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8 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**

9 **IN AND FOR THE COUNTY OF SACRAMENTO**

10 FARIDA SULLEY, on behalf of the State of
11 California, as a private attorney general,

12
13 Plaintiff,

14 vs.

15 BHC SIERRA VISTA HOSPITAL, INC., a
16 Corporation; and DOES 1 through 50, inclusive,

17 Defendants.
18
19
20
21

Case No. 25CV014572

REPRESENTATIVE ACTION
COMPLAINT FOR:

1. Civil Penalties Pursuant to Labor Code
§ 2699 for violations of Labor Code
§§ 201, 202, 203, 204, 210, 218, 221,
226(a), 226.7, 227.3, 246, 510, 512,
558(a)(1)(2), 1194, 1197, 1197.1, 1198,
2100, 2802, California Code of
Regulations, Title 8, Section 11040,
Subdivision 5(A)-(B), California Code of
Regulations, Title 8, Section 11070(14)
(Failure to Provide Seating), and the
applicable Wage Order(s).

ELECTRONICALLY FILED
Superior Court of California
County of Sacramento

06/20/2025

By: P. Russell Deputy

1 Plaintiff Farida Sulley (“PLAINTIFF”), on behalf of the people of the State of
2 California and as an “aggrieved employee” acting as a private attorney general under the
3 Labor Code Private Attorney General Act of 2004, § 2699, (“PAGA”) only, alleges on
4 information and belief, except for her own acts and knowledge which are based on personal
5 knowledge, the following:

6 **INTRODUCTION**

7 1. PLAINTIFF brings this action against defendant BHC Sierra Vista Hospital, Inc.
8 (referred to as “DEFENDANT”) seeking only to recover PAGA civil penalties on behalf of
9 all current and former aggrieved employees that worked for DEFENDANT. PLAINTIFF does
10 **not seek to recover anything other than penalties as permitted by California Labor Code**
11 **§ 2699**. To the extent that statutory violations are mentioned for wage violations, PLAINTIFF
12 does not seek underlying general and/or special damages for those violations, but simply the
13 civil penalties permitted by California Labor Code § 2699.

14 2. California has enacted the PAGA which permits PLAINTIFF to bring an action
15 for PAGA penalties *only*, which is the precise and sole nature of this action.

16 3. Accordingly, PLAINTIFF seeks to obtain all applicable relief for
17 DEFENDANT’s violations under PAGA and solely for the relief as permitted by PAGA – that
18 is, penalties and any other relief the Court deems proper pursuant to the PAGA. Nothing in this
19 complaint should be construed as attempting to obtain any relief that would not be available in
20 a PAGA-only action.

21 4. PLAINTIFF is not suing in her individual capacity; she is proceeding
22 herein solely under the PAGA, on behalf of the State of California for all aggrieved employees.
23 Nothing in this complaint should be construed as PLAINTIFF suing in her individual capacity.

24 **THE PARTIES**

25 5. BHC Sierra Vista Hospital, Inc. (“DEFENDANT”) is a corporation that at all
26 relevant times mentioned herein conducted and continues to conduct substantial business in
27 California.
28

1 6. DEFENDANT owns and operates behavioral health facilities in California.

2 7. PLAINTIFF was employed by DEFENDANT in California from July of 2023 to
3 September of 2024. PLAINTIFF was at all times classified by DEFENDANT as a non-exempt
4 employee, paid on an hourly basis, and entitled to the legally required meal and rest periods and
5 payment of minimum and overtime wages due for all time worked.

6 8. PLAINTIFF, and such persons that may be added from time to time who satisfy
7 the requirements and exhaust the administrative procedures under the Private Attorney General
8 Act, brings this Representative Action on behalf of the State of California with respect to all
9 individuals who are or previously were employed by DEFENDANT in California, including any
10 employees staffed with DEFENDANT by a third party, and classified as non-exempt employees
11 (“AGGRIEVED EMPLOYEES”) during the time period of March 31, 2024 until a date as
12 determined by the Court (the "PAGA PERIOD").

13 9. PLAINTIFF, on behalf of all AGGRIEVED EMPLOYEES presently or
14 formerly employed by DEFENDANT during the PAGA PERIOD, brings this representative
15 action pursuant to Labor Code § 2699 seeking fixed civil penalties for DEFENDANT’s
16 violation of California Labor Code §§ 201, 202, 203, 204, 210, 218, 221, 226(a), 226.7,
17 227.3, 246, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2100, 2802, California Code
18 of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), California Code of
19 Regulations, Title 8, Section 1 1070(14) (Failure to Provide Seating), and the applicable
20 Wage Order(s). Based upon the foregoing, PLAINTIFF and all AGGRIEVED
21 EMPLOYEES are aggrieved employees within the meaning of Labor Code § 2699.

22 10. The true names and capacities, whether individual, corporate, subsidiary,
23 partnership, associate or otherwise of defendants DOES 1 through 50, inclusive, are
24 presently unknown to PLAINTIFF who therefore sues these Defendants by such fictitious
25 names pursuant to Cal. Civ. Proc. Code § 474. PLAINTIFF will seek leave to amend this
26 Complaint to allege the true names and capacities of Does 1 through 50, inclusive, when
27 they are ascertained. PLAINTIFF is informed and believes, and based upon that information
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1 and belief alleges, that the Defendants named in this Complaint, including DOES 1 through
2 50, inclusive, are responsible in some manner for one or more of the events and happenings
3 that proximately caused the injuries and damages hereinafter alleged.

4 11. The agents, servants and/or employees of the Defendants and each of them
5 acting on behalf of the Defendants acted within the course and scope of his, her or its
6 authority as the agent, servant and/or employee of the Defendants, and personally
7 participated in the conduct alleged herein on behalf of the Defendants with respect to the
8 conduct alleged herein. Consequently, the acts of each Defendant are legally attributable to
9 the other Defendants and all Defendants are jointly and severally liable to PLAINTIFF and
10 all the AGGRIEVED EMPLOYEES, for the loss sustained as a proximate result of the
11 conduct of the Defendants' agents, servants and/or employees.

12 13 THE CONDUCT

14 12. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANT
15 was required to pay PLAINTIFF and the AGGRIEVED EMPLOYEES for all their time
16 worked, meaning the time during which an employee is subject to the control of an
17 employer, including all the time the employee is suffered or permitted to work.
18 DEFENDANT requires PLAINTIFF and the AGGRIEVED EMPLOYEES to work without
19 paying them for all the time they are under DEFENDANT's control. Among other things,
20 DEFENDANT requires PLAINTIFF to work while clocked out during what is supposed to
21 be PLAINTIFF's off-duty meal break. PLAINTIFF was from time to time interrupted by
22 work assignments while clocked out for what should have been PLAINTIFF's off-duty meal
23 break. DEFENDANT, as a matter of established company policy and procedure,
24 administers a uniform practice of rounding the actual time worked and recorded by
25 PLAINTIFF and the AGGRIEVED EMPLOYEES, always to the benefit of DEFENDANT,
26 so that during the course of their employment, PLAINTIFF and the AGGRIEVED
27 EMPLOYEES are paid less than they would have been paid had they been paid for actual
28 recorded time rather than "rounded" time. Additionally, DEFENDANT engages in the

1 practice of requiring PLAINTIFF and the AGGRIEVED EMPLOYEES to perform work off
2 the clock in that DEFENDANT, as a condition of employment, required these employees to
3 submit to mandatory temperature checks and symptom questionnaires for COVID-19
4 screening prior to clocking into DEFENDANT's timekeeping system for the workday. As a
5 result, PLAINTIFF and the AGGRIEVED EMPLOYEES forfeit minimum wage, overtime
6 wage compensation, and off-duty meal breaks by working without their time being correctly
7 recorded and without compensation at the applicable rates. DEFENDANT's policy and
8 practice not to pay PLAINTIFF and the AGGRIEVED EMPLOYEES for all time worked, is
9 evidenced by DEFENDANT's business records.

10 13. State law provides that employees must be paid overtime and meal and rest
11 break premiums at one-and-one-half times their "regular rate of pay." PLAINTIFF and the
12 AGGRIEVED EMPLOYEES are compensated at an hourly rate plus incentive pay that is
13 tied to specific elements of an employee's performance.

14 14. The second component of PLAINTIFF's and the AGGRIEVED
15 EMPLOYEES' compensation is DEFENDANT's non-discretionary incentive program that
16 paid PLAINTIFF and the AGGRIEVED EMPLOYEES incentive wages based on their
17 performance for DEFENDANT. The non-discretionary incentive program provided all
18 employees paid on an hourly basis with incentive compensation when the employees met the
19 various performance goals set by DEFENDANT. However, when calculating the regular
20 rate of pay in order to pay overtime and meal and rest break premiums to PLAINTIFF and
21 the AGGRIEVED EMPLOYEES, DEFENDANT failed to include the incentive
22 compensation as part of the employees' "regular rate of pay" for purposes of calculating
23 overtime pay and meal and rest break premium pay. Management and supervisors described
24 the incentive program to potential and new employees as part of the compensation package.
25 As a matter of law, the incentive compensation received by PLAINTIFF and the
26 AGGRIEVED EMPLOYEES must be included in the "regular rate of pay." The failure to
27 do so has resulted in a underpayment of overtime compensation and meal and rest break
28 premiums to PLAINTIFF and the AGGRIEVED EMPLOYEES by DEFENDANT.

1 15. As a result of their rigorous work schedules, PLAINTIFF and the
2 AGGRIEVED EMPLOYEES were from time to time unable to take thirty (30) minute off
3 duty meal breaks and were not fully relieved of duty for their meal periods. PLAINTIFF
4 and the AGGRIEVED EMPLOYEES were required from time to time to perform work as
5 ordered by DEFENDANT for more than five (5) hours during some shifts without receiving
6 a meal break. Further, DEFENDANT from time to time failed to provide PLAINTIFF and
7 AGGRIEVED EMPLOYEES with a second off-duty meal period for some workdays in
8 which these employees were required by DEFENDANT to work ten (10) hours of work.
9 DEFENDANT also engaged in the practice of rounding the meal period times to avoid
10 paying penalties to PLAINTIFF and the AGGRIEVED EMPLOYEES. PLAINTIFF and the
11 AGGRIEVED EMPLOYEES therefore forfeit meal breaks without additional compensation
12 and in accordance with DEFENDANT's corporate policy and practice.

13 16. During the PAGA PERIOD, PLAINTIFF and the AGGRIEVED
14 EMPLOYEES were also required from time to time to work in excess of four (4) hours
15 without being provided ten (10) minute rest periods. Further, these employees were denied
16 their first rest periods of at least ten (10) minutes for some shifts worked of at least two (2)
17 to four (4) hours from time to time, a first and second rest period of at least ten (10) minutes
18 for some shifts worked of between six (6) and eight (8) hours from time to time, and a first,
19 second and third rest period of at least ten (10) minutes for some shifts worked of ten (10)
20 hours or more from time to time. PLAINTIFF and the AGGRIEVED EMPLOYEES were
21 also not provided with one hour wages in lieu thereof. Additionally, the applicable
22 California Wage Order requires employers to provide employees with off-duty rest periods,
23 which the California Supreme Court defined as time during which an employee is relieved
24 from all work related duties and free from employer control. In so doing, the Court held that
25 the requirement under California law that employers authorize and permit all employees to
26 take rest period means that employers must relieve employees of all duties and relinquish
27 control over how employees spend their time which includes control over the locations
28 where employees may take their rest period. Employers cannot impose controls that prohibit

1 an employee from taking a brief walk - five minutes out, five minutes back. Here,
2 DEFENDANT's policy restricted PLAINTIFF and the AGGRIEVED EMPLOYEES from
3 unconstrained walks and is unlawful based on DEFENDANT's rule which states
4 PLAINTIFF and the AGGRIEVED EMPLOYEES cannot leave the work premises during
5 their rest period.

6 17. During the PAGA PERIOD, DEFENDANT failed to accurately record and
7 pay PLAINTIFF and the AGGRIEVED EMPLOYEES for the actual amount of time these
8 employees worked. Pursuant to the Industrial Welfare Commission Wage Orders,
9 DEFENDANT was required to pay PLAINTIFF and the AGGRIEVED EMPLOYEES for
10 all time worked, meaning the time during which an employee was subject to the control of
11 an employer, including all the time the employee was permitted or suffered to permit this
12 work. DEFENDANT required these employees to work off the clock without paying them
13 for all the time they were under DEFENDANT's control. As such, DEFENDANT knew or
14 should have known that PLAINTIFF and the AGGRIEVED EMPLOYEES were under
15 compensated for all time worked. As a result, PLAINTIFF and the AGGRIEVED
16 EMPLOYEES forfeited time worked by working without their time being accurately
17 recorded and without compensation at the applicable minimum wage and overtime wage
18 rates. To the extent that the time worked off the clock does not qualify for overtime
19 premium payment, DEFENDANT failed to pay minimum wages for the time worked off-
20 the-clock in violation of Cal. Lab. Code §§ 1194, 1197, and 1197.1.

21 18. From time to time, DEFENDANT also failed to provide PLAINTIFF and the
22 AGGRIEVED EMPLOYEES with complete and accurate wage statements which failed to
23 show, among other things, the correct gross and net wages earned. Cal. Lab. Code § 226
24 provides that every employer shall furnish each of his or her employees with an accurate
25 itemized wage statement in writing showing, among other things, gross wages earned and all
26 applicable hourly rates in effect during the pay period and the corresponding amount of time
27 worked at each hourly rate. PLAINTIFF and the AGGRIEVED EMPLOYEES were paid on
28 an hourly basis. As such, the wage statements should reflect all applicable hourly rates

1 during the pay period and the total hours worked, and the applicable pay period in which the
2 wages were earned pursuant to California Labor Code Section 226(a). The wage statements
3 DEFENDANT provided to PLAINTIFF and the AGGRIEVED EMPLOYEES failed to
4 identify such information. More specifically, the wage statements failed to identify the
5 accurate total hours worked each pay period. When the hours shown on the wage statements
6 were added up, they did not equal the actual total hours worked during the pay period in
7 violation of Cal. Lab. Code 226(a)(2). Aside, from the violations listed above in this
8 paragraph, DEFENDANT failed to issue to PLAINTIFF an itemized wage statement that
9 lists all the requirements under California Labor Code 226. As a result, DEFENDANT from
10 time to time provided PLAINTIFF and the AGGRIEVED EMPLOYEES with wage
11 statements which violated Cal. Lab. Code § 226.

