

D.LAW, INC.
Emil Davtyan (SBN 299363)
emil@d.law
David Yeremian (SBN 226337)
d.yeremian@d.law
Natalie Haritounian (SBN 324318)
n.haritounian@d.law
Andrea A. Amaya Silva (SBN 348080)
a.amaya@d.law
450 N Brand Blvd, Suite 840
Glendale, CA 91203
Telephone: (818) 962-6465
Facsimile: (818) 962-6469

Attorneys for Plaintiff JACOB JEFFERY ORR
on behalf of himself and others similarly situated

ELECTRONICALLY FILED
Superior Court of California
County of Sacramento

02/07/2025

By: A. Gray Deputy

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SACRAMENTO**

JACOB JEFFERY ORR, an individual on
behalf of himself and all others similarly
situated,

Plaintiff,

vs.

GALLAGHER'S PLUMBING, HEATING
& AIR CONDITIONING, LLC, a California
Limited Liability Company; GALLAGHERS
HEATING AIR CONDITIONING, a
business entity of unknown form;
GALLAGHERS PLUMBING HEATING
AND AIR, LLC., a business entity of
unknown form; and DOES 1 through 50,
inclusive,

Defendants.

Case No.: 24CV024645

CLASS ACTION

Assigned for All Purposes To:
Hon. Lauri A. Damrell
Dept.: 22

**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. Failure to Pay Vacation Wages;
6. Violation of Labor Code § 226(a);
7. Violation of Labor Code § 203;
8. Violation of Labor Code § 204;
9. Failure to Keep Required Payroll Records under Labor Code §§ 1174 and 1174.5;
10. Failure to Reimburse Necessary Business Expenses § 2802;
11. Violation of Business & Professions Code § 17200 *et seq*; and
12. Penalties under PAGA, Labor Code § 2698

DEMAND FOR JURY TRIAL

1 **INTRODUCTION**

2 1. Plaintiff JACOB JEFFERY ORR (“Plaintiff”) brings this action on behalf of
3 himself and the Class Members who are defined as “all current and former employees within the
4 State of California who, at any time from four (4) years prior to the filing of this lawsuit, are or
5 were employed as non-exempt hourly employees by Defendant GALLAGHER’S PLUMBING,
6 HEATING & AIR CONDITIONING, LLC, a California Limited Liability Company (“Defendant
7 Gallagher’s Plumbing”), and/or Defendant GALLAGHERS HEATING AIR CONDITIONING
8 (“Defendant Gallaghers Heating”), a business entity of unknown form, Defendant
9 GALLAGHERS PLUMBING HEATING AND AIR, LLC., a business entity of unknown form
10 (“Defendant Gallaghers Plumbing Heating and Air”), and/or DOES 1 through 50, inclusive” (all
11 Defendants being collectively referred to herein as “Defendants”).

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

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

19 **THE PARTIES**

20 **A. The Plaintiff**

21 4. Plaintiff JACOB JEFFERY ORR resides in California, during the time period
22 relevant to this Complaint, and was employed by Defendants as a non-exempt hourly employee
23 within the State of California.

24 **B. The Defendants**

25 5. Defendant Gallagher’s Plumbing is a California Limited Liability Company with
26 its principal place of business in Los Molinos, California and is registered with the California
27 Secretary of State. Defendant Gallagher’s Plumbing has been the employer listed on the wage
28 statements and employment records issued to Plaintiff during the relevant time period that Plaintiff

1 was employed with Defendants. Defendant Gallagher's Plumbing employs Plaintiff and the Class
2 Members in California, including at Defendants' offices and facilities in Sacramento, California,
3 and throughout California, and conducts business throughout California.

4 6. Defendant Gallaghers Heating is an unknown business entity. Defendant
5 Gallaghers Heating has been the employer listed on the wage statements and employment records
6 issued to Plaintiff during the relevant time period that Plaintiff was employed with Defendants.
7 Defendant Gallaghers Heating employs Plaintiff and the Class Members in California, including at
8 Defendants' offices and facilities in Sacramento, California, and throughout California, and
9 conducts business throughout California.

