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FILED
Superior Court of California
County of Los Angeles
06/11/2026

David W. Slayton, Executive Officer / Clerk of Court
By: S. Drew Deputy

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF LOS ANGELES

ERIC MARTIN, an individual, on behalf of
himself and on behalf of all persons similarly
situated and Aggrieved Employees, and as a
representative of the State of California,

Plaintiff,

v.

THE IMAGINE GROUP, LLC, a Limited
Liability Company; and DOES 1 through 50
inclusive,

Defendants.

Case No.: 24STCV27564
Related to: 24NNCV06388

**FIRST AMENDED 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;
and,
8. FAILURE TO PAY SICK PAY WAGES IN
VIOLATION OF CAL. LAB CODE §§201-203.
233. 246.

**REPRESENTATIVE ACTION FOR PAGA
PENALTIES**

[Labor Code § 2698, *et seq.*]

9. CIVIL PENALTIES PURSUANT TO LABOR

CODE §2699, ET SEQ. 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, 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)

DEMAND FOR JURY TRIAL

Eric Martin (“PLAINTIFF”), an individual, on behalf of himself and all other similarly situated current and former employees alleges on information and belief, except for his own acts and knowledge which are based on personal knowledge, the following.

THE PARTIES

1. The Imagine Group, LLC (“DEFENDANT”) is a limited liability company that at all relevant times mentioned herein conducted and continues to conduct substantial business in California.

2. DEFENDANT provides commercial printing solutions and visual communication services within various business sectors in California.

3. PLAINTIFF is currently employed by DEFENDANT in California. PLAINTIFF’S employment with DEFENDANT started in June of 2018. PLAINTIFF has been 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.

4. PLAINTIFF brings this Class Action on behalf of himself and a California class, defined as all individuals who are or previously were employed by DEFENDANT in California, including any employees staffed with DEFENDANT 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).

5. PLAINTIFF also brings this Representative Action under the Private Attorneys General Act of 2004, codified in California Labor Code §§ 2698 et seq. (“PAGA”), on behalf of herself and all other current or former non-exempt employees of Defendant and DOES 1 through 50, inclusive, in California who suffered at least one of the Labor Code violations alleged herein within the applicable statute of limitations up to the time this action is brought to trial (referred to herein collectively as “AGGRIEVED EMPLOYEES”).

6. PLAINTIFF brings this Class and Representative Action on behalf of himself and a CALIFORNIA CLASS and group of Aggrieved Employees in order to fully compensate the CALIFORNIA CLASS and Aggrieved Employees for their losses incurred during the CALIFORNIA

1 CLASS and PAGA PERIOD caused by DEFENDANT's policy and practice which failed to lawfully
2 compensate these employees. DEFENDANT's policy and practice alleged herein was an unlawful, unfair
3 and deceptive business practice whereby DEFENDANT retained and continues to retain wages due
4 PLAINTIFF and the other members of the CALIFORNIA CLASS and Aggrieved Employees.
5 PLAINTIFF and the other members of the CALIFORNIA CLASS and Aggrieved Employees seek an
6 injunction enjoining such conduct by DEFENDANT in the future, relief for the named PLAINTIFF and the
7 other members of the CALIFORNIA CLASS and Aggrieved Employees who have been economically
8 injured by DEFENDANT's past and current unlawful conduct, and all other appropriate legal and equitable
9 relief.

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

18 8. The agents, servants and/or employees of the Defendants and each of them acting on behalf
19 of the Defendants acted within the course and scope of his, her or its authority as the agent, servant and/or
20 employee of the Defendants, and personally participated in the conduct alleged herein on behalf of the
21 Defendants with respect to the conduct alleged herein. Consequently, the acts of each Defendant are legally
22 attributable to the other Defendants and all Defendants are jointly and severally liable to PLAINTIFF and
23 the other members of the CALIFORNIA CLASS, for the loss sustained as a proximate result of the conduct
24 of the Defendants' agents, servants and/or employees.

25 **THE CONDUCT**

26 9. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANT was required
27 to pay PLAINTIFF and CALIFORNIA CLASS and Aggrieved Employees Members for all their time
28 worked, meaning the time during which an employee is subject to the control of an employer, including all

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

21 10. State and federal law provides that employees must be paid overtime and meal and rest break
22 premiums at one-and-one-half times their "regular rate of pay." PLAINTIFF and other CALIFORNIA
23 CLASS Members are compensated at an hourly rate plus incentive pay that is tied to specific elements of
24 an employee's performance.

25 11. The second component of PLAINTIFF's and other CALIFORNIA CLASS Members'
26 compensation is DEFENDANT's non-discretionary incentive program that paid PLAINTIFF and other
27 CALIFORNIA CLASS Members incentive wages based on their performance for DEFENDANT. The
28 non-discretionary incentive program provided all employees paid on an hourly basis with incentive

1 compensation when the employees met the various performance goals set by DEFENDANT. However,
2 when calculating the regular rate of pay in order to pay overtime and meal and rest break premiums to
3 PLAINTIFF and other CALIFORNIA CLASS Members, DEFENDANT failed to include the incentive
4 compensation as part of the employees' "regular rate of pay" for purposes of calculating overtime pay and
5 meal and rest break premium pay. Management and supervisors described the incentive program to
6 potential and new employees as part of the compensation package. As a matter of law, the incentive
7 compensation received by PLAINTIFF and other CALIFORNIA CLASS Members must be included in
8 the "regular rate of pay." The failure to do so has resulted in a underpayment of overtime compensation
9 and meal and rest break premiums to PLAINTIFF and other CALIFORNIA CLASS Members by
10 DEFENDANT.

11 12. As a result of their rigorous work schedules, PLAINTIFF and other CALIFORNIA CLASS
12 Members were from time to time unable to take thirty (30) minute off duty meal breaks and were not fully
13 relieved of duty for their meal periods. PLAINTIFF and other CALIFORNIA CLASS Members were
14 required from time to time to perform work as ordered by DEFENDANT for more than five (5) hours
15 during some shifts without receiving a meal break. Further, DEFENDANT from time to time failed to
16 provide PLAINTIFF and CALIFORNIA CLASS Members with a second off-duty meal period for some
17 workdays in which these employees were required by DEFENDANT to work ten (10) hours of work.
18 DEFENDANT also engaged in the practice of rounding the meal period times to avoid paying penalties
19 to PLAINTIFF and other CALIFORNIA CLASS Members. PLAINTIFF and other members of the
20 CALIFORNIA CLASS therefore forfeit meal breaks without additional compensation and in accordance
21 with DEFENDANT's corporate policy and practice.

22 13. During the CALIFORNIA CLASS PERIOD, PLAINTIFF and other CALIFORNIA
23 CLASS Members were also required from time to time to work in excess of four (4) hours without being
24 provided ten (10) minute rest periods. Further, these employees were denied their first rest periods of at
25 least ten (10) minutes for some shifts worked of at least two (2) to four (4) hours from time to time, a first
26 and second rest period of at least ten (10) minutes for some shifts worked of between six (6) and eight (8)
27 hours from time to time, and a first, second and third rest period of at least ten (10) minutes for some shifts
28 worked of ten (10) hours or more from time to time. PLAINTIFF and other CALIFORNIA CLASS

1 Members were also not provided with one hour wages in lieu thereof. Additionally, the applicable
2 California Wage Order requires employers to provide employees with off-duty rest periods, which the
3 California Supreme Court defined as time during which an employee is relieved from all work related
4 duties and free from employer control. In so doing, the Court held that the requirement under California
5 law that employers authorize and permit all employees to take rest period means that employers must
6 relieve employees of all duties and relinquish control over how employees spend their time which includes
7 control over the locations where employees may take their rest period. Employers cannot impose controls
8 that prohibit an employee from taking a brief walk - five minutes out, five minutes back. Here,
9 DEFENDANT's policy restricted PLAINTIFF and other CALIFORNIA CLASS Members from
10 unconstrained walks and is unlawful based on DEFENDANT's rule which states PLAINTIFF and other
11 CALIFORNIA CLASS Members cannot leave the work premises during their rest period.

12 14. During the CALIFORNIA CLASS PERIOD, DEFENDANT failed to accurately record
13 and pay PLAINTIFF and other CALIFORNIA CLASS Members for the actual amount of time these
14 employees worked. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANT was
15 required to pay PLAINTIFF and other CALIFORNIA CLASS Members for all time worked, meaning the
16 time during which an employee was subject to the control of an employer, including all the time the
17 employee was permitted or suffered to permit this work. DEFENDANT required these employees to work
18 off the clock without paying them for all the time they were under DEFENDANT's control. As such,
19 DEFENDANT knew or should have known that PLAINTIFF and the other members of the CALIFORNIA
20 CLASS were under compensated for all time worked. As a result, PLAINTIFF and other CALIFORNIA
21 CLASS Members forfeited time worked by working without their time being accurately recorded and
22 without compensation at the applicable minimum wage and overtime wage rates. To the extent that the
23 time worked off the clock does not qualify for overtime premium payment, DEFENDANT fails to pay
24 minimum wages for the time worked off-the-clock in violation of Cal. Lab. Code §§ 1194, 1197, and
25 1197.1.

26 15. From time to time, DEFENDANT also failed to provide PLAINTIFF and the other
27 members of the CALIFORNIA CLASS with complete and accurate wage statements which failed to show,
28 among other things, the correct gross and net wages earned. Cal. Lab. Code § 226 provides that every

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

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

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

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

28 19. As a pattern and practice, DEFENDANT regularly failed to pay PLAINTIFF and other

1 members of the CALIFORNIA CLASS their correct wages and accordingly owe waiting time penalties
2 pursuant to Cal. Lab. