
5 hours worked were under-reported due to off the clock work. Moreover, the wage statements
6 given to Class Members failed to accurately account for premium pay for deficiently provided
7 meal periods and rest breaks.

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

19 83. Class Members suffered injury as a result of Defendants' knowing and intentional
20 failure to provide them with the accurate wage and hour statements as required by law and are
21 presumed to have suffered injury and be entitled to penalties under Labor Code § 226(e), as the
22 Defendants have failed to provide wage statements with accurate and complete information as
23 required by any one or more of items Labor Code § 226 (a)(1) to (9), inclusive, and Class
24 Members cannot promptly and easily determine from the wage statement alone one or more of the
25 following: (i) The amount of the gross wages or net wages paid to the employee during the pay
26 period or any of the other information required to be provided on the itemized wage statement
27 pursuant to items (2) to (4), inclusive, (6), and (9) of subdivision (a), (ii) Which deductions the
28 employer made from gross wages to determine the net wages paid to the employee during the pay

1 period, (iii) The name and address of the employer and, (iv) The name of the employee and only
2 the last four digits of his or her social security number or an employee identification number other
3 than a social security number. For purposes of Labor Code § 226(e) “promptly and easily
4 determine” means a reasonable person [i.e. an objective standard] would be able to readily
5 ascertain the information without reference to other documents or information.

6 84. Therefore, as a direct and proximate cause of Defendants’ violation of Labor Code
7 § 226(a), Class Members suffered injuries, including among other things confusion over whether
8 they received all wages owed them, the difficulty and expense involved in reconstructing pay
9 records, and forcing them to make mathematical computations to analyze whether the wages paid
10 in fact compensated them correctly for all hours worked.

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

17 **SIXTH CAUSE OF ACTION**
18 **VIOLATION OF LABOR CODE § 203**
19 **(Against All Defendants)**

20 86. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
21 full herein.

22 87. Numerous Class Members are no longer employed by Defendants; they either quit
23 Defendants’ employ or were fired therefrom.

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

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

28 90. Defendants failed to pay Class Members without abatement, all wages as defined

1 by applicable California law. Specifically, Plaintiff and Class Members were not paid all regular
2 and overtime wages because Defendants failed to pay for all hours worked by requiring off the
3 clock work. Additionally, Defendants failed to pay premium wages owed for unprovided meal
4 periods and rest periods, as further detailed in this Complaint. Defendants' failure to pay said
5 wages within the required time was willful within the meaning of Labor Code § 203.

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

9 **SEVENTH CAUSE OF ACTION**
10 **VIOLATION OF LABOR CODE § 204**
11 **(Against All Defendants)**

12 92. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
13 full herein.

14 93. Labor Code § 204 instructs that: "All wages, ...earned by any person in any
15 employment are due and payable twice during each calendar month, on days designated in
16 advance by the employer as the regular paydays. Labor performed between the 1st and 15th days,
17 inclusive, of any calendar month shall be paid for between the 16th and the 26th day of the month
18 during which the labor was performed, and labor performed between the 16th and the last day,
19 inclusive, of any calendar month, shall be paid for between the 1st and 10th day of the following
20 month." Additionally, the requirements of this section shall be deemed satisfied by the payment of
21 wages for weekly, biweekly, or semimonthly payroll if the wages are paid not more than seven
22 calendar days following the close of the payroll period." As detailed above, Defendants
23 maintained a consistently applied policy and practice of not paying all wages earned between the
24 1st and 15th days of a month between the 16th and 26th day and failed to pay all wages earned
25 between the 16th and the last day of the month between the 1st and 10th day of the following month.
26 Defendants similarly failed to pay all wages earned by not more than seven calendar days
27 following the close of the payroll period. These failures arose from Defendants' failure to pay for
28 all hours worked.

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

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

96. As a result of the unlawful acts of Defendants, Plaintiff and Class Members seek to represent they have been deprived of wages in amounts to be determined at trial, and they are entitled to recovery of such amounts, plus interest and penalties thereon, attorneys' fees, and costs, pursuant to Labor Code § 210, 218.5, 1194 and 1198, and paragraphs 4(B) and 20 of the applicable IWC Wage Orders.