12 19. Cal. Lab. Code § 204(d) provides, the requirements of this section shall be
13 deemed satisfied by the payment of wages for weekly, biweekly, or semimonthly payroll if
14 the wages are paid not more than seven (7) calendar days following the close of the payroll
15 period. Cal. Lab. Code § 210 provides:

16 in [I]n addition to, and entirely independent and apart from, any other penalty provided
17 this article, every person who fails to pay the wages of each employee as provided in
18 Sections. . . 204. . . shall be subject to a civil penalty as follows: (1) For any initial
19 violation, one hundred dollars (\$100) for each failure to pay each employee; (2) For
each subsequent violation, or any willful or intentional violation, two hundred dollars
(\$200) for each failure to pay each employee, plus 25 percent of the amount
unlawfully withheld.

20 20. DEFENDANT from time to time failed to pay PLAINTIFF and the
21 AGGRIEVED EMPLOYEES within seven (7) days of the close of the payroll period in
22 accordance with Cal. Lab. Code § 204(d), including but not limited to the “Hourly” regular
23 wage payments.

24 21. DEFENDANT underpaid sick pay wages to PLAINTIFF and the
25 AGGRIEVED EMPLOYEES by failing to pay such wages at the regular rate of pay in
26 violation of Cal. Lab. Code Section 246. Specifically, PLAINTIFF and other non-exempt
27 employees earn non-discretionary remuneration, including, but not limited to, incentives,
28 shift differential pay, and bonuses. Rather than pay sick pay at the regular rate of pay,

1 DEFENDANT underpays sick pay to PLAINTIFF and the AGGRIEVED EMPLOYEES at
2 their base rates of pay.

3 22. Cal. Lab. Code Section 246(l)(2) requires that paid sick time for nonexempt
4 employees be calculated by dividing the employee's total wages, not including overtime
5 premium pay, by the employee's total hours worked in the full pay periods of the prior 90
6 days of employment.

7 23. DEFENDANT violated Cal. Lab. Code Section 246 by failing to pay sick pay
8 at the regular rate of pay. PLAINTIFF and the AGGRIEVED EMPLOYEES routinely
9 earned non-discretionary incentive wages which increased their regular rate of pay.
10 However, when sick pay was paid, it was paid at the base rate of pay for PLAINTIFF and
11 the AGGRIEVED EMPLOYEES, as opposed to the correct, higher regular rate of pay, as
12 required under Cal. Lab. Code Section 246.

13 24. As a pattern and practice, DEFENDANT regularly failed to pay PLAINTIFF
14 and the AGGRIEVED EMPLOYEES their correct wages and accordingly owe waiting time
15 penalties pursuant to Cal. Lab. Code Section 203. Further, PLAINTIFF is informed and
16 believes and based thereon alleges that such failure to pay sick pay at regular rate was
17 willful, such that the AGGRIEVED EMPLOYEES whose employment has separated are
18 entitled to waiting time penalties pursuant to Cal. Lab. Code Sections 201-203.

19 25. DEFENDANT intentionally and knowingly failed to reimburse and indemnify
20 PLAINTIFF and the AGGRIEVED EMPLOYEES for required business expenses incurred
21 by the PLAINTIFF and the AGGRIEVED EMPLOYEES in direct consequence of
22 discharging their duties on behalf of DEFENDANT. Under California Labor Code Section
23 2802, employers are required to indemnify employees for all expenses incurred in the course
24 and scope of their employment. Cal. Lab. Code § 2802 expressly states that "an employer
25 shall indemnify his or her employee for all necessary expenditures or losses incurred by the
26 employee in direct consequence of the discharge of his or her duties, or of his or her
27 obedience to the directions of the employer, even though unlawful, unless the employee, at
28 the time of obeying the directions, believed them to be unlawful."

1 26. In the course of their employment PLAINTIFF and the AGGRIEVED
2 EMPLOYEES as a business expense, were required by DEFENDANT to use their own
3 personal cellular phones as a result of and in furtherance of their job duties as employees for
4 DEFENDANT but are not reimbursed or indemnified by DEFENDANT for the cost
5 associated with the use of their personal cellular phones for DEFENDANT's benefit.
6 Specifically, PLAINTIFF and the AGGRIEVED EMPLOYEES were required by
7 DEFENDANT to use their personal cellular phones. As a result, in the course of their
8 employment with DEFENDANT, PLAINTIFF and the AGGRIEVED EMPLOYEES
9 incurred unreimbursed business expenses which included, but were not limited to, costs
10 related to the use of their personal cellular phones all on behalf of and for the benefit of
11 DEFENDANT.

12 27. The employment of PLAINTIFF and some AGGRIEVED EMPLOYEES has
13 terminated and DEFENDANT has not tendered payment of all wages owed as required by
14 law. Additionally, at all times during the term of PLAINTIFF's employment with
15 DEFENDANT, PLAINTIFF and other AGGRIEVED EMPLOYEES earned and accrued
16 vested vacation and holiday time on the date of their termination pursuant to
17 DEFENDANT's uniform vacation policies and applicable California law. The amount of
18 vacation pay PLAINTIFF and the other AGGRIEVED EMPLOYEES earned and
19 accumulated is evidenced by DEFENDANT's business records. Additionally,
20 DEFENDANT also underpaid accrued vested vacation wages to PLAINTIFF and other
21 AGGRIEVED EMPLOYEES by failing to pay such wages at the regular rate of pay and
22 more specifically the final rate of pay that included all non-discretionary incentive
23 compensation. Rather than pay vacation wages at the regular rate of pay, DEFENDANT
24 underpaid vacation wages to PLAINTIFF and other AGGRIEVED EMPLOYEES at their
25 base rates of pay, instead of including all of the PLAINTIFF's and other AGGRIEVED
26 EMPLOYEES' non-discretionary incentive compensation into the vacation wage payment
27 calculations. DEFENDANT failed to specify in DEFENDANT's written vacation policy the
28 rate at which PLAINTIFF and other AGGRIEVED EMPLOYEES would be paid vacation

1 upon leaving employment with DEFENDANT. As a result of DEFENDANT's unlawful
2 practice, policy and procedure to deny paying the PLAINTIFF and other AGGRIEVED
3 EMPLOYEES all of their vested vacation and holiday time, DEFENDANT failed to pay the
4 PLAINTIFF and other AGGRIEVED EMPLOYEES all vested vacation time as wages due
5 upon employment termination, in violation of the California Labor Code, Sections 201, 202,
6 203 and 227.3. Similarly, DEFENDANT underpaid waiting time penalties to PLAINTIFF
7 and other AGGRIEVED EMPLOYEES at their base rates of pay, instead of including all of
8 the PLAINTIFF's and other AGGRIEVED EMPLOYEES' non-discretionary compensation
9 into the waiting time penalty calculations. This failure by DEFENDANT is believed to be
10 the result of DEFENDANT's unlawful, unfair and deceptive refusal to provide compensation
11 for earned, accrued and vested vacation and holiday time, as well as the corresponding
12 waiting time penalties that were paid. DEFENDANT perpetrated this unlawful, unfair and
13 deceptive practice to the detriment of PLAINTIFF and other AGGRIEVED EMPLOYEES.
14 DEFENDANT's uniform practice and policy of failing to pay PLAINTIFF and other
15 AGGRIEVED EMPLOYEES for all vested vacation and holiday time accumulated at
16 employment termination violated and continues to violate Section 227.3 of the California
17 Labor Code.

18 **JURISDICTION AND VENUE**

19 28. This Court has jurisdiction over this Action pursuant to California Code of
20 Civil Procedure, Section 410.10.

21 29. Venue is proper in this Court pursuant to California Code of Civil Procedure,
22 Sections 395 and 395.5, because PLAINTIFF worked in this County for DEFENDANT and
23 DEFENDANT (i) currently maintains and at all relevant times maintained offices and
24 facilities in this County and/or conducts substantial business in this County, and (ii)
25 committed the wrongful conduct herein alleged in this County against PLAINTIFF and other
26 AGGRIEVED EMPLOYEES.

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1 Complaint has expired. As a result, pursuant to Section 2699.3, PLAINTIFF may now
2 commence a representative civil action under PAGA pursuant to Section 2699 as the proxy
3 of the State of California with respect to all AGGRIEVED EMPLOYEES as herein defined.

4 34. The policies, acts and practices heretofore described were and are an unlawful
5 business act or practice because DEFENDANT (a) failed to provide PLAINTIFF and the
6 AGGRIEVED EMPLOYEES accurate itemized wage statements, (b) failed to properly
7 record and provide legally required meal and rest periods, (c) failed to pay minimum wages,
8 (d) failed to pay overtime wages and sick pay wages, (e) failed to reimburse employees for
9 required expenses, and (f) failed to provide wages when due, all in violation of the
10 applicable Labor Code sections listed in Labor Code §§ 201, 202, 203, 204, 210, 218, 221,
11 226(a), 226.7, 227.3, 246, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2100, 2802,
12 California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), California
13 Code of Regulations, Title 8, Section 1 1070(14) (Failure to Provide Seating), and the
14 applicable Wage Order(s), and thereby gives rise to civil penalties as a result of such
15 conduct.¹ PLAINTIFF hereby seeks recovery of only civil penalties as prescribed by the
16 Labor Code Private Attorney General Act of 2004 as the representative of the State of
17 California for the illegal conduct perpetrated on PLAINTIFF and the AGGRIEVED
18 EMPLOYEES.

19
20 **PRAYER FOR RELIEF**

21 WHEREFORE, PLAINTIFF prays for judgment against each Defendant, jointly and
22 severally, as follows:

23 1. On behalf of the State of California and with respect to all AGGRIEVED
24 EMPLOYEES:

25 A) Recovery of civil penalties as prescribed by the Labor Code Private
26 Attorneys General Act of 2004; and,

27
28 ¹Plaintiff specifically excludes and/or does not allege any claims under California Labor
Code §558(a)(3).

B) An award of attorneys' fees and cost of suit, as allowable under the law, including, but not limited to, pursuant to Labor Code §2699.

Dated: June 20, 2025 BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

By: /s/ Nicholas De Blouw
Norman B. Blumenthal
Kyle R. Nordrehaug
Nicholas J. De Blouw
Attorneys for Plaintiff

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EXHIBIT 1

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1004

March 31, 2025

CA3616

VIA ONLINE FILING TO LWDA AND CERTIFIED MAIL TO DEFENDANT

Labor and Workforce Development Agency
Online Filing

BHC Sierra Vista Hospital, Inc.
Certified Mail #9589071052700057737628
CSC - Lawyers Incorporating Service
Becky DeGeorge
2710 Gateway Oaks Drive, Suite 150N
Sacramento, CA 95833

Re: Notice Of Violations Of California Labor Code Sections §§ 201, 202, 203, 204, 210, 218, 221, 226(a), 226.7, 227.3, 246, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2100, 2802, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), California Code of Regulations, Title 8, Section 1 1070(14) (Failure to Provide Seating), and Violation of Applicable Industrial Welfare Commission Wage Order(s) brought Pursuant To California Labor Code Section 2699.5.

Dear Sir/Madam:

“Aggrieved Employees” refers to all individuals who are or previously were employed by BHC Sierra Vista Hospital, Inc. and/or BHC Heritage Oaks Hospital, Inc. and/or in California, including any employees staffed with BHC Sierra Vista Hospital, Inc. and/or BHC Heritage Oaks Hospital, Inc. by a third party, and classified as non-exempt employees during the time period of March 31, 2024 until a date as determined by the Court. Our offices represent Plaintiff Farida Sulley (“Plaintiff”) and other Aggrieved Employees in a lawsuit against BHC Sierra Vista Hospital, Inc. and/or BHC Heritage Oaks Hospital, Inc. (“Defendant”). Plaintiff was employed by Defendant in California from July 2023 to September 2024. Plaintiff was at all times classified by Defendant as a non-exempt employee, paid on an hourly basis, and entitled to the legally required meal and rest periods and payment of minimum and overtime wages due for all time worked. Defendant, however, unlawfully failed to record and pay Plaintiff and other Aggrieved Employees for, including but not limited to, all of their time worked, including minimum and overtime wages and sick pay wages at the correct rate, for all of their missed meal and rest breaks at the correct regular rates, and for all of their time spent working off the clock. Specifically, Defendant understaffed Plaintiff’s work location at 8001 Bruceville Road, Sacramento, CA 95823, and as a result the meal period records show missed and late meal break violations as Plaintiff was required to attend to patients, ones who had immediate health concerns. This meant she was not allowed to leave the patients alone and with no other employees to properly relieve her for her meal and rest breaks, there were numerous violations. The corresponding pay stubs for those pay periods show no meal break or rest break penalties

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being paid by Defendant. Further, Plaintiff was often times not afforded the timely meal break by Defendant due to the reasons stated above. There were also times when Plaintiff clocked out for a meal period and continued to work during her meal break performing emergency medical tasks which resulted in unpaid minimum and overtime wages. Further, Defendant also failed to correctly calculate overtime and meal and rest break premium pay by failing to include all non-discretionary performance based incentives in Plaintiff's regular rate of pay. For example, Defendant paid Plaintiff "Shift" Differential wages in numerous pay periods during Plaintiff's employment in which Plaintiff also worked overtime and/or missed meal and/or rest breaks but Defendant failed to correctly calculate Plaintiff's regular rates of pay for these pay periods. Attached hereto as **Exhibit#1** is a true and correct copy of Plaintiff's pay stub during the PAGA Period showing these violations. Additionally, pursuant to Labor Code § 204 *et seq.*, Defendant failed to timely provide Plaintiff and other Aggrieved Employees with their wages, including the meal and rest break penalties described above. Plaintiff further contends that Defendant failed to provide accurate wage statements to her, and other Aggrieved Employees, in violation of California Labor Code section 226(a). Further, PLAINTIFF and the AGGRIEVED EMPLOYEES were paid on an hourly basis. As such, the wage statements should reflect all applicable hourly rates during the pay period and the proper regular and overtime wages earned. For the reasons stated above, the wage statements failed to list the correct regular and overtime wages earned during the applicable pay periods. Said conduct, in addition to the foregoing, as well as the conduct alleged in the incorporated Complaint, violates Labor Code §§ 201, 202, 203, 204 *et seq.*, 210, 218, 221, 226(a), 226.7, 227.3, 246, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2802, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), California Code of Regulations, Title 8, Section 1 1070(14) (Failure to Provide Seating), Violation of the applicable Industrial Welfare Commission Wage Order(s), and is therefore actionable under California Labor Code section 2699.3.