10 7. Defendant Gallaghers Plumbing Heating and Air, is an unknown business entity.
11 Defendant Gallaghers Plumbing Heating and Air has been the employer listed on the wage
12 statements and employment records issued to Plaintiff during the relevant time period that Plaintiff
13 was employed with Defendants. Defendant Gallaghers Plumbing Heating and Air employs
14 Plaintiff and the Class Members in California, including at Defendants' offices and facilities in
15 Los Molinos, California, and throughout California, and conducts business throughout California.

16 8. The true names and capacities, whether individual, corporate, associate, or
17 whatever else, of the Defendants sued herein as Does 1 through 50, inclusive, are currently
18 unknown to Plaintiff, who therefore sues these Defendants by such fictitious names under Code of
19 Civil Procedure § 474. Plaintiff is informed and believes and thereon alleges that Defendants
20 designated herein as Does 1 through 50, inclusive, and each of them, are legally responsible in
21 some manner for the unlawful acts referred to herein. Plaintiff will seek leave of court to amend
22 this Complaint to reflect the true names and capacities of the Defendants designated herein as
23 Does 1 through 50 when their identities become known.

24 9. Plaintiff is informed and believes and thereon alleges that each Defendant acted in
25 all respects pertinent to this action as the agent of the other Defendants, that Defendants carried
26 out a joint scheme, business plan, or policy in all respects pertinent hereto, and that the acts of
27 each Defendant are legally attributable to the other Defendants. Furthermore, Defendants acted in
28 all respects as the employers or joint employers of Class Members. Defendants, and each of them,

1 exercised control over the wages, hours or working conditions of Class Members, or suffered or
2 permitted Class Members to work, or engaged, thereby creating a common law employment
3 relationship, with Class Members. Therefore, Defendants, and each of them, employed or jointly
4 employed Class Members.

5 10. Whenever and wherever reference is made in this Complaint to any act by a
6 Defendant or Defendants, such allegations and references shall also be deemed to mean the acts
7 and failures to act of each Defendant acting individually, jointly, and severally.

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

12 **JURISDICTION AND VENUE**

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

21 **FACTUAL BACKGROUND**

22 13. Class Members consistently worked at Defendants behest without being paid all
23 wages due. Class Members were either not paid by Defendants for all hours worked or were not
24 paid at the appropriate minimum, regular and overtime rates. Plaintiff also contends that Defendants
25 failed to pay Class Members all wages due and owing, including by requiring off the clock work,
26 failing to incorporate non-discretionary bonuses and/or commissions into the regular rate of pay
27 used to calculate and pay for overtime pay, sick pay, and meal and rest break premiums, failing to
28 provide meal and rest breaks, failing to furnish accurate wage statements, failing to timely pay wages

1 including final wages, failing to maintain accurate records, and failing to reimburse necessary
2 business expenses all in violation of various provisions of the California Labor Code and applicable
3 Wage Orders.

4 14. During the course of Class Members' employment with Defendants, Class Members
5 were not paid all wages they were owed. Class Members were required to perform pre-shift and
6 post-shift off the clock work which they were not compensated for despite being subject to
7 Defendants' control. Specifically, Class Members were required to travel to and from jobsites while
8 being off the clock. Additionally, Class Members were also required to travel to and from the main
9 office to pick up materials without being compensated for their time. Furthermore, Class Members
10 were required to work through portions of their meal periods while they were off the clock and were
11 not paid for this time. Defendants also contacted Class Members on their personal cell phones with
12 work demands outside of scheduled work hours, and Class Members were not paid for this time.