EIGHTH CAUSE OF ACTION

FAILURE TO KEEP REQUIRED PAYROLL RECORDS UNDER LABOR CODE § 1174

AND 1174.5

(Against All Defendants)

97. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in full herein.

98. California Labor Code § 1174 requires that all employers shall keep accurate time and wage records for all employees. California Labor Code § 1174.5 further requires that any

1 employee suffering injury due to a willful violation of the aforementioned obligations may seek
2 damages, including civil penalties, from the employer.

3 99. During the course of Plaintiffs and Class Members' employment, Defendants
4 consistently failed to maintain accurate time and wage records for Plaintiff and Class Members as
5 required by California Labor Code § 1174 by failing to pay Plaintiff and Class Members proper
6 wages, overtime, and premium pay as discussed above.

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

9 **NINTH CAUSE OF ACTION**

10 **FAILURE TO PAY VACATION WAGES**

11 **(Against All Defendants)**

12 101. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
13 full herein.

14 102. Pursuant to California Labor Code § 227.3, whenever a contract of employment or
15 employment policy provides for vacation time and an employee is terminated without having
16 taken off her vested vacation time, all vested vacation time shall be paid to her as wages at her
17 final rate in accordance with said contract of employment or policy respecting eligibility or time
18 served.

19 103. Therefore, Plaintiff seeks to recover penalties pursuant to Labor Code § 227.3.

20 **TENTH CAUSE OF ACTION**

21 **FAILURE TO PAY REPORTING TIME PAY**

22 **(Against all Defendants)**

23 104. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
24 full herein.

25 105. Section 5(A) of the applicable Wage Order(s), requires that for "[E]ach workday an
26 employee is required to report for work and does report, but is not put to work or is furnished less
27 than half said employee's usual or scheduled day's work, the employee shall be paid for half the
28 usual or scheduled day's work, but in no event for less than two (2) hours nor more than four (4)

1 hours, at the employee's regular rate of pay, which shall not be less than the minimum wage."

2 106. As addressed in detail above, Defendants followed a uniform policy of failing to
3 pay reporting time pay on in accordance with the applicable IWC Wage Order requirements. For
4 example, Defendant required Plaintiff and the Class members to, on occasion, report for a
5 scheduled work day to be told whether work was available for them or not, and when there was no
6 work, Plaintiff and the Class members would be sent home after waiting for hours. On such days
7 when Defendant required Plaintiff and the Class Members to report to work only to be sent home
8 because work was not available, they were not paid required reporting time wages for the hours
9 they waited without receiving their regular hourly rate of pay for them.

10 107. Plaintiff brings this claim for failure to pay reporting time pay as required by
11 Section 5 of the applicable IWC Wage Orders pursuant to California Labor Code §1198, which
12 instructs that: "the maximum hours of work and the standard conditions of labor fixed by the
13 commission shall be the maximum hours of work and the standard conditions of labor for
14 employees. The employment of any employee for longer hours than those fixed by the order or
15 under conditions of labor prohibited by the order is unlawful."

16 108. Reporting time pay constitutes wages that remain unpaid to Plaintiff and the Class
17 members, despite the fact that they were required by Defendants to report for work and were under
18 Defendants' control during these times and were unable to use their time for their own purposes.
19 The failure to pay for reporting time pay is a violation of the California wage orders and is a
20 failure to pay all wages owed, which is a violation of Labor Code §1198.

21 109. Under Section 20(A) of the applicable IWC Wage Orders, Plaintiff and the Class
22 members are entitled to recover civil penalties, in addition to other penalties, for each underpaid
23 Employee for violation of Section 5 of the IWC Wage Orders in the amount of \$50 for the initial
24 violation and \$100 for subsequent violations during each relevant pay period when Defendants
25 failed to pay reporting time pay. These reporting time pay violations also give rise to violations of
26 Labor Code §§ 203, 226, and under the PAGA.

27 110. Accordingly, Plaintiff seeks to recover unpaid reporting time pay which Defendants
28 failed to pay Plaintiff and the Class members pursuant to Sections 5(A) and 20(A) of the

1 applicable IWC Wage Orders and civil penalties and attorneys' fees and costs as may be
2 authorized.