A true and correct copy of the Complaint by Plaintiff against Defendant, which (i) identifies the alleged violations, (ii) details the facts and theories which support the alleged violations, (iii) details the specific work performed by Plaintiff, (iii) sets forth the people/entities, dates, classifications, violations, events, and actions which are at issue to the extent known to Plaintiff, and (iv) sets forth the illegal practices used by Defendant, is attached hereto. This information provides notice to the Labor and Workforce Development Agency of the facts and theories supporting the alleged violations for the agency's reference. Plaintiff therefore incorporates the allegations of the attached Complaint into this letter as if fully set forth herein. If the agency needs any further information, please do not hesitate to ask.

This notice is provided to enable Plaintiff to proceed with the Complaint against Defendant as authorized by California Labor Code section 2699, *et seq.* The lawsuit consists of other Aggrieved Employees. As counsel, our intention is to vigorously prosecute the claims as alleged in the Complaint, and to procure civil penalties as provided by the Private Attorney General Statue of 2004 on behalf of Plaintiff and all Aggrieved Employees.

BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

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If you have any questions of concerns, please do not hesitate to contact me at the above number and address.

Respectfully,

/s/ Nicholas J. De Blouw

Nicholas J. De Blouw, Esq.

EXHIBIT #1

PAYROLL SYSTEM
367 SOUTH GULPH ROAD
KING OF PRUSSIA, PA 19406 United States of America

Number 190829
Check Date 08/16/2024

VOID VOID VOID VOID VOID VOID VOID VOID

Pay to the order of

FARIDA SULLEY
[Redacted]
[Redacted]
[Redacted]

Net Pay 775.14

NON-NEGOTIABLE

Name	Social Number	Employee Number	Process Level	Department	Period Start	Period End
FARIDA SULLEY	[Redacted]	490516	589	40902	07/28/2024	08/10/2024

Summary

Description	Hours	Current	Year to Date
Total Gross	80.33	931.88	17505.40
Total Deductions		156.74	3064.94
Total Net		775.14	14440.46

Earnings

Description	Hours	Rate	Current	Year to Date
DOUBLE TIME (PD@AVER HR RATE)				458.74
ELB				486.96
HOL DOUBLE (PD@AVER HR RATE)				11.21
HOLIDAY - OVERTIME(PD@AVER HR				1078.45
OVERTIME				1225.15
PREMIUM PAY #5				7.53
PROTECTED NON EX/ RG RT (PTO)				170.47
PTO	3.23	21.0000	67.83	1117.99
REGULAR/BASE PAY	38.55	21.0000	809.55	12003.41
SHIFT 2	21.55	1.0001	21.55	346.02
SHIFT 3	1.75	1.2501	2.19	81.19
SHIFT 5	14.22	2.0001	28.44	447.68
SHIFT 6	1.03	2.2501	2.32	70.60
Total	80.33		931.88	17505.40

Taxes

Description	Current	Year to Date
CALIFORNIA STATE DISABILITY	10.25	192.59

CALIFORNIA STATE INCOME TAX		46.52
FEDERAL INCOME TAX WITHHELD	75.21	1486.67
MEDICARE EMPLOYEE	13.51	253.83
SOCIAL SECURITY EMPLOYEE	57.77	1085.33
Total	156.74	3064.94

Auto Deposit Distributions

Routing	Account	Description	Amount
			775.14

1 **BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP**

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2 Kyle R. Nordrehaug (State Bar #205975)

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6 *Attorneys for Plaintiff*

8 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**

9 **IN AND FOR THE COUNTY OF SACRAMENTO**

10
11 FARIDA SULLEY, an individual, on behalf of
12 herself, and on behalf of all persons similarly
situated,

13
14 Plaintiff,

15 vs.

16 BHC SIERRA VISTA HOSPITAL, INC., a
Corporation; BHC HERITAGE OAKS
17 HOSPITAL, INC., a Corporation; and DOES 1
through 50, inclusive,

18
19 Defendants.

Case No. _____

CLASS ACTION COMPLAINT FOR:

1. UNFAIR COMPETITION IN VIOLATION OF CAL. BUS. & PROF. CODE §§ 17200;
2. FAILURE TO PAY MINIMUM WAGES IN VIOLATION OF CAL. LAB. CODE §§ 1194, 1197 & 1197.1;
3. FAILURE TO PAY OVERTIME WAGES IN VIOLATION OF CAL. LAB. CODE § 510;
4. FAILURE TO PROVIDE REQUIRED MEAL PERIODS IN VIOLATION OF CAL. LAB. CODE §§ 226.7 & 512 AND THE APPLICABLE IWC WAGE ORDER;
5. FAILURE TO PROVIDE REQUIRED REST PERIODS IN VIOLATION OF CAL. LAB. CODE §§ 226.7 & 512 AND THE APPLICABLE IWC WAGE ORDER;
6. FAILURE TO PROVIDE ACCURATE ITEMIZED STATEMENTS IN VIOLATION OF CAL. LAB. CODE § 226;
7. FAILURE TO REIMBURSE EMPLOYEES FOR REQUIRED EXPENSES IN VIOLATION OF CAL. LAB. CODE § 2802;
8. FAILURE TO PROVIDE WAGES WHEN DUE IN VIOLATION OF CAL. LAB. CODE §§ 201, 202 AND 203; and,
9. FAILURE TO PAY SICK PAY WAGES IN VIOLATION OF CAL. LAB CODE §§ 201-203, 233, 246;

DEMAND FOR A JURY TRIAL

1 Farida Sulley (“PLAINTIFF”), an individual, on behalf of herself and all other similarly
2 situated current and former employees allege on information and belief, except for her own acts
3 and knowledge which are based on personal knowledge, the following.

4
5 **THE PARTIES**

6 1. BHC Sierra Vista Hospital, Inc. is a corporation that at all relevant times
7 mentioned herein conducted and continues to conduct substantial business in California.

8 2. BHC Heritage Oaks Hospital, Inc. is a corporation that at all relevant times
9 mentioned herein conducted and continues to conduct substantial business in California.

10 3. BHC Sierra Vista Hospital, Inc. and BHC Heritage Oaks Hospital, Inc. were the
11 joint employers of PLAINTIFF as evidenced by paycheck, standardized company employment
12 handbooks, by standardized policies and procedures, by the company PLAINTIFF performs
13 work for respectively and by the California Secretary of State Business Information which
14 includes but is not limited the same mailing and business addresses and same agent for service
15 of process, and are therefore jointly responsible as employers for the conduct alleged herein, and
16 are therefore collectively referred to herein as (“DEFENDANT”). DEFENDANT owns and
17 operates behavioral health facilities in California. PLAINTIFF was employed by
18 DEFENDANT in California from July of 2023 to September of 2024. PLAINTIFF was at all
19 times classified by DEFENDANT as a non-exempt employee, paid on an hourly basis, and
20 entitled to the legally required meal and rest periods and payment of minimum and overtime
21 wages due for all time worked.

22 4. PLAINTIFF brings this Class Action on behalf of herself and a California class,
23 defined as all individuals who are or previously were employed by BHC Sierra Vista Hospital,
24 Inc. and/or BHC Heritage Oaks Hospital, Inc. in California, including any employees staffed
25 with BHC Sierra Vista Hospital, Inc. and/or BHC Heritage Oaks Hospital, Inc. by a third party,
26 and classified as non-exempt employees (the “CALIFORNIA CLASS”) at any time during the
27 period beginning four (4) years prior to the filing of this Complaint and ending on the date as
28 determined by the Court (the “CALIFORNIA CLASS PERIOD”). The amount in controversy

1 for the aggregate claim of CALIFORNIA CLASS Members is under five million dollars
2 (\$5,000,000.00).

3 5. PLAINTIFF brings this Class Action on behalf of herself and a CALIFORNIA
4 CLASS in order to fully compensate the CALIFORNIA CLASS for their losses incurred
5 during the CALIFORNIA CLASS PERIOD caused by DEFENDANT's policy and practice
6 which failed to lawfully compensate these employees. DEFENDANT's policy and practice
7 alleged herein was an unlawful, unfair and deceptive business practice whereby
8 DEFENDANT retained and continues to retain wages due to PLAINTIFF and the other
9 members of the CALIFORNIA CLASS. PLAINTIFF and the other members of the
10 CALIFORNIA CLASS seek an injunction enjoining such conduct by DEFENDANT in the
11 future, relief for the named PLAINTIFF and the other members of the CALIFORNIA
12 CLASS who have been economically injured by DEFENDANT's past and current unlawful
13 conduct, and all other appropriate legal and equitable relief.

14 6. The true names and capacities, whether individual, corporate, subsidiary,
15 partnership, associate or otherwise of defendants DOES 1 through 50, inclusive, are
16 presently unknown to PLAINTIFF who therefore sues these Defendants by such fictitious
17 names pursuant to Cal. Civ. Proc. Code § 474. PLAINTIFF will seek leave to amend this
18 Complaint to allege the true names and capacities of Does 1 through 50, inclusive, when
19 they are ascertained. PLAINTIFF is informed and believe, and based upon that information
20 and belief alleges, that the Defendants named in this Complaint, including DOES 1 through
21 50, inclusive, are responsible in some manner for one or more of the events and happenings
22 that proximately caused the injuries and damages hereinafter alleged.

23 7. The agents, servants and/or employees of the Defendants and each of them
24 acting on behalf of the Defendants acted within the course and scope of his, her or its
25 authority as the agent, servant and/or employee of the Defendants, and personally
26 participated in the conduct alleged herein on behalf of the Defendants with respect to the
27 conduct alleged herein. Consequently, the acts of each Defendant are legally attributable to
28 the other Defendants and all Defendants are jointly and severally liable to PLAINTIFF and

1 the other members of the CALIFORNIA CLASS, for the loss sustained as a proximate result
2 of the conduct of the Defendants' agents, servants and/or employees.

3 4 THE CONDUCT

5 8. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANT
6 was required to pay PLAINTIFF and CALIFORNIA CLASS Members for all their time
7 worked, meaning the time during which an employee is subject to the control of an
8 employer, including all the time the employee is suffered or permitted to work.
9 DEFENDANT requires PLAINTIFF and CALIFORNIA CLASS Members to work without
10 paying them for all the time they are under DEFENDANT's control. Among other things,
11 DEFENDANT requires PLAINTIFF to work while clocked out during what is supposed to
12 be PLAINTIFF's off-duty meal break. PLAINTIFF were from time to time interrupted by
13 work assignments while clocked out for what should have been PLAINTIFF's off-duty meal
14 break. DEFENDANT, as a matter of established company policy and procedure, administers
15 a uniform practice of rounding the actual time worked and recorded by PLAINTIFF and
16 CALIFORNIA CLASS Members, always to the benefit of DEFENDANT, so that during the
17 course of their employment, PLAINTIFF and CALIFORNIA CLASS Members are paid less
18 than they would have been paid had they been paid for actual recorded time rather than
19 "rounded" time. Additionally, DEFENDANT engages in the practice of requiring
20 PLAINTIFF and CALIFORNIA CLASS Members to perform work off the clock in that
21 DEFENDANT, as a condition of employment, required these employees to submit to
22 mandatory temperature checks and symptom questionnaires for COVID-19 screening prior
23 to clocking into DEFENDANT's timekeeping system for the workday. As a result,
24 PLAINTIFF and other CALIFORNIA CLASS Members forfeit minimum wage, overtime
25 wage compensation, and off-duty meal breaks by working without their time being correctly
26 recorded and without compensation at the applicable rates. DEFENDANT's policy and
27 practice not to pay PLAINTIFF and other CALIFORNIA CLASS Members for all time
28 worked, is evidenced by DEFENDANT's business records.

1 9. State and federal law provides that employees must be paid overtime and meal
2 and rest break premiums at one-and-one-half times their “regular rate of pay.” PLAINTIFF
3 and other CALIFORNIA CLASS Members are compensated at an hourly rate plus incentive
4 pay that is tied to specific elements of an employee’s performance.

5 10. The second component of PLAINTIFF’s and other CALIFORNIA CLASS
6 Members’ compensation is DEFENDANT’s non-discretionary incentive program that paid
7 PLAINTIFF and other CALIFORNIA CLASS Members incentive wages based on their
8 performance for DEFENDANT. The non-discretionary incentive program provided all
9 employees paid on an hourly basis with incentive compensation when the employees met the
10 various performance goals set by DEFENDANT. However, when calculating the regular
11 rate of pay in order to pay overtime and meal and rest break premiums to PLAINTIFF and
12 other CALIFORNIA CLASS Members, DEFENDANT failed to include the incentive
13 compensation as part of the employees’ “regular rate of pay” for purposes of calculating
14 overtime pay and meal and rest break premium pay. Management and supervisors described
15 the incentive program to potential and new employees as part of the compensation package.
16 As a matter of law, the incentive compensation received by PLAINTIFF and other
17 CALIFORNIA CLASS Members must be included in the “regular rate of pay.” The failure
18 to do so has resulted in a underpayment of overtime compensation and meal and rest break
19 premiums to PLAINTIFF and other CALIFORNIA CLASS Members by DEFENDANT.