13 15. Defendants also failed to pay Class Members all wages due and owing because
14 Defendants failed to incorporate non-discretionary bonuses and/or commissions into the regular rate
15 of pay. Contrary to the requirements of the Labor Code and IWC Wage Orders under California
16 law, Defendants did not incorporate these non-discretionary bonuses and/or commissions to the
17 Class Members into the regular rate of pay Defendants used to calculate and pay for overtime
18 compensation, sick pay, and meal and rest break premiums.

19 16. By implementing policies, programs, practices, procedures and protocols which
20 resulted in off the clock work, and the failure to incorporate non-discretionary bonuses and/or
21 commissions into the regular rate of pay used to calculate and pay overtime compensation, sick pay,
22 and meal and rest break premiums, Defendants' willful actions resulted in the systematic
23 underpayment of wages to Class Members, including underpayment of overtime pay to Class
24 Members over the relevant time period. For example, the above described off the clock work caused
25 Plaintiff and Class Members to begin receiving overtime pay later than they should have.

26 17. As a result of the above-described requirements to work off the clock, the failure to
27 incorporate non-discretionary bonuses and/or commissions into the regular rate of pay, and the other
28 wage violations they endured at Defendants' hands, Class Members were not properly paid all wages

1 earned and all wages owed to them by Defendants, including when working more than eight (8)
2 hours in any given day and/or more than forty (40) hours in any given week.

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

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

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

27 21. Additionally, Defendants failed to provide all the legally required unpaid, off-duty
28 meal periods and all the legally required paid, off-duty rest periods to Class Members, as required

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

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

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

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

- 25 (a) Class Members were not provided full thirty-minute duty free meal periods
26 for work days in excess of five (5) hours and were not compensated one (1)
27 hour's wages in lieu thereof, all in violation of, among others, Labor Code
28 §§ 226.7, 512, and the applicable Industrial Welfare Commission Wage

Order(s);

- (b) Class Members were not provided second full thirty-minute duty free meal periods for work days in excess of ten (10) hours;
- (c) Class Members were required to work through at least part of their daily meal period(s);
- (d) Meal periods were provided after five (5) hours of continuous work during a shift; and
- (e) Class Members were restricted in their ability to take a full thirty-minute meal period.

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

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

- (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

1 otherwise had their rest periods interrupted by work demands.

2 27. Defendants also consistently failed to issue accurate itemized wage statements as
3 required by Labor Code § 226(a). Specifically, the wage statements fail to include the applicable
4 hourly rates in effect during the pay period. Labor Code § 226(a)(9) requires that wage statements
5 include all applicable hourly rates in effect during the pay period and the corresponding number of
6 hours worked at each hourly rate by the employee. Thus, the wage statements do not comply with
7 Labor Code § 226(a)(9). Further, the wage statements given to Class Members failed to incorporate
8 non-discretionary bonuses and/or commissions into the regular rate of pay used to calculate and pay
9 overtime compensation, sick pay, and meal and rest break premiums. Thus, the wage statements do
10 not provide accurate hourly rates for overtime and the statements do not comply with Labor Code §
11 226(a)(9). Moreover, the wage statements given to Class Members failed to accurately account for
12 unpaid wages and overtime because Defendants under-reported Class Members' actual hours
13 worked due to the off the clock work. Additionally, the wage statements given to Class Members
14 failed to accurately account for premium pay for deficiently provided meal periods and rest breaks.

15 28. From at least four (4) years prior to filing this lawsuit and continuing to the present,
16 Defendants have thus also had a consistent policy of failing to pay all wages owed to Class Members
17 at the time of their termination or within seventy-two (72) hours of their resignation, as required by
18 California wage-and-hour laws. Specifically, Class Members were not paid all regular and overtime
19 wages because Defendants failed to pay for all hours worked by requiring off the clock work and
20 failed to incorporate non-discretionary bonuses and/or commissions into the regular rate of pay used
21 to calculate and pay for overtime compensation, sick pay, and meal and rest break premiums.
22 Additionally, Defendants failed to pay premium wages owed for unprovided meal periods and rest
23 periods, as further detailed in this Complaint. Defendants' failure to pay said wages within the
24 required time was willful within the meaning of Labor Code § 203.