3 **ELEVENTH CAUSE OF ACTION**

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

5 **(Against All Defendants)**

6 111. Plaintiff re-alleges and incorporates all preceding paragraphs as though set forth in
7 full herein.

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

11 113. Defendants have regularly required Class Members to incur business expenses in the
12 course of performing their required job duties for Defendants including for cell phone expenses,
13 mileage, and computer equipment including keyboards. These expenses incurred by Class Members
14 were necessary and required of them in performing their assigned job duties, but Defendants failed
15 to reimburse Class Members for all such necessary expenditures. Class Members were not
16 reimbursed for those lawful and necessary work related expenses or losses incurred in direct
17 discharge of their job duties during employment with Defendants and at the direction of the
18 Defendants pursuant to Labor Code § 2802(a) and the applicable IWC Wage Orders, paragraph 9.

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

22 **TWELFTH CAUSE OF ACTION**

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

24 **(Against All Defendants)**

25 115. Plaintiff re-alleges and incorporates all preceding paragraphs, as though set forth in
26 full herein.

27 116. Plaintiff, on behalf of herself, Class Members, and the general public, brings this
28 claim pursuant to Business & Professions Code § 17200 *et seq.* The conduct of Defendants as

1 alleged in this Complaint has been and continues to be unfair, unlawful, and harmful to Class
2 Members and the general public. Plaintiff seeks to enforce important rights affecting the public
3 interest within the meaning of Code of Civil Procedure § 1021.5.

4 117. Plaintiff is a “person” within the meaning of Business & Professions Code
5 § 17204, has suffered injury, and therefore has standing to bring this cause of action for injunctive
6 relief, restitution, and other appropriate equitable relief.

7 118. Business & Professions Code § 17200 *et seq.* prohibits unlawful and unfair
8 business practices. By the conduct alleged herein, Defendants’ practices were deceptive and
9 fraudulent in that Defendants’ policy and practice failed to provide the required amount of
10 compensation for missed meal and rest breaks, and failed to adequately compensate Class
11 Members for all hours worked, due to systematic business practices as alleged herein that cannot
12 be justified, pursuant to the applicable California Labor Code and Industrial Welfare Commission
13 requirements in violation of California Business and Professions Code §§ 17200, *et seq.*, and for
14 which this Court should issue injunctive and equitable relief, pursuant to California Business &
15 Professions Code § 17203, including restitution of wages wrongfully withheld.

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

23 120. Defendants have violated statutes and public policies. Through the conduct alleged
24 in this Complaint Defendants have acted contrary to these public policies, have violated specific
25 provisions of the Labor Code, and have engaged in other unlawful and unfair business practices in
26 violation of Business & Professions Code § 17200 *et seq.*; which conduct has deprived Plaintiff,
27 and all persons similarly situated, and all interested persons, of the rights, benefits, and privileges
28 guaranteed to all employees under the law.

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

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

123. By the conduct alleged herein, Defendants have engaged and continue to engage in a business practice which violates California and federal law, including but not limited to, the applicable Industrial Wage Order(s), the California Code of Regulations, and the California Labor Code including Sections 203, 204, 226, 226.7, 512, 1194, 1197, and 1198, for which this Court should issue declaratory and other equitable relief pursuant to California Business & Professions Code § 17203 as may be necessary to prevent and remedy the conduct held to constitute unfair competition, including restitution of wages wrongfully withheld.

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

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

THIRTEENTH CAUSE OF ACTION
VIOLATION OF LABOR CODE § 2698, ET SEQ.
(Against All Defendants)

126. Plaintiff realleges and incorporates all preceding paragraphs, as though set forth in full herein.

127. Plaintiff and the Employees in the Class are also aggrieved employees as defined

1 under Labor Code § 2699(c) in that they suffered the violations alleged in this Complaint and
2 either were or are employed by the alleged violators, Defendants (“Aggrieved Employees”) during
3 the relevant time period.

4 128. In failing to pay Aggrieved Employees minimum wages and overtime, not
5 providing proper meal and rest periods, failing to provide accurate wage statements, and failing to
6 Pay Employees upon termination or timely upon resignation, all discussed above, Defendants
7 failed to timely pay Aggrieved Employees wages on a semimonthly basis as required under Labor
8 Code § 204. Defendants also failed to maintain records showing accurate hours worked daily and
9 the wages paid to Aggrieved Employees, as required by Labor Code § 1174 and paragraph 7 of the
10 applicable IWC Wage Orders.