20 11. As a result of their rigorous work schedules, PLAINTIFF and other
21 CALIFORNIA CLASS Members were from time to time unable to take thirty (30) minute
22 off duty meal breaks and were not fully relieved of duty for their meal periods. PLAINTIFF
23 and other CALIFORNIA CLASS Members were required from time to time to perform
24 work as ordered by DEFENDANT for more than five (5) hours during some shifts without
25 receiving a meal break. Further, DEFENDANT from time to time failed to provide
26 PLAINTIFF and CALIFORNIA CLASS Members with a second off-duty meal period for
27 some workdays in which these employees were required by DEFENDANT to work ten (10)
28 hours of work. DEFENDANT also engaged in the practice of rounding the meal period

1 times to avoid paying penalties to PLAINTIFF and other CALIFORNIA CLASS Members.
2 PLAINTIFF and other members of the CALIFORNIA CLASS therefore forfeit meal breaks
3 without additional compensation and in accordance with DEFENDANT's corporate policy
4 and practice.

5 12. During the CALIFORNIA CLASS PERIOD, PLAINTIFF and other
6 CALIFORNIA CLASS Members were also required from time to time to work in excess of
7 four (4) hours without being provided ten (10) minute rest periods. Further, these employees
8 were denied their first rest periods of at least ten (10) minutes for some shifts worked of at
9 least two (2) to four (4) hours from time to time, a first and second rest period of at least ten
10 (10) minutes for some shifts worked of between six (6) and eight (8) hours from time to
11 time, and a first, second and third rest period of at least ten (10) minutes for some shifts
12 worked of ten (10) hours or more from time to time. PLAINTIFF and other CALIFORNIA
13 CLASS Members were also not provided with one hour wages in lieu thereof. Additionally,
14 the applicable California Wage Order requires employers to provide employees with off-
15 duty rest periods, which the California Supreme Court defined as time during which an
16 employee is relieved from all work related duties and free from employer control. In so
17 doing, the Court held that the requirement under California law that employers authorize and
18 permit all employees to take rest period means that employers must relieve employees of all
19 duties and relinquish control over how employees spend their time which includes control
20 over the locations where employees may take their rest period. Employers cannot impose
21 controls that prohibit an employee from taking a brief walk - five minutes out, five minutes
22 back. Here, DEFENDANT's policy restricted PLAINTIFF and other CALIFORNIA
23 CLASS Members from unconstrained walks and is unlawful based on DEFENDANT's rule
24 which states PLAINTIFF and other CALIFORNIA CLASS Members cannot leave the work
25 premises during their rest period.

26 13. During the CALIFORNIA CLASS PERIOD, DEFENDANT failed to
27 accurately record and pay PLAINTIFF and other CALIFORNIA CLASS Members for the
28 actual amount of time these employees worked. Pursuant to the Industrial Welfare

1 Commission Wage Orders, DEFENDANT was required to pay PLAINTIFF and other
2 CALIFORNIA CLASS Members for all time worked, meaning the time during which an
3 employee was subject to the control of an employer, including all the time the employee was
4 permitted or suffered to permit this work. DEFENDANT required these employees to work
5 off the clock without paying them for all the time they were under DEFENDANT's control.
6 As such, DEFENDANT knew or should have known that PLAINTIFF and the other
7 members of the CALIFORNIA CLASS were under compensated for all time worked. As a
8 result, PLAINTIFF and other CALIFORNIA CLASS Members forfeited time worked by
9 working without their time being accurately recorded and without compensation at the
10 applicable minimum wage and overtime wage rates. To the extent that the time worked off
11 the clock does not qualify for overtime premium payment, DEFENDANT fails to pay
12 minimum wages for the time worked off-the-clock in violation of Cal. Lab. Code §§ 1194,
13 1197, and 1197.1.

14 14. From time to time, DEFENDANT also failed to provide PLAINTIFF and the
15 other members of the CALIFORNIA CLASS with complete and accurate wage statements
16 which failed to show, among other things, the correct gross and net wages earned. Cal. Lab.
17 Code § 226 provides that every employer shall furnish each of his or her employees with an
18 accurate itemized wage statement in writing showing, among other things, gross wages
19 earned and all applicable hourly rates in effect during the pay period and the corresponding
20 amount of time worked at each hourly rate. PLAINTIFF and CALIFORNIA CLASS
21 Members were paid on an hourly basis. As such, the wage statements should reflect all
22 applicable hourly rates during the pay period and the total hours worked, and the applicable
23 pay period in which the wages were earned pursuant to California Labor Code Section
24 226(a). The wage statements DEFENDANT provided to PLAINTIFF and other
25 CALIFORNIA CLASS Members failed to identify such information. More specifically, the
26 wage statements failed to identify the accurate total hours worked each pay period. When
27 the hours shown on the wage statements were added up, they did not equal the actual total
28 hours worked during the pay period in violation of Cal. Lab. Code 226(a)(2). Aside, from

1 the violations listed above in this paragraph, DEFENDANT failed to issue to PLAINTIFF an
2 itemized wage statement that lists all the requirements under California Labor Code 226. As
3 a result, DEFENDANT from time to time provided PLAINTIFF and the other members of
4 the CALIFORNIA CLASS with wage statements which violated Cal. Lab. Code § 226.

5 15. DEFENDANT underpaid sick pay wages to PLAINTIFF and other
6 CALIFORNIA CLASS Members by failing to pay such wages at the regular rate of pay in
7 violation of Cal. Lab. Code Section 246. Specifically, PLAINTIFF and other non-exempt
8 employees earn non-discretionary remuneration. Rather than pay sick pay at the regular rate
9 of pay, DEFENDANT underpaid sick pay to PLAINTIFF and other CALIFORNIA CLASS
10 Members at their base rates of pay.

11 16. Cal. Lab. Code Section 246(1)(2) requires that paid sick time for nonexempt
12 employees be calculated by dividing the employee's total wages, not including overtime
13 premium pay, by the employee's total hours worked in the full pay periods of the prior 90
14 days of employment.

15 17. DEFENDANT violated Cal. Lab. Code Section 246 by failing to pay sick pay
16 at the regular rate of pay. PLAINTIFF and CALIFORNIA CLASS Members routinely
17 earned non-discretionary incentive wages which increased their regular rate of pay.
18 However, when sick pay was paid, it was paid at the base rate of pay for PLAINTIFF and
19 members of the CALIFORNIA CLASS, as opposed to the correct, higher regular rate of
20 pay, as required under Cal. Lab. Code Section 246.

21 18. As a pattern and practice, DEFENDANT regularly failed to pay PLAINTIFF
22 and other members of the CALIFORNIA CLASS their correct wages and accordingly owe
23 waiting time penalties pursuant to Cal. Lab. Code Section 203. Further, PLAINTIFF are
24 informed and believe and based thereon allege that such failure to pay sick pay at regular
25 rate was willful, such that PLAINTIFF and members of the CALIFORNIA CLASS whose
26 employment has separated are entitled to waiting time penalties pursuant to Cal. Lab. Code
27 Sections 201-203.
28

1 19. Pursuant to Cal. Lab. Code Section 221, "It shall be unlawful for any employer
2 to collect or receive from an employee any part of wages theretofore paid by said employer
3 to said employee." DEFENDANT failed to pay all compensation due to PLAINTIFF and
4 other CALIFORNIA LABOR SUB-CLASS Members, made unlawful deductions from
5 compensation payable to PLAINTIFF and CALIFORNIA LABOR SUB-CLASS Members,
6 failed to disclose all aspects of the deductions from compensation payable to PLAINTIFF
7 and CALIFORNIA LABOR SUB-CLASS Members, and thereby failed to pay these
8 employees all wages due at each applicable pay period and upon termination. PLAINTIFF
9 and members of the CALIFORNIA LABOR SUB-CLASS seek recovery of all illegal
10 deductions from wages according to proof, related penalties, interest, attorney fees and costs.

11 20. DEFENDANT intentionally and knowingly failed to reimburse and indemnify
12 PLAINTIFF and the other CALIFORNIA CLASS Members for required business expenses
13 incurred by the PLAINTIFF and other CALIFORNIA CLASS Members in direct
14 consequence of discharging their duties on behalf of DEFENDANT. Under California
15 Labor Code Section 2802, employers are required to indemnify employees for all expenses
16 incurred in the course and scope of their employment. Cal. Lab. Code § 2802 expressly
17 states that "an employer shall indemnify his or her employee for all necessary expenditures
18 or losses incurred by the employee in direct consequence of the discharge of his or her
19 duties, or of his or her obedience to the directions of the employer, even though unlawful,
20 unless the employee, at the time of obeying the directions, believed them to be unlawful."

21 21. In the course of their employment PLAINTIFF and other CALIFORNIA
22 CLASS Members as a business expense, were required by DEFENDANT to use their own
23 personal cellular phones as a result of and in furtherance of their job duties as employees for
24 DEFENDANT but are not reimbursed or indemnified by DEFENDANT for the cost
25 associated with the use of their personal cellular phones for DEFENDANT's benefit.
26 Specifically, PLAINTIFF and other CALIFORNIA CLASS Members were required by
27 DEFENDANT to use their personal cellular phones. As a result, in the course of their
28 employment with DEFENDANT, PLAINTIFF and other members of the CALIFORNIA

1 CLASS incurred unreimbursed business expenses which included, but were not limited to,
2 costs related to the use of their personal cellular phones all on behalf of and for the benefit of
3 DEFENDANT.

4 22. Specifically as to PLAINTIFF, DEFENDANT failed to provide all the legally
5 required off-duty meal and rest breaks to PLAINTIFF as required by the applicable Wage
6 Order and Labor Code and failed to pay PLAINTIFF all minimum and overtime wages due
7 to PLAINTIFF. DEFENDANT did not have a policy or practice which provided timely off-
8 duty meal and rest breaks to PLAINTIFF and also failed to compensate PLAINTIFF for
9 PLAINTIFF's missed meal and rest breaks. The nature of the work performed by the
10 PLAINTIFF did not prevent PLAINTIFF from being relieved of all of PLAINTIFF's duties
11 for the legally required off-duty meal periods. As a result, DEFENDANT's failure to
12 provide PLAINTIFF with the legally required meal periods is evidenced by DEFENDANT's
13 business records. The amount in controversy for PLAINTIFF individually does not exceed
14 the sum or value of \$75,000.

15 **JURISDICTION AND VENUE**

16 23. This Court has jurisdiction over this Action pursuant to California Code of
17 Civil Procedure, Section 410.10 and California Business & Professions Code, Section
18 17203. This action is brought as a Class Action on behalf of PLAINTIFF and similarly
19 situated employees of DEFENDANT pursuant to Cal. Code of Civ. Proc. § 382.

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

26 ///

27 ///

THE CALIFORNIA CLASS

25. PLAINTIFF brings the First Cause of Action for Unfair, Unlawful and Deceptive Business Practices pursuant to Cal. Bus. & Prof. Code §§ 17200, (the "UCL") as a Class Action, pursuant to Cal. Code of Civ. Proc. § 382, on behalf of a California class, defined as all individuals who are or previously were employed by BHC Sierra Vista Hospital, Inc. and/or BHC Heritage Oaks Hospital, Inc. in California, including any employees staffed with BHC Sierra Vista Hospital, Inc. and/or BHC Heritage Oaks Hospital, Inc. by a third party, and classified as non-exempt employees (the "CALIFORNIA CLASS") at any time during the period beginning four (4) years prior to the filing of this Complaint and ending on the date as determined by the Court (the "CALIFORNIA CLASS PERIOD"). The amount in controversy for the aggregate claim of CALIFORNIA CLASS Members is under five million dollars (\$5,000,000.00).

26. To the extent equitable tolling operates to toll claims by the CALIFORNIA CLASS against DEFENDANT, the CALIFORNIA CLASS PERIOD should be adjusted accordingly.

27. DEFENDANT, 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 wilfully, engaged in a practice whereby DEFENDANT failed to record all meal and rest breaks missed by PLAINTIFF and other CALIFORNIA CLASS Members, even though DEFENDANT enjoyed the benefit of this work, required employees to perform this work and permits or suffers to permit this work.

28. DEFENDANT has the legal burden to establish that each and every CALIFORNIA CLASS Member was paid accurately for all meal and rest breaks missed as required by California laws. The DEFENDANT, however, as a matter of policy and procedure failed to have in place during the CALIFORNIA CLASS PERIOD and still fails to have in place a policy or practice to ensure that each and every CALIFORNIA CLASS Member is paid as required by law. This common business practice is applicable to each

1 and every CALIFORNIA CLASS Member can be adjudicated on a class-wide basis as
2 unlawful, unfair, and/or deceptive under Cal. Business & Professions Code §§ 17200, (the
3 “UCL”) as causation, damages, and reliance are not elements of this claim.

4 29. The CALIFORNIA CLASS, is so numerous that joinder of all CALIFORNIA
5 CLASS Members is impracticable.

6 30. DEFENDANT violated the rights of the CALIFORNIA CLASS under
7 California law by:

- 8 (a) Committing an act of unfair competition in violation of , Cal. Bus. &
9 Prof. Code §§ 17200, (the "UCL"), by unlawfully, unfairly and/or
10 deceptively having in place company policies, practices and procedures
11 that failed to record and pay PLAINTIFF and the other members of the
12 CALIFORNIA CLASS for all time worked, including minimum wages
13 owed and overtime wages owed for work performed by these
14 employees; and,
15 (b) Committing an act of unfair competition in violation of the UCL, by
16 failing to provide the PLAINTIFF and the other members of the
17 CALIFORNIA CLASS with the legally required meal and rest periods.