25 29. Additionally, from at least four (4) years prior to the filing of this lawsuit and
26 continuing to the present, Defendants have regularly required Plaintiff to incur business expenses in
27 the course of performing his required job duties for Defendants, including for mileage expenses and
28 the purchase of tools and equipment. Upon information and belief, Class Members incurred similar

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

30. In light of the foregoing, Plaintiff and Class Members bring this action pursuant to, *inter alia*, Labor Code §§ 201, 202, 203, 204, 210, 226, 226.3, 226.7, 227.3, 510, 512, 558, 558.1, 1174, 1174.5, 1182.12, 1185, 1194, 1194.2, 1197, 1198, 1199, 2698 *et seq.*, 2802, 2926 and California Code of Regulations, Title 8, section 11000 *et seq.*

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

CLASS ALLEGATIONS

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

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

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

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

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

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

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

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

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

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

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

16 k. Subclass 11. UCL Subclass. All Class Members who are owed restitution as a result
17 of Defendants' business acts and practices, to the extent such acts and practices are found to be
18 unlawful, deceptive, and/or unfair.

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

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

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

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

7 **A. Numerosity**

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

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

16 **B. Commonality**

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

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

breaks or provide premium pay in lieu thereof;

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

C. Typicality

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

D. Adequacy of Representation

40. Plaintiff will fairly and adequately represent and protect the interest of the Class

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

E. Superiority of Class Action

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

1 **SECOND CAUSE OF ACTION**

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

3 **(Against All Defendants)**

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

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

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

19 62. Defendants had a consistent policy of not paying Class Members wages for all
20 hours worked, including by requiring off the clock work, as addressed above. Additionally,
21 Defendants failed to incorporate non-discretionary bonuses and/or commissions into the regular
22 rate of pay used to calculate and pay overtime compensation, sick pay and meal and rest break
23 premiums. Defendants, and each of them, have intentionally and improperly rounded, changed,
24 adjusted, and/or modified certain employees’ hours, including Plaintiff’s, in order to avoid paying
25 Class Members all earned and owed straight time and overtime wages and other benefits, in
26 violation of the California Labor Code, the California Code of Regulations and the IWC Wage
27 Orders and guidelines set forth by the Division of Labor Standards and Enforcement. Defendants
28 have also violated these provisions by requiring Class Members to work through portions of their

1 meal period. Therefore, Class Members were not properly compensated, nor were they paid
2 overtime rates for hours worked in excess of eight hours in a given day, and/or forty hours in a
3 given week. Based on information and belief, Defendants did not make available to Class
4 Members a reasonable protocol for correcting time records when Class Members worked overtime
5 hours or to fix incorrect time entries.

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

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

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

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

67. 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)

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

69. 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.

70. 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. Additionally, to the extent Class Members were permitted to take meal periods, they were required to respond to work demands.

71. Defendants thus failed to provide Class Members with meal periods as required by

1 the Labor Code, including by not providing them with the opportunity to take meal breaks, by
2 providing them late or for less than thirty (30) minutes, or by requiring them to perform work
3 during breaks.

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

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

16 **FOURTH CAUSE OF ACTION**

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

18 **(Against All Defendants)**

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

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

24 76. Class Members consistently worked consecutive four (4) hour shifts and were
25 generally scheduled for shifts of greater than 3.5 hours total, thus requiring Defendants to
26 authorize and permit them to take rest periods. Pursuant to the Labor Code and the applicable IWC
27 Wage Order, Class Members were entitled to paid rest breaks of not less than ten (10) minutes for
28 each consecutive four (4) hour shift, and Defendants failed to provide Class Members with timely

1 rest breaks of not less than ten (10) minutes for each consecutive four (4) hour shift. Defendants
2 placed their needs over Class Members lawful rest breaks and this resulted in Class Members
3 consistently having to work through their scheduled rest breaks because the demands of the job
4 would not avail them the opportunity to take a lawfully uninterrupted and off-duty rest break.
5 Thus, Class Members were consistently denied their rest breaks. Additionally, to the extent Class
6 Members were permitted to take rest breaks, they were required to respond to work demands.