11 129. As such, Employees seek wages and penalties under Labor Code §§ 2698 and 2699
12 for Defendants’ violation of Labor Code provisions included under Labor Code 2699.5, including
13 the penalty provisions, without limitation, based, inter alia, on the following California Labor
14 Code sections: 201, 202, 203, 204, 226, 226.2, 226.7, 510, 512, 558, 1174, 1174.5, 1185, 1194,
15 1194.1, 1194.2, 1197, 1197.1, 1198, 1199, 2802, and 2698 *et seq.*

16 130. More specifically, after complying with the notice procedures of Labor Code §
17 2699.3, Plaintiff asserts, as a representative action on behalf of the California Attorney General
18 and other similarly Aggrieved Employees, a PAGA claim for violations of the above addressed
19 underlying claims and seeking penalties as specified by the applicable corresponding provisions,
20 including as follows:

21 (a) Wage Claims: For failure to provide Plaintiff and the Aggrieved Employees all
22 earned regular pay and minimum wages for regular hours worked and for failure to pay overtime
23 premium wages for overtime hours worked under Labor Code §§ 226.2, 510, 1194(a), 1197, and
24 1198, and paragraphs 2(K), 3(A), 4(A), 4(B) and 20 of the applicable IWC Wage Order(s) seeking
25 all civil and statutory penalties available and applicable, and wages, under Labor Code §§ 510,
26 558, 1194.2, 1197.1, 1199, 2699(f)(2), and 2699.5, and also for attorneys’ fees and costs pursuant
27 to Labor Code § 2699(g)(1);

28 (b) Meal and Rest Period Claims: For failure to provide Plaintiff and the Aggrieved

1 Employees off-duty, timely, and unpaid meal periods and failure to authorize and permit them to
2 take off-duty, timely, and paid rest periods, or pay one hour of regular pay in lieu thereof, under
3 Labor Code §§ 512, 1198, and 226.7, and Sections 11, 12(A), and 12(B) of the applicable IWC
4 Wage Order(s) seeking all civil and statutory penalties available and applicable, including under
5 paragraph 20 of the applicable IWC Wage Orders, and wages under Labor Code §§ 226.7, 512,
6 558, including sections 558(a)(1)-(3), 1199, and 2699(f)(2), and also for attorneys' fees and costs
7 pursuant to Labor Code § 2699(g)(1);

8 (c) Inaccurate Wage Statements and Failure to Maintain Records: For failure to
9 provide Plaintiff and Aggrieved Employees with accurate, itemized wage statements and failure to
10 maintain employment records for Plaintiff and Aggrieved Employees under Labor Code §§ 226,
11 1174, and 1198.5, and Sections 7(A), 7(B), and 7(C) of the applicable IWC Wage Order(s)
12 seeking all civil and statutory penalties and wages available and applicable under Labor Code §§
13 226€, 226.3, 558, 1174.5, 1199, 2699(f)(2), and paragraph 20 of the applicable IWC Wage Order,
14 and also for attorneys' fees and costs pursuant to Labor Code § 2699(g)(1). More specifically, by
15 providing inaccurate wage statements and failing to maintain records as required under Labor
16 Code § 226(a), Defendants committed ongoing violations giving rise to civil penalties under Labor
17 Code § 226.3, which in addition to other penalties provided by law, subjects Defendants to "a
18 penalty in the amount of two hundred fifty dollars (\$250) per employee per violation in an initial
19 citation and one thousand dollars (\$1,000) per employee for each violation in a subsequent
20 citation, ..."