18 31. This Class Action meets the statutory prerequisites for the maintenance of a
19 Class Action as set forth in Cal. Code of Civ. Proc. § 382, in that:

- 20 (a) The persons who comprise the CALIFORNIA CLASS are so numerous
21 that the joinder of all such persons is impracticable and the disposition
22 of their claims as a class will benefit the parties and the Court;
23 (b) Nearly all factual, legal, statutory, declaratory and injunctive relief
24 issues that are raised in this Complaint are common to the
25 CALIFORNIA CLASS will apply to every member of the
26 CALIFORNIA CLASS;
27 (c) The claims of the representative PLAINTIFF are typical of the claims
28 of each member of the CALIFORNIA CLASS. PLAINTIFF, like all

1 the other members of the CALIFORNIA CLASS, were classified as
2 non-exempt employees paid on an hourly basis who were subjected to
3 the DEFENDANT's deceptive practice and policy which failed to
4 provide the legally required meal and rest periods to the CALIFORNIA
5 CLASS and thereby underpaid compensation to PLAINTIFF and
6 CALIFORNIA CLASS. PLAINTIFF sustained economic injury as a
7 result of DEFENDANT's employment practices. PLAINTIFF and the
8 members of the CALIFORNIA CLASS were and are similarly or
9 identically harmed by the same unlawful, deceptive and unfair
10 misconduct engaged in by DEFENDANT; and,

- 11 (d) The representative PLAINTIFF will fairly and adequately represent and
12 protect the interest of the CALIFORNIA CLASS, and have retained
13 counsel who are competent and experienced in Class Action litigation.
14 There are no material conflicts between the claims of the representative
15 PLAINTIFF and the members of the CALIFORNIA CLASS that would
16 make class certification inappropriate. Counsel for the CALIFORNIA
17 CLASS will vigorously assert the claims of all CALIFORNIA CLASS
18 Members.

19 32. In addition to meeting the statutory prerequisites to a Class Action, this action
20 is properly maintained as a Class Action pursuant to Cal. Code of Civ. Proc. § 382, in that:

- 21 (a) Without class certification and determination of declaratory, injunctive,
22 statutory and other legal questions within the class format, prosecution
23 of separate actions by individual members of the CALIFORNIA
24 CLASS will create the risk of:
- 25 1) Inconsistent or varying adjudications with respect to individual
26 members of the CALIFORNIA CLASS which would establish
27 incompatible standards of conduct for the parties opposing the
28 CALIFORNIA CLASS; and/or,

1 2) Adjudication with respect to individual members of the
2 CALIFORNIA CLASS which would as a practical matter be
3 dispositive of interests of the other members not party to the
4 adjudication or substantially impair or impede their ability to
5 protect their interests.

6 (b) The parties opposing the CALIFORNIA CLASS have acted or refused
7 to act on grounds generally applicable to the CALIFORNIA CLASS,
8 making appropriate class-wide relief with respect to the CALIFORNIA
9 CLASS as a whole in that DEFENDANT failed to pay all wages due to
10 members of the CALIFORNIA CLASS as required by law;

11 1) With respect to the First Cause of Action, the final relief on
12 behalf of the CALIFORNIA CLASS sought does not relate
13 exclusively to restitution because through this claim
14 PLAINTIFF seek declaratory relief holding that the
15 DEFENDANT's policy and practices constitute unfair
16 competition, along with declaratory relief, injunctive relief, and
17 incidental equitable relief as may be necessary to prevent and
18 remedy the conduct declared to constitute unfair competition;

19 (c) Common questions of law and fact exist as to the members of the
20 CALIFORNIA CLASS, with respect to the practices and violations of
21 California law as listed above, and predominate over any question
22 affecting only individual CALIFORNIA CLASS Members, and a Class
23 Action is superior to other available methods for the fair and efficient
24 adjudication of the controversy, including consideration of:

25 1) The interests of the members of the CALIFORNIA CLASS in
26 individually controlling the prosecution or defense of separate
27 actions in that the substantial expense of individual actions will
28

1 be avoided to recover the relatively small amount of economic
2 losses sustained by the individual CALIFORNIA CLASS
3 Members when compared to the substantial expense and burden
4 of individual prosecution of this litigation;

5 2) Class certification will obviate the need for unduly duplicative
6 litigation that would create the risk of:

7 A. Inconsistent or varying adjudications with respect to
8 individual members of the CALIFORNIA CLASS, which
9 would establish incompatible standards of conduct for the
10 DEFENDANT; and/or,

11 B. Adjudications with respect to individual members of the
12 CALIFORNIA CLASS would as a practical matter be
13 dispositive of the interests of the other members not
14 parties to the adjudication or substantially impair or
15 impede their ability to protect their interests;

16 3) In the context of wage litigation because a substantial number of
17 individual CALIFORNIA CLASS Members will avoid asserting
18 their legal rights out of fear of retaliation by DEFENDANT,
19 which may adversely affect an individual's job with
20 DEFENDANT or with a subsequent employer, the Class Action
21 is the only means to assert their claims through a representative;
22 and,

23 4) A class action is superior to other available methods for the fair
24 and efficient adjudication of this litigation because class
25 treatment will obviate the need for unduly and unnecessary
26 duplicative litigation that is likely to result in the absence of
27 certification of this action pursuant to Cal. Code of Civ. Proc. §
28 382.

1 33. This Court should permit this action to be maintained as a Class Action
2 pursuant to Cal. Code of Civ. Proc. § 382 because:

- 3 (a) The questions of law and fact common to the CALIFORNIA CLASS
4 predominate over any question affecting only individual CALIFORNIA
5 CLASS Members because the DEFENDANT's employment practices
6 are applied with respect to the CALIFORNIA CLASS;
- 7 (b) A Class Action is superior to any other available method for the fair
8 and efficient adjudication of the claims of the members of the
9 CALIFORNIA CLASS because in the context of employment litigation
10 a substantial number of individual CALIFORNIA CLASS Members
11 will avoid asserting their rights individually out of fear of retaliation or
12 adverse impact on their employment;
- 13 (c) The members of the CALIFORNIA CLASS are so numerous that it is
14 impractical to bring all members of the CALIFORNIA CLASS before
15 the Court;
- 16 (d) PLAINTIFF, and the other CALIFORNIA CLASS Members, will not
17 be able to obtain effective and economic legal redress unless the action
18 is maintained as a Class Action;
- 19 (e) There is a community of interest in obtaining appropriate legal and
20 equitable relief for the acts of unfair competition, statutory violations
21 and other improprieties, and in obtaining adequate compensation for the
22 damages and injuries which DEFENDANT's actions have inflicted
23 upon the CALIFORNIA CLASS;
- 24 (f) There is a community of interest in ensuring that the combined assets of
25 DEFENDANT are sufficient to adequately compensate the members of
26 the CALIFORNIA CLASS for the injuries sustained;
- 27 (g) DEFENDANT has acted or refused to act on grounds generally
28 applicable to the CALIFORNIA CLASS, thereby making final class-

1 wide relief appropriate with respect to the CALIFORNIA CLASS as a
2 whole;

3 (h) The members of the CALIFORNIA CLASS are readily ascertainable
4 from the business records of DEFENDANT; and,

5 (i) Class treatment provides manageable judicial treatment calculated to
6 bring a efficient and rapid conclusion to all litigation of all wage and
7 hour related claims arising out of the conduct of DEFENDANT as to
8 the members of the CALIFORNIA CLASS.

9 34. DEFENDANT maintains records from which the Court can ascertain and
10 identify by job title each of DEFENDANT's employees who have been intentionally
11 subjected to DEFENDANT's company policy, practices and procedures as herein alleged.
12 PLAINTIFF will seek leave to amend the Complaint to include any additional job titles of
13 similarly situated employees when they have been identified.

14
15 **THE CALIFORNIA LABOR SUB-CLASS**

16 35. PLAINTIFF further brings the Second, Third, Fourth, Fifth, Sixth, Seventh,
17 Eighth and Ninth causes Action on behalf of a California sub-class, defined as all members
18 of the CALIFORNIA CLASS who are or previously were employed by BHC Sierra Vista
19 Hospital, Inc. and/or BHC Heritage Oaks Hospital, Inc. in California, including any
20 employees staffed with BHC Sierra Vista Hospital, Inc. and/or BHC Heritage Oaks
21 Hospital, Inc. by a third party, and classified as non-exempt employees (the "CALIFORNIA
22 LABOR SUB-CLASS") at any time during the period three (3) years prior to the filing of
23 the complaint and ending on the date as determined by the Court (the "CALIFORNIA
24 LABOR SUB-CLASS PERIOD") pursuant to Cal. Code of Civ. Proc. § 382. The amount in
25 controversy for the aggregate claim of CALIFORNIA LABOR SUB-CLASS Members is
26 under five million dollars (\$5,000,000.00).

27 36. DEFENDANT, in violation of the applicable Labor Code, Industrial Welfare
28 Commission ("IWC") Wage Order requirements, and the applicable provisions of California

1 law, intentionally, knowingly, and wilfully, engaged in a practice whereby DEFENDANT
2 failed to correctly calculate compensation for the time worked by PLAINTIFF and the other
3 members of the CALIFORNIA LABOR SUB-CLASS and reporting time wages owed to
4 these employees, even though DEFENDANT enjoyed the benefit of this work, required
5 employees to perform this work and permitted or suffered to permit this work.
6 DEFENDANT has denied these CALIFORNIA LABOR SUB-CLASS Members wages to
7 which these employees are entitled in order to unfairly cheat the competition and unlawfully
8 profit. To the extent equitable tolling operates to toll claims by the CALIFORNIA LABOR
9 SUB-CLASS against DEFENDANT, the CALIFORNIA LABOR SUB-CLASS PERIOD
10 should be adjusted accordingly.

11 37. DEFENDANT maintains records from which the Court can ascertain and
12 identify by name and job title, each of DEFENDANT's employees who have been
13 intentionally subjected to DEFENDANT's company policy, practices and procedures as
14 herein alleged. PLAINTIFF will seek leave to amend the complaint to include any
15 additional job titles of similarly situated employees when they have been identified.

16 38. The CALIFORNIA LABOR SUB-CLASS is so numerous that joinder of all
17 CALIFORNIA LABOR SUB-CLASS Members is impracticable.

18 39. Common questions of law and fact exist as to members of the CALIFORNIA
19 LABOR SUB-CLASS, including, but not limited, to the following:

- 20 (a) Whether DEFENDANT unlawfully failed to correctly calculate and
21 pay compensation due to members of the CALIFORNIA LABOR
22 SUB-CLASS for missed meal and rest breaks in violation of the
23 California Labor Code and California regulations and the applicable
24 California Wage Order;
- 25 (b) Whether DEFENDANT failed to provide the PLAINTIFF and the other
26 members of the CALIFORNIA LABOR SUB-CLASS with accurate
27 itemized wage statements;
- 28

- 1 (c) Whether DEFENDANT has engaged in unfair competition by the
2 above-listed conduct;
- 3 (d) The proper measure of damages and penalties owed to the members of
4 the CALIFORNIA LABOR SUB-CLASS; and,
- 5 (e) Whether DEFENDANT's conduct was willful.

6 40. DEFENDANT violated the rights of the CALIFORNIA LABOR SUB-
7 CLASS under California law by:

- 8 (a) Violating Cal. Lab. Code § 510, by failing to correctly pay the
9 PLAINTIFF and the members of the CALIFORNIA LABOR SUB-
10 CLASS all wages due for overtime worked, for which DEFENDANT is
11 liable pursuant to Cal. Lab. Code § 1194;
- 12 (b) Violating Cal. Lab. Code §§ 1194, 1197 & 1197.1, by failing to
13 accurately pay PLAINTIFF and the members of the CALIFORNIA
14 LABOR SUB-CLASS the correct minimum wage pay for which
15 DEFENDANT is liable pursuant to Cal. Lab. Code §§ 1194 and 1197;
- 16 (c) Violating Cal. Lab. Code § 226, by failing to provide PLAINTIFF and
17 the members of the CALIFORNIA LABOR SUB-CLASS with an
18 accurate itemized statement in writing showing the corresponding
19 correct amount of wages earned by the employee;
- 20 (d) Violating Cal. Lab. Code §§ 226.7 and 512, by failing to provide
21 PLAINTIFF and the other members of the CALIFORNIA LABOR
22 SUB-CLASS with all legally required off-duty, uninterrupted thirty
23 (30) minute meal breaks and the legally required off-duty rest breaks;
- 24 (e) Violating Cal. Lab. Code §§ 201, 202 and/or 203, which provides that
25 when an employee is discharged or quits from employment, the
26 employer must pay the employee all wages due without abatement, by
27 failing to tender full payment and/or restitution of wages owed or in the
28 manner required by California law to the members of the

CALIFORNIA LABOR SUB-CLASS who have terminated their employment; and,

- (f) Violating Cal. Lab. Code § 2802 by failing to reimburse PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS members with necessary expenses incurred in the discharge of their job duties.