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

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

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

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

23 **FIFTH CAUSE OF ACTION**

24 **FAILURE TO PAY VACATION WAGES**

25 **(Against All Defendants)**

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

28 82. Pursuant to California Labor Code § 227.3, whenever a contract of employment or

1 employment policy provides for vacation time and an employee is terminated without having
2 taken off her vested vacation time, all vested vacation time shall be paid to her as wages at her
3 final rate in accordance with said contract of employment or policy respecting eligibility or time
4 served.

5 83. Therefore, Plaintiff seeks to recover penalties pursuant to Labor Code § 227.3.

6 **SIXTH CAUSE OF ACTION**
7 **VIOLATION OF LABOR CODE § 226(a)**
8 **(Against All Defendants)**

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

11 85. California Labor Code § 226(a) requires an employer to furnish each of his or her
12 employees with an accurate, itemized statement in writing showing the gross and net earnings,
13 total hours worked, and the corresponding number of hours worked at each hourly rate; these
14 statements must be appended to the detachable part of the check, draft, voucher, or whatever else
15 serves to pay the employee's wages; or, if wages are paid by cash or personal check, these
16 statements may be given to the employee separately from the payment of wages; in either case the
17 employer must give the employee these statements twice a month or each time wages are paid.

18 86. Defendants failed to provide Class Members with accurate itemized wage
19 statements in writing, as required by the Labor Code. Specifically, the wage statements fail to
20 include the applicable hourly rates in effect during the pay period. Labor Code § 226(a)(9)
21 requires that wage statements include all applicable hourly rates in effect during the pay period
22 and the corresponding number of hours worked at each hourly rate by the employee. Thus, the
23 wage statements do not comply with Labor Code § 226(a)(9). Further, the wage statements given
24 to Class Members failed to incorporate non-discretionary bonuses and/or commissions into the
25 regular rate of pay used to calculate and pay overtime compensation, sick pay, and meal and rest
26 break premiums. Thus, the wage statements do not provide accurate hourly rates for overtime and
27 the statements do not comply with Labor Code § 226(a)(9). Moreover, the wage statements given
28 to Class Members also failed to accurately account for unpaid wages and overtime because

1 Defendants under-reported Class Members' actual hours worked due to the off the clock work.
2 Additionally, the wage statements given to Class Members failed to accurately account for
3 premium pay for deficiently provided meal periods and rest breaks.

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

15 88. Class Members suffered injury as a result of Defendants' knowing and intentional
16 failure to provide them with the accurate wage and hour statements as required by law and are
17 presumed to have suffered injury and be entitled to penalties under Labor Code § 226(e), as the
18 Defendants have failed to provide wage statements with accurate and complete information as
19 required by any one or more of items Labor Code § 226 (a)(1) to (9), inclusive, and Class
20 Members cannot promptly and easily determine from the wage statement alone one or more of the
21 following: (i) The amount of the gross wages or net wages paid to the employee during the pay
22 period or any of the other information required to be provided on the itemized wage statement
23 pursuant to items (2) to (4), inclusive, (6), and (9) of subdivision (a), (ii) Which deductions the
24 employer made from gross wages to determine the net wages paid to the employee during the pay
25 period, (iii) The name and address of the employer and, (iv) The name of the employee and only
26 the last four digits of his or her social security number or an employee identification number other
27 than a social security number. For purposes of Labor Code § 226(e) "promptly and easily
28 determine" means a reasonable person [i.e. an objective standard] would be able to readily

ascertain the information without reference to other documents or information.

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

90. Pursuant to Labor Code §§ 226(a) and 226(e) and 1174, and the applicable IWC Wage Order, paragraph 7(B), Class Members are entitled to recover 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) for each violation in a subsequent pay period, not exceeding an aggregate penalty of four thousand dollars (\$4,000). They are also entitled to an award of costs and reasonable attorneys' fees.