21 (d) Failure to Timely Pay Wages: For failure to timely pay all wages owed, including at
22 least semi-monthly and upon separation or termination, under Labor Code §§ 201, 201, 203, 204,
23 226.2, 1197.5, 2926, and 2927 seeking all civil penalties available and applicable, and wages,
24 under Labor Code §§ 201, 202, 203, 210, 558, 1197, 1198, 1199 and 2699(f)(2), and paragraph 20
25 of the applicable IWC Wage Orders, and also for attorneys' fees and costs pursuant to Labor Code
26 § 2699(g)(1);

27 (e) Failure to Reimburse Necessary Business Expenses: For Defendants' failure to
28 reimburse the necessary work related expenses incurred under Labor Code §§ 1197, 1197.1, 1198,

1 and 2802, and Sections 2(K), 4, 9, and 20 of the applicable IWC Wage Order(s), seeking civil
2 penalties available and applicable under Labor Code §§ 221, 1197, 1197.1, 1198, 2802, 2699.5,
3 and 2699(f)(2) and paragraph 9 and 20 of the IWC Wage Orders, and also attorneys' fees and costs
4 pursuant to Labor Code § 2699(g)(1);

5 (f) All Alleged Violations of the IWC Wage Orders and Other Labor Code
6 Sections: For any above addressed violation of the applicable provisions of the IWC Wage
7 Orders, each of which constitute separate violations of Labor Code § 1198 and Labor Code §
8 2699.5, and seeking penalties available and applicable under Labor Code § 2699(f)(2) and
9 paragraph 20 of the applicable IWC Wage Orders, and for attorneys' fees and costs pursuant to
10 Labor Code § 2699(g)(1).

11 131. As also addressed above, Plaintiff, on behalf of the Aggrieved Employees, also
12 seeks the penalties and remedies set forth in Labor Code § 558, which states:

13 (a) Any employer or other person acting on behalf of an employer who violates, or
14 causes to be violated, a section of this chapter or any provision regulating hours and days of work
15 in any order of the Industrial Welfare Commission shall be subject to a civil penalty as follows:
16 (1) For any initial violation, fifty dollars (\$50) for each underpaid employee for each pay period
17 for which the employee was underpaid in addition to an amount sufficient to recover underpaid
18 wages. (2) For each subsequent violation, one hundred dollars (\$100) for each underpaid employee
19 for each pay period for which the employee was underpaid in addition to an amount sufficient to
20 recover underpaid wages. (3) Wages recovered pursuant to this section shall be paid to the affected
21 employee.

22 (b) If upon inspection or investigation the Labor Commissioner determines that a
23 person had paid or caused to be paid a wage for overtime work in violation of any provision of this
24 chapter, or any provision regulating hours and days of work in any order of the Industrial Welfare
25 Commission, the Labor Commissioner may issue a citation. The procedures for issuing,
26 contesting, and enforcing judgments for citations or civil penalties issued by the Labor
27 Commissioner for a violation of this chapter shall be the same as those set out in Section 1197.1.

28 (c) The penalties provided for in this section are in addition to any other civil or

1 criminal penalty provided by law.

2 132. Plaintiff has exhausted his administrative remedies by sending a certified letter to
3 the LWDA and Defendants postmarked on **December 5, 2024**, addressing in detail the specific
4 provisions of the Labor Code Defendants have violated and addressing the facts and legal theories
5 to support the alleged violations and requested penalties. The LWDA has not provided notice of
6 its intent to investigate the alleged violations within 65 calendar days of the postmark date of the
7 letter, and Plaintiff adds this claim seeking penalties under the PAGA for the violations addressed
8 herein and in the PAGA Notice Letter and the original Complaint.

9 **RELIEF REQUESTED**

10 WHEREFORE, Plaintiff prays for the following relief:

- 11 1. For an order certifying this action as a class action;
- 12 2. For compensatory damages in the amount of the unpaid minimum wages for work
13 performed by Class Members and unpaid overtime compensation from at least four (4) years prior
14 to the filing of this action, as may be proven;
- 15 3. For liquidated damages in the amount equal to the unpaid minimum wage and
16 interest thereon, from at least four (4) years prior to the filing of this action, according to proof;
- 17 4. For compensatory damages in the amount of all unpaid wages, including overtime
18 and double-time pay, as may be proven;
- 19 5. For compensatory damages in the amount of the hourly wage made by Class
20 Members for each missed or deficient meal period where no premium pay was paid therefor from
21 four (4) years prior to the filing of this action, as may be proven;
- 22 6. For compensatory damages in the amount of the hourly wage made by Class
23 Members for each day requisite rest breaks were not provided or were deficiently provided where
24 no premium pay was paid therefor from at least four (4) years prior to the filing of this action, as
25 may be proven;
- 26 7. For penalties pursuant to Labor Code § 203 for all Class Members who quit or were
27 fired in an amount equal to their daily wage times thirty (30) days, as may be proven;
- 28 8. For restitution and/or damages for all amounts unlawfully withheld from the wages

1 for all class members in violation of Labor Code § 204, as may be proven;

2 9. For restitution and/or damages for all amounts unlawfully withheld from the wages
3 for all Class Members in violation of Labor Code § 2802, as may be proven;

4 10. For penalties pursuant to Labor Code § 227.3 for all Class Members who were not
5 paid for all accrued vacation time at separation.