41. This Class Action meets the statutory prerequisites for the maintenance of a Class Action as set forth in Cal. Code of Civ. Proc. § 382, in that:

- (a) The persons who comprise the CALIFORNIA LABOR SUB-CLASS are so numerous that the joinder of all CALIFORNIA LABOR SUB-CLASS Members is impracticable and the disposition of their claims as a class will benefit the parties and the Court;
- (b) Nearly all factual, legal, statutory, declaratory and injunctive relief issues that are raised in this Complaint are common to the CALIFORNIA LABOR SUB-CLASS and will apply to every member of the CALIFORNIA LABOR SUB-CLASS;
- (c) The claims of the representative PLAINTIFF are typical of the claims of each member of the CALIFORNIA LABOR SUB-CLASS. PLAINTIFF, like all the other members of the CALIFORNIA LABOR SUB-CLASS, were non-exempt employees paid on an hourly basis who were subjected to the DEFENDANT's practice and policy which failed to pay the correct amount of wages due to the CALIFORNIA LABOR SUB-CLASS. PLAINTIFF sustained economic injury as a result of DEFENDANT's employment practices. PLAINTIFF and the members of the CALIFORNIA LABOR SUB-CLASS were and are similarly or identically harmed by the same unlawful, deceptive, and unfair misconduct engaged in by DEFENDANT; and,
- (d) The representative PLAINTIFF will fairly and adequately represent and protect the interest of the CALIFORNIA LABOR SUB-CLASS, and

1 have retained counsel who are competent and experienced in Class
2 Action litigation. There are no material conflicts between the claims of
3 the representative PLAINTIFF and the members of the CALIFORNIA
4 LABOR SUB-CLASS that would make class certification
5 inappropriate. Counsel for the CALIFORNIA LABOR SUB-CLASS
6 will vigorously assert the claims of all CALIFORNIA LABOR SUB-
7 CLASS Members.

8 42. In addition to meeting the statutory prerequisites to a Class Action, this action
9 is properly maintained as a Class Action pursuant to Cal. Code of Civ. Proc. § 382, in that:

10 (a) Without class certification and determination of declaratory, injunctive,
11 statutory and other legal questions within the class format, prosecution
12 of separate actions by individual members of the CALIFORNIA
13 LABOR SUB-CLASS will create the risk of:

- 14 1) Inconsistent or varying adjudications with respect to individual
15 members of the CALIFORNIA LABOR SUB-CLASS which
16 would establish incompatible standards of conduct for the
17 parties opposing the CALIFORNIA LABOR SUB-CLASS; or,
18 2) Adjudication with respect to individual members of the
19 CALIFORNIA LABOR SUB-CLASS which would as a
20 practical matter be dispositive of interests of the other members
21 not party to the adjudication or substantially impair or impede
22 their ability to protect their interests.

23 (b) The parties opposing the CALIFORNIA LABOR SUB-CLASS have
24 acted or refused to act on grounds generally applicable to the
25 CALIFORNIA LABOR SUB-CLASS, making appropriate class-wide
26 relief with respect to the CALIFORNIA LABOR SUB-CLASS as a
27 whole in that DEFENDANT fails to pay all wages due. Including the
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1 correct wages for all time worked by the members of the
2 CALIFORNIA LABOR SUB-CLASS as required by law;

3 (c) Common questions of law and fact predominate as to the members of
4 the CALIFORNIA LABOR SUB-CLASS, with respect to the practices
5 and violations of California Law as listed above, and predominate over
6 any question affecting only individual CALIFORNIA LABOR SUB-
7 CLASS Members, and a Class Action is superior to other available
8 methods for the fair and efficient adjudication of the controversy,
9 including consideration of:

- 10 1) The interests of the members of the CALIFORNIA LABOR
11 SUB-CLASS in individually controlling the prosecution or
12 defense of separate actions in that the substantial expense of
13 individual actions will be avoided to recover the relatively small
14 amount of economic losses sustained by the individual
15 CALIFORNIA LABOR SUB-CLASS Members when compared
16 to the substantial expense and burden of individual prosecution
17 of this litigation;
- 18 2) Class certification will obviate the need for unduly duplicative
19 litigation that would create the risk of:
 - 20 A. Inconsistent or varying adjudications with respect to
21 individual members of the CALIFORNIA LABOR SUB-
22 CLASS, which would establish incompatible standards of
23 conduct for the DEFENDANT; and/or,
 - 24 B. Adjudications with respect to individual members of the
25 CALIFORNIA LABOR SUB-CLASS would as a
26 practical matter be dispositive of the interests of the other
27 members not parties to the adjudication or substantially
28 impair or impede their ability to protect their interests;

- 1 3) In the context of wage litigation because a substantial number of
2 individual CALIFORNIA LABOR SUB-CLASS Members will
3 avoid asserting their legal rights out of fear of retaliation by
4 DEFENDANT, which may adversely affect an individual's job
5 with DEFENDANT or with a subsequent employer, the Class
6 Action is the only means to assert their claims through a
7 representative; and,
- 8 4) A class action is superior to other available methods for the fair
9 and efficient adjudication of this litigation because class
10 treatment will obviate the need for unduly and unnecessary
11 duplicative litigation that is likely to result in the absence of
12 certification of this action pursuant to Cal. Code of Civ. Proc. §
13 382.

14 43. This Court should permit this action to be maintained as a Class Action
15 pursuant to Cal. Code of Civ. Proc. § 382 because:

- 16 (a) The questions of law and fact common to the CALIFORNIA LABOR
17 SUB-CLASS predominate over any question affecting only individual
18 CALIFORNIA LABOR SUB-CLASS Members;
- 19 (b) A Class Action is superior to any other available method for the fair
20 and efficient adjudication of the claims of the members of the
21 CALIFORNIA LABOR SUB-CLASS because in the context of
22 employment litigation a substantial number of individual
23 CALIFORNIA LABOR SUB-CLASS Members will avoid asserting
24 their rights individually out of fear of retaliation or adverse impact on
25 their employment;
- 26 (c) The members of the CALIFORNIA LABOR SUB-CLASS are so
27 numerous that it is impractical to bring all members of the
28 CALIFORNIA LABOR SUB-CLASS before the Court;

- 1 (d) PLAINTIFF, and the other CALIFORNIA LABOR SUB-CLASS
2 Members, will not be able to obtain effective and economic legal
3 redress unless the action is maintained as a Class Action;
- 4 (e) There is a community of interest in obtaining appropriate legal and
5 equitable relief for the acts of unfair competition, statutory violations
6 and other improprieties, and in obtaining adequate compensation for the
7 damages and injuries which DEFENDANT's actions have inflicted
8 upon the CALIFORNIA LABOR SUB-CLASS;
- 9 (f) There is a community of interest in ensuring that the combined assets of
10 DEFENDANT are sufficient to adequately compensate the members of
11 the CALIFORNIA LABOR SUB-CLASS for the injuries sustained;
- 12 (g) DEFENDANT has acted or refused to act on grounds generally
13 applicable to the CALIFORNIA LABOR SUB-CLASS, thereby
14 making final class-wide relief appropriate with respect to the
15 CALIFORNIA LABOR SUB-CLASS as a whole;
- 16 (h) The members of the CALIFORNIA LABOR SUB-CLASS are readily
17 ascertainable from the business records of DEFENDANT. The
18 CALIFORNIA LABOR SUB-CLASS consists of all CALIFORNIA
19 CLASS Members who worked for DEFENDANT in California at any
20 time during the CALIFORNIA LABOR SUB-CLASS PERIOD; and,
- 21 (i) Class treatment provides manageable judicial treatment calculated to
22 bring a efficient and rapid conclusion to all litigation of all wage and
23 hour related claims arising out of the conduct of DEFENDANT as to
24 the members of the CALIFORNIA LABOR SUB-CLASS.

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1 **FIRST CAUSE OF ACTION**

2 **For Unlawful Business Practices**

3 **[Cal. Bus. And Prof. Code §§ 17200]**

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

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

8 45. DEFENDANT is a “person” as that term is defined under Cal. Bus. and Prof.
9 Code § 17021.

10 46. California Business & Professions Code §§ 17200, (the “UCL”) defines unfair
11 competition as any unlawful, unfair, or fraudulent business act or practice. Section 17203
12 authorizes injunctive, declaratory, and/or other equitable relief with respect to unfair
13 competition as follows:

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

22 Cal. Bus. & Prof. Code § 17203.

23 47. By the conduct alleged herein, DEFENDANT has engaged and continues to
24 engage in a business practice which violates California law, including but not limited to, the
25 applicable Industrial Wage Order(s), the California Code of Regulations and the California
26 Labor Code including Sections 221, 226.7, 246, 510, 512, 1194, 1197, 1197.1, 1198, 2802
27 and the Fair Labor Standards Act and federal regulations promulgated thereunder, for which
28 this Court should issue declaratory and other equitable relief pursuant to Cal. Bus. & Prof.
Code § 17203 as may be necessary to prevent and remedy the conduct held to constitute
unfair competition, including restitution of wages wrongfully withheld.

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

7 49. By the conduct alleged herein, DEFENDANT's practices were deceptive and
8 fraudulent in that DEFENDANT's policy and practice failed to provide the legally
9 mandated meal and rest periods, the required amount of compensation for missed meal and
10 rest periods and overtime and minimum wages owed, failed to timely pay wages, and failed
11 to reimburse all necessary business expenses incurred, and failed to provide Fair Labor
12 Standards Act overtime wages due for overtime worked as a result of failing to include non-
13 discretionary incentive compensation into their regular rates of pay for purposes of
14 computing the proper overtime pay due to a business practice that cannot be justified,
15 pursuant to the applicable Cal. Lab. Code, and Industrial Welfare Commission requirements
16 in violation of Cal. Bus. Code §§ 17200, and for which this Court should issue injunctive
17 and equitable relief, pursuant to Cal. Bus. & Prof. Code § 17203, including restitution of
18 wages wrongfully withheld.

19 50. By the conduct alleged herein, DEFENDANT's practices were also unlawful,
20 unfair and deceptive in that DEFENDANT's employment practices caused PLAINTIFF and
21 the other members of the CALIFORNIA CLASS to be underpaid during their employment
22 with DEFENDANT.

23 51. By the conduct alleged herein, DEFENDANT's practices were also unlawful,
24 unfair and deceptive in that DEFENDANT's policies, practices and procedures failed to
25 provide all legally required meal breaks to PLAINTIFF and the other members of the
26 CALIFORNIA CLASS as required by Cal. Lab. Code §§ 226.7 and 512.

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

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

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

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

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

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

23 57. PLAINTIFF and the other members of the CALIFORNIA CLASS are further
24 entitled to, and do, seek a declaration that the described business practices are unlawful,
25 unfair and deceptive, and that injunctive relief should be issued restraining DEFENDANT
26 from engaging in any unlawful and unfair business practices in the future.

27 58. PLAINTIFF and the other members of the CALIFORNIA CLASS have no
28 plain, speedy and/or adequate remedy at law that will end the unlawful and unfair business

1 practices of DEFENDANT. Further, the practices herein alleged presently continue to occur
2 unabated. As a result of the unlawful and unfair business practices described herein,
3 PLAINTIFF and the other members of the CALIFORNIA CLASS have suffered and will
4 continue to suffer irreparable legal and economic harm unless DEFENDANT is restrained
5 from continuing to engage in these unlawful and unfair business practices.

6 **SECOND CAUSE OF ACTION**

7 **For Failure To Pay Minimum Wages**

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

9 **(By PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS**

10 **and Against All Defendants)**

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

14 60. PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-
15 CLASS bring a claim for DEFENDANT's willful and intentional violations of the
16 California Labor Code and the Industrial Welfare Commission requirements for
17 DEFENDANT's failure to accurately calculate and pay minimum wages to PLAINTIFF and
18 CALIFORNIA CLASS Members.

19 61. Cal. Lab. Code § 1197 provides the minimum wage for employees fixed by
20 the commission is the minimum wage to be paid to employees, and the payment of a less
21 wage than the minimum so fixed is unlawful.

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

25 63. DEFENDANT maintained a wage practice of paying PLAINTIFF and the
26 other members of the CALIFORNIA LABOR SUB-CLASS without regard to the correct
27 amount of time they work. As set forth herein, DEFENDANT's policy and practice was to
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1 unlawfully and intentionally deny timely payment of wages due to PLAINTIFF and the
2 other members of the CALIFORNIA LABOR SUB-CLASS.

3 64. DEFENDANT's unlawful wage and hour practices manifested, without
4 limitation, applicable to the CALIFORNIA LABOR SUB-CLASS as a whole, as a result of
5 implementing a policy and practice that denies accurate compensation to PLAINTIFF and
6 the other members of the CALIFORNIA LABOR SUB-CLASS in regards to minimum
7 wage pay.

8 65. In committing these violations of the California Labor Code, DEFENDANT
9 inaccurately calculated the correct time worked and consequently underpaid the actual time
10 worked by PLAINTIFF and other members of the CALIFORNIA LABOR SUB-CLASS.
11 DEFENDANT acted in an illegal attempt to avoid the payment of all earned wages, and
12 other benefits in violation of the California Labor Code, the Industrial Welfare Commission
13 requirements and other applicable laws and regulations.

14 66. As a direct result of DEFENDANT's unlawful wage practices as alleged
15 herein, PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS did
16 not receive the correct minimum wage compensation for their time worked for
17 DEFENDANT.

18 67. During the CALIFORNIA LABOR SUB-CLASS PERIOD, DEFENDANT
19 required, permitted or suffered PLAINTIFF and CALIFORNIA LABOR SUB-CLASS
20 Members to work without paying them for all the time they were under DEFENDANT's
21 control. During the CALIFORNIA LABOR SUB-CLASS PERIOD, PLAINTIFF and the
22 other members of the CALIFORNIA LABOR SUB-CLASS were paid less for time worked
23 that they were entitled to, constituting a failure to pay all earned wages.

24 68. By virtue of DEFENDANT's unlawful failure to accurately pay all earned
25 compensation to PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-
26 CLASS for the true time they worked, PLAINTIFF and the other members of the
27 CALIFORNIA LABOR SUB-CLASS have suffered and will continue to suffer an economic
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1 injury in amounts which are presently unknown to them and which will be ascertained
2 according to proof at trial.

3 69. DEFENDANT knew or should have known that PLAINTIFF and the other
4 members of the CALIFORNIA LABOR SUB-CLASS were under compensated for their
5 time worked. DEFENDANT elected, either through intentional malfeasance or gross
6 nonfeasance, to not pay employees for their labor as a matter of company policy, practice
7 and procedure, and DEFENDANT perpetrated this scheme by refusing to pay PLAINTIFF
8 and the other members of the CALIFORNIA LABOR SUB-CLASS the correct minimum
9 wages for their time worked.