SEVENTH CAUSE OF ACTION
VIOLATION OF LABOR CODE § 203
(Against All Defendants)

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

92. Numerous Class Members are no longer employed by Defendants; they either quit Defendants' employ or were fired therefrom.

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

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

95. Defendants failed to pay Class Members without abatement, all wages as defined by applicable California law. Class Members were not paid all regular and overtime wages because Defendants failed to pay for all hours worked, required off the clock work, and failed to incorporate non-discretionary bonuses and/or commissions into the regular rate of pay used to calculate and pay for overtime, sick pay, and meal and rest break premiums. Additionally,

1 Defendants failed to pay premium wages owed for unprovided meal periods and rest periods, as
2 further detailed in this Complaint. Defendants' failure to pay said wages within the required time
3 was willful within the meaning of Labor Code § 203.

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

7 **EIGHTH CAUSE OF ACTION**
8 **VIOLATION OF LABOR CODE § 204**
9 **(Against All Defendants)**

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

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

99. 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.

100. 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.

101. 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.

NINTH CAUSE OF ACTION

FAILURE TO KEEP REQUIRED PAYROLL RECORDS UNDER LABOR CODE § 1174

AND 1174.5

(Against All Defendants)

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

103. 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.

3 104. During the course of Plaintiff's 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.

7 105. 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 **TENTH CAUSE OF ACTION**

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

11 **(Against All Defendants)**

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

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

17 108. Defendants have regularly required Plaintiff to incur business expenses in the course
18 of performing his required job duties for Defendants including for mileage expenses and the
19 purchase of tools and equipment. Upon information and belief, Class Members incurred similar
20 costs. These expenses incurred by Plaintiff and Class Members were necessary and required of them
21 in performing their assigned job duties, but Defendants failed to reimburse Plaintiff and Class
22 Members for all such necessary expenditures. Class Members were not reimbursed for those lawful
23 and necessary work related expenses or losses incurred in direct discharge of their job duties during
24 their employment with Defendants and at the direction of the Defendants pursuant to Labor Code §
25 2802(a) and the applicable IWC Wage Orders, paragraph 9.

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

ELEVENTH CAUSE OF ACTION
VIOLATION OF BUSINESS & PROFESSIONS CODE § 17200 *ET SEQ.*
(Against All Defendants)

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

111. Plaintiff, on behalf of himself, Class Members, and the general public, brings this claim pursuant to Business & Professions Code § 17200 *et seq.* The conduct of Defendants as alleged in this Complaint has been and continues to be unfair, unlawful, and harmful to Class Members and the general public. Plaintiff seeks to enforce important rights affecting the public interest within the meaning of Code of Civil Procedure § 1021.5.

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

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

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

1 comply with minimum labor standards.

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

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

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

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

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

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

Defendants have unlawfully failed to pay.

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

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

122. Plaintiff and the Employees in the Class are also Class Members as defined under Labor Code § 2699(c) in that they suffered the violations alleged in this Complaint and either were or are employed by the alleged violators, Defendants, during the relevant time period (“Class Members”).

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

124. As such, Employees seek wages and penalties under Labor Code §§ 2698 and 2699 for Defendants’ violation of Labor Code provisions included under Labor Code 2699.5, including the penalty provisions, without limitation, based, inter alia, on the following California Labor Code sections: 201, 202, 203, 204, 210, 221, 226, 226(b), 226.3, 226.7, 510, 512, 558, 558.1, 1174, 1174.5, 1182.12, 1185, 1194, 1194.2, 1197, 1198, 1198.5, 1199, 2698, 2802, 2926, *et seq.*

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

(a) Wage Claims: For failure to provide Plaintiff and the Class Members all earned