6 11. For restitution for unfair competition pursuant to Business & Professions Code
7 § 17200 *et seq.*, including disgorgement or profits, as may be proven;

8 12. For an order enjoining Defendants and their agents, servants, and employees, and
9 all persons acting under, in concert with, or for them, from acting in derogation of any rights or
10 duties adumbrated in this Complaint;

11 13. For penalties pursuant to Labor Code § 2698 *et seq.*, as may be proven;

12 14. For other wages and penalties under the Labor Code as may be proven;

13 15. For all general, special, and incidental damages as may be proven;

14 16. For an award of pre-judgment and post-judgment interest;

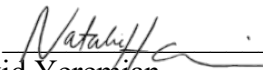
15 17. For an award providing for the payment of the costs of this suit;

16 18. For an award of attorneys' fees; and

17 19. For such other and further relief as this Court may deem proper and just.

18
19 DATED: February 7, 2025

D.LAW, INC.

20
21 By: 
22 David Yeremian
23 Natalie Haritonian
24 Jonas Agle
25 Attorneys for Plaintiff SUSIE MILLAN, and
26 all others similarly situated
27
28

DEMAND FOR JURY TRIAL

Plaintiff hereby demands trial of her claims by jury to the extent authorized by law.

DATED: February 7, 2025

D.LAW, INC.

By: Natalie Haritonian
David Yeremian
Natalie Haritonian
Jonas Agle
Attorneys for Plaintiff SUSIE MILLAN, and
all others similarly situated

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

McDermott Will & Emery LLP
ALEX RANDOLPH
Email arandolph@mwe.com
2049 Century Park East, Suite 3200,
Los Angeles, CA 90067-3206
Telephone: (310) 788 -6011

[] (BY OVERNIGHT DELIVERY) I enclosed the documents in an envelope or package provided by an overnight delivery carrier and addressed to the persons at the address above. I placed the envelope or package for collection and overnight delivery at an office or a regularly utilized drop box of the overnight delivery carrier.

[X] (STATE) I certify (or declare) under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Silvia Pimentel
Silvia Pimentel

SUPERIOR COURT OF CALIFORNIA, COUNTY OF LOS ANGELES Branch Name: Spring Street Courthouse Mailing Address: 312 North Spring Street City, State and Zip Code: Los Angeles CA 90012	
SHORT TITLE: SUSIE MILLAN vs RANCHO HEALTH MSO, INC. NOTICE OF CONFIRMATION OF ELECTRONIC FILING	CASE NUMBER: 24STCV32144

The Electronic Filing described by the below summary data was reviewed and accepted by the Superior Court of California, County of LOS ANGELES. In order to process the filing, the fee shown was assessed.

Electronic Filing Summary Data

Electronically Submitted By: Legal Connect
Reference Number: 11568864_2025_02_07_14_19_49_845_7
Submission Number: 25LA00242394
Court Received Date: 02/07/2025
Court Received Time: 2:31 pm
Case Number: 24STCV32144
Case Title: SUSIE MILLAN vs RANCHO HEALTH MSO, INC.
Location: Spring Street Courthouse
Case Type: Civil Unlimited
Case Category: Other Employment Complaint Case
Jurisdictional Amount: Over \$35,000
Notice Generated Date: 02/10/2025
Notice Generated Time: 9:04 am

<u>Documents Electronically Filed/Received</u>	<u>Status</u>
Amended Complaint	Accepted
Notice of Posting of Jury Fees	Accepted

Comments

Submitter's Comments:

Clerk's Comments:

Electronic Filing Service Provider Information

Service Provider: Legal Connect
Contact: Legal Connect

Phone: (800) 909-6859