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

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

1 PLAINTIFF and other CALIFORNIA LABOR SUB-CLASS Members are entitled to seek
2 and recover statutory costs.

3
4 **THIRD CAUSE OF ACTION**

5 **For Failure To Pay Overtime Compensation**

6 **[Cal. Lab. Code § 510]**

7 **(By PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS and Against All**
8 **Defendants)**

9 72. PLAINTIFF, and the other members of the CALIFORNIA LABOR SUB-
10 CLASS, reallege and incorporate by this reference, as though full set forth herein, the prior
11 paragraphs of this Complaint.

12 73. PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-
13 CLASS bring a claim for DEFENDANT's willful and intentional violations of the
14 California Labor Code and the Industrial Welfare Commission requirements for
15 DEFENDANT's failure to pay these employees for all overtime worked, including, work
16 performed in excess of eight (8) hours in a workday, and/or twelve (12) hours in a workday,
17 and/or forty (40) hours in any workweek.

18 74. Cal. Lab. Code § 510 further provides that employees in California shall not
19 be employed more than eight (8) hours per workday and more than forty (40) hours per
20 workweek unless they receive additional compensation beyond their regular wages in
21 amounts specified by law.

22 75. Cal. Lab. Code § 1194 establishes an employee's right to recover unpaid
23 wages, including minimum wage and overtime compensation and interest thereon, together
24 with the costs of suit. Cal. Lab. Code § 1198 further states that the employment of an
25 employee for longer hours than those fixed by the Industrial Welfare Commission is
26 unlawful.

27 76. During the CALIFORNIA LABOR SUB-CLASS PERIOD, PLAINTIFF and
28

1 CALIFORNIA LABOR SUB-CLASS Members were required, permitted or suffered by
2 DEFENDANT to work for DEFENDANT and were not paid for all the time they worked,
3 including overtime work.

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

12 78. In committing these violations of the California Labor Code, DEFENDANT
13 inaccurately recorded overtime worked and consequently underpaid the overtime worked by
14 PLAINTIFF and other CALIFORNIA LABOR-SUB CLASS Members. DEFENDANT
15 acted in an illegal attempt to avoid the payment of all earned wages, and other benefits in
16 violation of the California Labor Code, the Industrial Welfare Commission requirements and
17 other applicable laws and regulations. As a direct result of DEFENDANT's unlawful wage
18 practices as alleged herein, the PLAINTIFF and the other members of the CALIFORNIA
19 LABOR SUB-CLASS did not receive full compensation for overtime worked.

20 79. Cal. Lab. Code § 515 sets out various categories of employees who are exempt
21 from the overtime requirements of the law. None of these exemptions are applicable to the
22 PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS. Further,
23 PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS were not
24 subject to a valid collective bargaining agreement that would preclude the causes of action
25 contained herein this Complaint. Rather, PLAINTIFF brings this Action on behalf of
26 herself and the CALIFORNIA LABOR SUB-CLASS based on DEFENDANT's violations
27 of non-negotiable, non-waiveable rights provided by the State of California.
28

1 80. During the CALIFORNIA LABOR SUB-CLASS PERIOD, PLAINTIFF and
2 the other members of the CALIFORNIA LABOR SUB-CLASS have been paid less for
3 overtime worked that they are entitled to, constituting a failure to pay all earned wages.

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

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

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

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

1 and with the despicable intent of depriving them of their property and legal rights, and
2 otherwise causing them injury in order to increase company profits at the expense of these
3 employees.

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

16 **FOURTH CAUSE OF ACTION**

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

18 **[Cal. Lab. Code §§ 226.7 & 512]**

19 **(By PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS and Against All**
20 **Defendants)**

21 86. PLAINTIFF, and the other members of the CALIFORNIA LABOR SUB-
22 CLASS, reallege and incorporate by this reference, as though fully set forth herein, the prior
23 paragraphs of this Complaint.

24 87. During the CALIFORNIA CLASS PERIOD, DEFENDANT from time to time
25 failed to provide all the legally required off-duty meal breaks to PLAINTIFF and the other
26 CALIFORNIA LABOR SUB-CLASS Members as required by the applicable Wage Order
27 and Labor Code. The nature of the work performed by PLAINTIFF and CALIFORNIA
28

1 LABOR SUB-CLASS MEMBERS did not prevent these employees from being relieved of
2 all of their duties for the legally required off-duty meal periods. As a result of their rigorous
3 work schedules, PLAINTIFF and other CALIFORNIA LABOR SUB-CLASS Members
4 were from time to time not fully relieved of duty by DEFENDANT for their meal periods.
5 Additionally, DEFENDANT's failure to provide PLAINTIFF and the CALIFORNIA
6 LABOR SUB-CLASS Members with legally required meal breaks prior to their fifth (5th)
7 hour of work is evidenced by DEFENDANT's business records from time to time. Further,
8 DEFENDANT failed to provide PLAINTIFF and CALIFORNIA CLASS Members with a
9 second off-duty meal period in some workdays in which these employees were required by
10 DEFENDANT to work ten (10) hours of work from time to time. As a result, PLAINTIFF
11 and other members of the CALIFORNIA LABOR SUB-CLASS therefore forfeited meal
12 breaks without additional compensation and in accordance with DEFENDANT's strict
13 corporate policy and practice.

14 88. DEFENDANT further violates California Labor Code §§ 226.7 and the
15 applicable IWC Wage Order by failing to compensate PLAINTIFF and CALIFORNIA
16 LABOR SUB-CLASS Members who were not provided a meal period, in accordance with
17 the applicable Wage Order, one additional hour of compensation at each employee's regular
18 rate of pay for each workday that a meal period was not provided.

19 89. As a proximate result of the aforementioned violations, PLAINTIFF and
20 CALIFORNIA LABOR SUB-CLASS Members have been damaged in an amount according
21 to proof at trial, and seek all wages earned and due, interest, penalties, expenses and costs of
22 suit.

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1 **FIFTH CAUSE OF ACTION**

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

3 **[Cal. Lab. Code §§ 226.7 & 512]**

4 **(By PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS and Against All**
5 **Defendants)**

6 90. PLAINTIFF, and the other members of the CALIFORNIA LABOR SUB-
7 CLASS, reallege and incorporate by this reference, as though fully set forth herein, the prior
8 paragraphs of this Complaint.

9 91. PLAINTIFF and other CALIFORNIA LABOR SUB-CLASS Members were
10 from time to time required to work in excess of four (4) hours without being provided ten
11 (10) minute rest periods. Further, these employees from time to time were denied their first
12 rest periods of at least ten (10) minutes for some shifts worked of at least two (2) to four (4)
13 hours, a first and second rest period of at least ten (10) minutes for some shifts worked of
14 between six (6) and eight (8) hours, and a first, second and third rest period of at least ten
15 (10) minutes for some shifts worked of ten (10) hours or more from time to time.

16 PLAINTIFF and other CALIFORNIA LABOR SUB-CLASS Members were also not
17 provided with one hour wages in lieu thereof. As a result of their rigorous work schedules,
18 PLAINTIFF and other CALIFORNIA LABOR SUB-CLASS Members were periodically
19 denied their proper rest periods by DEFENDANT and DEFENDANT's managers.

20 92. DEFENDANT further violated California Labor Code §§ 226.7 and the
21 applicable IWC Wage Order by failing to compensate PLAINTIFF and CALIFORNIA
22 LABOR SUB-CLASS Members who were not provided a rest period, in accordance with
23 the applicable Wage Order, one additional hour of compensation at each employee's regular
24 rate of pay for each workday that rest period was not provided.

25 93. As a proximate result of the aforementioned violations, PLAINTIFF and
26 CALIFORNIA LABOR SUB-CLASS Members have been damaged in an amount according
27 to proof at trial, and seek all wages earned and due, interest, penalties, expenses and costs of
28 suit.

1 **SIXTH CAUSE OF ACTION**

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

3 **[Cal. Lab. Code § 226]**

4 **(By PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS and Against All**
5 **Defendants)**

6 94. PLAINTIFF, and the other members of the CALIFORNIA LABOR SUB-
7 CLASS, reallege and incorporate by this reference, as though fully set forth herein, the prior
8 paragraphs of this Complaint.

9 95. Cal. Labor Code § 226 provides that an employer must furnish employees
10 with
11 an “accurate itemized” statement in writing showing:

- 12 (1) gross wages earned,
13 (2) total hours worked by the employee, except for any employee whose
14 compensation is solely based on a salary and who is exempt from payment of
15 overtime under subdivision (a) of Section 515 or any applicable order of the
16 Industrial Welfare Commission,
17 (3) the number of piecerate units earned and any applicable piece rate if the employee
18 is paid on a piece-rate basis,
19 (4) all deductions, provided that all deductions made on written orders of the
20 employee may be aggregated and shown as one item,
21 (5) net wages earned,
22 (6) the inclusive dates of the period for which the employee is paid,
23 (7) the name of the employee and his or her social security number, except that by
24 January 1, 2008, only the last four digits of his or her social security number or an
25 employee identification number other than a social security number may be shown on
26 the itemized statement,
27 (8) the name and address of the legal entity that is the employer, and
28 (9) all applicable hourly rates in effect during the pay period and the corresponding
number of hours worked at each hourly rate by the employee.

96. From time to time, DEFENDANT also failed to provide PLAINTIFF and the
other members of the CALIFORNIA LABOR SUB-CLASS with complete and accurate
wage statements which failed to show, among other things, the correct gross and net wages
earned. Cal. Lab. Code § 226 provides that every employer shall furnish each of his or her
employees with an accurate itemized wage statement in writing showing, among other
things, gross wages earned and all applicable hourly rates in effect during the pay period and
the corresponding amount of time worked at each hourly rate. PLAINTIFF and

1 CALIFORNIA LABOR SUB-CLASS Members were paid on an hourly basis. As such, the
2 wage statements should reflect all applicable hourly rates during the pay period and the total
3 hours worked, and the applicable pay period in which the wages were earned pursuant to
4 California Labor Code Section 226(a). The wage statements DEFENDANT provided to
5 PLAINTIFF and other CALIFORNIA LABOR SUB-CLASS Members failed to identify
6 such information. More specifically, the wage statements failed to identify the accurate total
7 hours worked each pay period. When the hours shown on the wage statements were added
8 up, they did not equal the actual total hours worked during the pay period in violation of
9 Cal. Lab. Code 226(a)(2). Aside, from the violations listed above in this paragraph,
10 DEFENDANT failed to issue to PLAINTIFF an itemized wage statement that lists all the
11 requirements under California Labor Code 226. As a result, DEFENDANT from time to
12 time provided PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-
13 CLASS with wage statements which violated Cal. Lab. Code § 226.

14 97. DEFENDANT knowingly and intentionally failed to comply with Cal. Lab.
15 Code § 226, causing injury and damages to PLAINTIFF and the other members of the
16 CALIFORNIA LABOR SUB-CLASS. These damages include, but are not limited to, costs
17 expended calculating the correct wages for all missed meal and rest breaks and the amount
18 of employment taxes which were not properly paid to state and federal tax authorities.
19 These damages are difficult to estimate. Therefore, PLAINTIFF and the other members of
20 the CALIFORNIA LABOR SUB-CLASS may elect to recover liquidated damages of fifty
21 dollars (\$50.00) for the initial pay period in which the violation occurred, and one hundred
22 dollars (\$100.00) for each violation in a subsequent pay period pursuant to Cal. Lab. Code §
23 226, in an amount according to proof at the time of trial (but in no event more than four
24 thousand dollars (\$4,000.00) for PLAINTIFF and each respective member of the
25 CALIFORNIA LABOR SUB-CLASS herein).

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2 **SEVENTH CAUSE OF ACTION**

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

4 **[Cal. Lab. Code § 2802]**

5 **(By PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS and Against All**
6 **Defendants)**

7 98. PLAINTIFF and the other CALIFORNIA LABOR SUB-CLASS members
8 reallege and incorporate by this reference, as though fully set forth herein, the prior
9 paragraphs of this Complaint.

10 99. Cal. Lab. Code § 2802 provides, in relevant part, that:

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

14 100. At all relevant times herein, DEFENDANT violated Cal. Lab. Code § 2802,
15 by failing to indemnify and reimburse PLAINTIFF and the CALIFORNIA LABOR SUB-
16 CLASS members for required expenses incurred in the discharge of their job duties for
17 DEFENDANT's benefit. DEFENDANT failed to reimburse PLAINTIFF and the
18 CALIFORNIA LABOR SUB-CLASS members for expenses which included, but were not
19 limited to, costs related to using their personal cellular phones on behalf of and for the
20 benefit of DEFENDANT. Specifically, PLAINTIFF and other CALIFORNIA LABOR
21 SUB-CLASS Members were required by DEFENDANT to use their personal cellular
22 phones and home offices in order to perform work related job tasks. DEFENDANT's policy
23 and practice was to not reimburse PLAINTIFF and the CALIFORNIA LABOR SUB-
24 CLASS members for expenses resulting from using their personal cellular phones and home
25 offices for DEFENDANT within the course and scope of their employment for
26 DEFENDANT. These expenses were necessary to complete their principal job duties.
27 DEFENDANT is estopped by DEFENDANT's conduct to assert any waiver of this
28 expectation. Although these expenses were necessary expenses incurred by PLAINTIFF

1 and the CALIFORNIA LABOR SUB-CLASS members, DEFENDANT failed to indemnify
2 and reimburse PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS members for
3 these expenses as an employer is required to do under the laws and regulations of California.

4 101. PLAINTIFF therefore demands reimbursement for expenditures or losses
5 incurred by herself and the CALIFORNIA LABOR SUB-CLASS members in the discharge
6 of their job duties for DEFENDANT, or their obedience to the directions of DEFENDANT,
7 with interest at the statutory rate and costs under Cal. Lab. Code § 2802.

8
9 **EIGHTH CAUSE OF ACTION**

10 **For Failure to Pay Wages When Due**

11 **[Cal. Lab. Code §§ 201, 202, 203]**

12 **(By PLAINTIFF, and the CALIFORNIA LABOR SUB-CLASS**
13 **and Against All Defendants)**

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

17 1. Cal. Lab. Code § 200 provides, in relevant part, that:

18 As used in this article:

19 (a) "Wages" includes all amounts for labor performed by employees of
20 every description, whether the amount is fixed or ascertained by the
21 standard of time, task, piece, Commission basis, or other method of calculation.

22 (b) "Labor" includes labor, work, or service whether rendered or
23 performed under contract, subcontract, partnership, station plan, or other
24 agreement if the labor to be paid for is performed personally by the person
25 demanding payment.

26 103. Cal. Lab. Code § 201 provides, in relevant part, "that If an employer
27 discharges an employee, the wages earned and unpaid at the time of discharge are due and
28 payable immediately."

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

If an employee not having a written contract for a definite period quits his
or her employment, his or her wages shall become due and payable not
later than 72 hours thereafter, unless the employee has given 72 hours
previous notice of his or her intention to quit, in which case the employee
is entitled to his or her wages at the time of quitting. Notwithstanding any
other provision of law, an employee who quits without providing a 72-

1 hour notice shall be entitled to receive payment by mail if he or she so
2 requests and designates a mailing address. The date of the mailing shall
3 constitute the date of payment for purposes of the requirement to provide
4 payment within 72 hours of the notice of quitting.

5 105. There was no definite term in PLAINTIFF's or any CALIFORNIA LABOR
6 SUB-CLASS Members' employment contract.

7 106. Cal. Lab. Code § 203 provides, in relevant part, that:

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

14 107. The employment of PLAINTIFF, and many CALIFORNIA LABOR
15 SUB-CLASS Members has terminated and DEFENDANT has not tendered payment of all
16 wages owed as required by law. Additionally, at all times during the term of PLAINTIFF's
17 employment with DEFENDANT, PLAINTIFF, and CALIFORNIA LABOR SUB-CLASS
18 Members earned and accrued vested vacation and holiday time on the date of their
19 termination pursuant to DEFENDANT's uniform vacation policies and applicable California
20 law. The amount of vacation pay PLAINTIFF, and the other CALIFORNIA LABOR
21 SUB-CLASS Members earned and accumulated is evidenced by DEFENDANT's business
22 records. Additionally, DEFENDANT also underpaid accrued vested vacation wages to
23 PLAINTIFF, and other CALIFORNIA LABOR SUB-CLASS MEMBERS by failing to pay
24 such wages at the regular rate of pay and more specifically the final rate of pay that included
25 all non-discretionary incentive compensation. Rather than pay vacation wages at the regular
26 rate of pay, DEFENDANT underpaid vacation wages to PLAINTIFF and other
27 CALIFORNIA LABOR SUB-CLASS Members at their base rates of pay, instead of
28 including all of PLAINTIFF's, and CALIFORNIA LABOR SUB-CLASS Members'
non-discretionary incentive compensation into the vacation wage payment calculations.
DEFENDANT failed to specify in DEFENDANT's written vacation policy the rate at which
PLAINTIFF, and other CALIFORNIA LABOR CLASS Members would be paid vacation
upon leaving employment with DEFENDANT. As a result of DEFENDANT's unlawful

1 practice, policy and procedure to deny paying PLAINTIFF, and the other members of the
2 CALIFORNIA LABOR SUB-CLASS all of their vested vacation and holiday time,
3 DEFENDANT failed to pay PLAINTIFF, and the members of the CALIFORNIA LABOR
4 SUB-CLASS all vested vacation time as wages due upon employment termination, in
5 violation of the California Labor Code, Sections 201, 202, 203 and 227.3. Similarly,
6 DEFENDANT underpaid waiting time penalties to PLAINTIFF, and other CALIFORNIA
7 LABOR SUB-CLASS Members at their base rates of pay, instead of including all of
8 PLAINTIFF's, and the CALIFORNIA LABOR SUB-CLASS Members' non-discretionary
9 compensation into the waiting time penalty calculations. This failure by DEFENDANT is
10 believed to be the result of DEFENDANT's unlawful, unfair and deceptive refusal to
11 provide compensation for earned, accrued and vested vacation and holiday time, as well as
12 the corresponding waiting time penalties that were paid. DEFENDANT perpetrated this
13 unlawful, unfair and deceptive practice to the detriment of PLAINTIFF, and the members of
14 the CALIFORNIA LABOR SUB-CLASS. DEFENDANT's uniform practice and policy of
15 failing to pay the LABOR SUB-CLASS Members for all vested vacation and holiday time
16 accumulated at employment termination violated and continues to violate Section 227.3 of
17 the California Labor Code.

18 108. Therefore, as provided by Cal Lab. Code § 203, on behalf of PLAINTIFF and
19 members of the CALIFORNIA LABOR SUB-CLASS whose employment has terminated
20 and who have not been fully paid their wages due to them, PLAINTIFF demands thirty days
21 of pay as penalty for not paying all wages due at time of termination for all employees who
22 terminated employment during the CALIFORNIA LABOR SUB-CLASS PERIOD and
23 demand an accounting and payment of all wages due, plus interest and statutory costs as
24 allowed by law.

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1 **NINTH CAUSE OF ACTION**

2 **For Failure to Pay Sick Pay Wages**

3 **[Cal. Lab. Code §§ 201-203, 233, 246]**

4 **(By PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS**

5 **and Against All Defendants)**

6 109. PLAINTIFF, and the other members of the CALIFORNIA LABOR SUB-
7 CLASS, reallege and incorporate by reference, as though fully set forth herein, the prior
8 paragraphs of this Complaint.

9 110. Cal Lab. Code § 233 provides that an employer must permit an employee to
10 use accrued sick leave in accordance with Cal Lab. Code § 246.5 at the employee's then
11 current rate of entitlement. Cal Lab. Code § 246 provides that an employee is entitled to
12 sick pay wages for use of accrued sick leave pursuant to Cal Lab. Code § 246.5.
13 Specifically, once accrued sick leave is used as paid sick time, an employee has a vested
14 right to sick pay wages, which an employer must calculate and compensate based on one of
15 two calculations: (i) "Paid sick time for nonexempt employees shall be calculated in the
16 same manner as the regular rate of pay for the workweek in which the employee uses paid
17 sick time, whether or not the employee actually works overtime in that workweek," or (ii)
18 "Paid sick time for nonexempt employees shall be calculated by dividing the employee's
19 total wages, not including overtime premium pay, by the employee's total hours worked in
20 the full pay periods of the prior 90 days of employment." Under Cal Lab. Code §§ 218 and
21 233, employees may sue to recover underpaid sick pay wages as damages.

22 111. As a matter of policy and practice, DEFENDANT pays sick pay wages to
23 PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS at the
24 incorrect rate of pay. PLAINTIFF and the other members of the CALIFORNIA LABOR-
25 SUB-CLASS regularly use accrued sick leave in the workweeks in which they also earn
26 non-hourly remuneration. As a matter of policy and practice, DEFENDANT pays sick pay
27 wages to PLAINTIFF and the other members of the CALIFORNIA LABOR-SUB-CLASS
28 at the base hourly pay, as opposed to the regular rate of pay, which would consider all non-

1 hourly remuneration in addition to base hourly wages, or the rate resulting from dividing the
2 employee's total wages, not including overtime premium pay, by the employee's total hours
3 worked in the full pay periods of the prior 90 days of employment. As a result,
4 DEFENDANT underpaid sick pay wages to PLAINTIFF and the other members of the
5 CALIFORNIA LABOR-SUB-CLASS.

6 112. Cal. Lab. Code § 246 specifically requires that, upon use of accrued sick
7 leave, vested sick pay wages are due and to be paid no later than the payday for the next
8 regular payroll period after accrued sick leave is used as paid sick time. Similarly, Cal. Lab.
9 Code § 201 provides that if an employer discharges an employee, wages earned and unpaid
10 at the time of discharge are due and payable immediately. Cal. Lab. Code § 202 provides
11 that an employee is entitled to receive all unpaid wages no later than 72 hours after an
12 employee quits his or her employment, unless the employee has given 72-hour notice of his
13 or her intention to quit, in which case the employee is entitled to his or her wages at the time
14 of quitting. The Labor Code penalizes untimely payments. For example, Cal. Lab. Code §
15 203 provides that if an employer willfully fails to pay wages owed in accordance with Cal.
16 Lab. Code §§ 201-202, then the wages of the employee shall continue as a penalty from the
17 due date, and at the same rate until paid, but the wages shall not continue for more than
18 thirty (30) days. Under Cal. Lab. Code §§ 203 and 218, employees may sue to recover
19 applicable penalties.

20 113. As alleged herein and as a matter of policy and practice, DEFENDANT
21 routinely underpays sick pay wages and thus did not timely pay PLAINTIFF and the other
22 members of the CALIFORNIA LABOR-SUB-CLASS all owing and underpaid sick pay
23 wages. As a result, DEFENDANT violates Cal. Lab. Code §§ 201-203, 233, and 246,
24 among other Labor Code provisions. PLAINTIFF are informed and believe that
25 DEFENDANT was advised by skilled lawyers and knew, or should have known, of the
26 mandates of the Labor Code as it relates to PLAINTIFF's allegations, especially since the
27 California Supreme Court has explained that "[c]ourts have recognized that 'wages' also
28 include those benefits to which an employee is entitled as a part of his or her compensation,

1 including money, room, board, clothing, vacation pay, *and sick pay.*” *Murphy v. Kenneth*
2 *Cole Prods., Inc.*, 40 Cal. 4th 1094, 1103 (2007)(emphasis added). Because DEFENDANT
3 willfully fails to timely pay PLAINTIFF and the other members of the CALIFORNIA
4 LABOR-SUB-CLASS all sick pay wages due, DEFENDANT is subject to applicable
5 penalties.

6 114. Such a pattern, practice, and uniform administration of corporate policy is
7 unlawful and entitles PLAINTIFF and the other members of the CALIFORNIA LABOR-
8 SUB-CLASS to underpaid sick pay wages, including interest thereon, applicable penalties,
9 attorney’s fees, and costs of suit.

10 **PRAYER FOR RELIEF**

11 WHEREFORE, PLAINTIFF pray for judgment against each Defendant, jointly
12 and severally, as follows:

13 1. On behalf of the CALIFORNIA CLASS:

- 14 A) That the Court certify the First Cause of Action asserted by the
15 CALIFORNIA CLASS as a class action pursuant to Cal. Code of Civ.
16 Proc. § 382;
- 17 B) An order temporarily, preliminarily and permanently enjoining and
18 restraining DEFENDANT from engaging in similar unlawful conduct as
19 set forth herein;
- 20 C) An order requiring DEFENDANT to pay all wages and all sums
21 unlawfully withheld from compensation due to PLAINTIFF and the other
22 members of the CALIFORNIA CLASS; and,
- 23 D) Restitutionary disgorgement of DEFENDANT’s ill-gotten gains into a
24 fluid fund for restitution of the sums incidental to DEFENDANT’s
25 violations due to PLAINTIFF and to the other members of the
26 CALIFORNIA CLASS.

27 2. On behalf of the CALIFORNIA LABOR SUB-CLASS:

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- 1 A) That the Court certify the Second, Third, Fourth, Fifth, Sixth, Seventh,
2 Eighth, and Ninth Causes of Action asserted by the CALIFORNIA
3 LABOR SUB-CLASS as a class action pursuant to Cal. Code of Civ.
4 Proc. § 382;
- 5 B) Compensatory damages, according to proof at trial, including
6 compensatory damages for minimum and overtime compensation due
7 PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-
8 CLASS, during the applicable CALIFORNIA LABOR SUB-CLASS
9 PERIOD plus interest thereon at the statutory rate;
- 10 C) The greater of all actual damages or fifty dollars (\$50) for the initial pay
11 period in which a violation occurs and one hundred dollars (\$100) per
12 each member of the CALIFORNIA LABOR SUB-CLASS for each
13 violation in a subsequent pay period, not exceeding an aggregate penalty
14 of four thousand dollars (\$4,000), and an award of costs for violation of
15 Cal. Lab. Code § 226;
- 16 D) Meal and rest period compensation pursuant to Cal. Lab. Code §§ 226.7,
17 512 and the applicable IWC Wage Order;
- 18 E) For liquidated damages pursuant to California Labor Code Sections
19 1194.2 and 1197;
- 20 F) The amount of the expenses PLAINTIFF and each member of the
21 CALIFORNIA LABOR SUBCLASS incurred in the course of their job
22 duties, plus interest, and costs of suit.; and,
- 23 G) The wages of all terminated employees in the CALIFORNIA LABOR
24 SUB-CLASS as a penalty from the due date thereof at the same rate until
25 paid or until an action therefore is commenced, in accordance with Cal.
26 Lab. Code § 203.

27 3. On all claims:
28

- 1 A) An award of interest, including prejudgment interest at the legal rate;
2 B) Such other and further relief as the Court deems just and equitable; and,
3 C) An award of penalties, attorneys' fees and cost of suit, as allowable under
4 the law, including, but not limited to, pursuant to Labor Code §221, §226,
5 §1194, and/or §2802.
6

7 Dated: March 31, 2025

 BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW
8 LLP

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10 By: _____
11 Norman B. Blumenthal
12 Nicholas J. De Blouw
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DEMAND FOR A JURY TRIAL

PLAINTIFF demands a jury trial on issues triable to a jury.

Dated: Mrch 6, 2025 BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

By: _____
Norman B. Blumenthal
Nicholas J. De Blouw