1 regular pay and minimum wages for regular hours worked and for failure to pay overtime
2 premium wages for overtime hours worked under Labor Code §§ 226.2, 510, 1194(a), 1197, and
3 1198, and paragraphs 2(K), 3(A), 4(A), 4(B) and 20 of the applicable IWC Wage Order(s) seeking
4 all civil and statutory penalties available and applicable, and wages, under Labor Code §§ 510,
5 558, 1194.2, 1197.1, 1199, 2699(f)(2), and 2699.5, and also for attorneys' fees and costs pursuant
6 to Labor Code § 2699(g)(1);

7 (b) Meal and Rest Period Claims: For failure to provide Plaintiff and the Class
8 Members off-duty, timely, and unpaid meal periods and failure to authorize and permit them to
9 take off-duty, timely, and paid rest periods, or pay one hour of regular pay in lieu thereof, under
10 Labor Code §§ 512, 1198, and 226.7, and Sections 11, 12(A), and 12(B) of the applicable IWC
11 Wage Order(s) seeking all civil and statutory penalties available and applicable, including under
12 paragraph 20 of the applicable IWC Wage Orders, and wages under Labor Code §§ 226.7, 512,
13 558, including sections 558(a)(1)-(3), 1199 and 2699(f)(2), and also for attorneys' fees and costs
14 pursuant to Labor Code § 2699(g)(1);

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

28 (d) Failure to Timely Pay Wages: For failure to timely pay all wages owed, including at

1 least semi-monthly and upon separation or termination, under Labor Code §§ 201, 202, 203, 204,
2 226.2, 1197.5, 2926, and 2927 seeking all civil penalties available and applicable under Labor
3 Code §§ 201, 202, 203, 210, 558, 1197, 1198, 1199 and 2699(f)(2), and paragraph 20 of the
4 applicable IWC Wage Orders, and also for attorneys' fees and costs pursuant to Labor Code §
5 2699(g)(1);

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

12 126. As also addressed above, Plaintiff, on behalf of the Class Members, also seeks the
13 penalties and remedies set forth in Labor Code § 558, which states:

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

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

(c) The penalties provided for in this section are in addition to any other civil or criminal penalty provided by law.

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

RELIEF REQUESTED

WHEREFORE, Plaintiff prays for the following relief:

1. For an order certifying this action as a class action;
2. For compensatory damages in the amount of the unpaid minimum wages for work performed by Class Members and unpaid overtime compensation from at least four (4) years prior to the filing of this action, as may be proven;
3. For liquidated damages in the amount equal to the unpaid minimum wage and interest thereon, from at least four (4) years prior to the filing of this action, according to proof;
4. For compensatory damages in the amount of all unpaid wages, including overtime and double-time pay, as may be proven;
5. For compensatory damages in the amount of the hourly wage made by Class Members for each missed or deficient meal period where no premium pay was paid therefor from four (4) years prior to the filing of this action, as may be proven;
6. For compensatory damages in the amount of the hourly wage made by Class Members for each day requisite rest breaks were not provided or were deficiently provided where no premium pay was paid therefor from at least four (4) years prior to the filing of this action, as may be proven;
7. For penalties pursuant to Labor Code § 226(e) for Class Members, as may be

1 proven;

2 8. For penalties pursuant to Labor Code § 203 for all Class Members who quit or were
3 fired in an amount equal to their daily wage times thirty (30) days, as may be proven;

4 9. For restitution and/or damages for all amounts unlawfully withheld from the wages
5 for all class members in violation of Labor Code § 204, as may be proven;

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

8 11. For penalties pursuant to Labor Code §§ 226 and 1198.5, as may be proven;

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

11 13. For restitution for unfair competition pursuant to Business & Professions Code
12 § 17200 *et seq.*, including disgorgement or profits, as may be proven;

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

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

17 16. For other wages and penalties under the Labor Code as may be proven;

18 17. For all general, special, and incidental damages as may be proven;

19 18. For an award of pre-judgment and post-judgment interest;

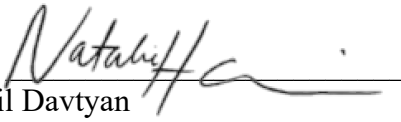
20 19. For an award providing for the payment of the costs of this suit;

21 20. For an award of attorneys' fees; and

22 21. For such other and further relief as this Court may deem proper and just.

23 DATED: February 7, 2025

D.LAW, INC.

24
25 By: 
26 Emil Davtyan
27 David Yeremian
28 Natalie Haritounian
Andrea A. Amaya Silva
Attorneys for Plaintiff JACOB
JEFFERY ORR, and all others
similarly situated

DEMAND FOR JURY TRIAL

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

DATED: February 7, 2025

D.LAW, INC.

By: 
Emil Davtyan
David Yeremian
Natalie Haritounian
Andrea A. Amaya Silva
Attorneys for Plaintiff JACOB JEFFERY
ORR, and all others similarly situated

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23
- 24
- 25
- 26
- 27
- 28

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.

**DELFINO MADDEN O'MALLEY COYLE
& KOEWLER LLP**
Jonathan Riddell (SBN 225004)
jriddell@delfinomadden.com
Alyssa C. Malinoski (SBN 322794)
amalinowski@delfinomadden.com
Chrystal Wade
cwade@delfinomadden.com
500 Capitol Mall, Suite 1550 Sacramento, CA 95814
Telephone: (916) 661-5700
Facsimile: (916) 661-5701

[] (BY MAIL) I placed such envelope with postage thereon fully paid in the United States mail at Glendale, California. I am "readily familiar" with this firm's practice of collecting and processing correspondence for mailing. It is deposited with U.S. Postal Service on that same day in the ordinary course of business. I am aware that on motion of party served, service is presumed invalid if postal cancellation date or postage meter date is more than 1 day after date of deposit for mailing in affidavit.

[X] (COURTESY COPY BY ELECTRONIC TRANSMISSION) by use of email by scanning the documents and any and all documents and emailing them to email addresses above.

Executed on February 7, 2025, at Glendale, California.


Silvia Pimentel

SUPERIOR COURT OF CALIFORNIA, COUNTY OF SACRAMENTO Branch Name: Gordon D. Schaber Superior Court Mailing Address: 720 Ninth Street City, State and Zip Code: Sacramento CA 95814	
SHORT TITLE: JACOB JEFFERY ORR AN INDIVIDUAL ON BEHALF OF HIMSELF AND ALL OTHERS SIMILARLY SITUATED vs GALLAGHERS PLUMBING, HEATING & AIR CONDITIONING, LLC, A CALIFORNIA LIMITED LIABILITY COMPANY, et al.	CASE NUMBER: 24CV024645
NOTICE OF CONFIRMATION OF ELECTRONIC FILING	

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

Electronic Filing Summary Data

Electronically Submitted By: Legal Connect
 Reference Number: 11567803_2025_02_07_13_10_12_974_4
 Submission Number: 25SC00167646
 Court Received Date: 02/07/2025
 Court Received Time: 1:19 pm
 Case Number: 24CV024645
 Case Title: JACOB JEFFERY ORR AN INDIVIDUAL ON BEHALF OF HIMSELF AND ALL OTHERS SIMILARLY SITUATED vs GALLAGHERS PLUMBING, HEATING & AIR CONDITIONING, LLC, A CALIFORNIA LIMITED LIABILITY COMPANY, et al.
 Location: Gordon D. Schaber Superior Court
 Case Type: Unlimited Civil
 Case Category: Other Employment Complaint Case
 Jurisdictional Amount: Exceeds \$35,000
 Notice Generated Date: 02/13/2025
 Notice Generated Time: 10:47 am

Documents Electronically Filed/Received

Status

Amended Complaint

Accepted

Comments

Submitter's Comments:

Clerk's Comments:

Electronic Filing Service Provider Information

Service Provider: Legal Connect
 Contact: Legal Connect
 Phone: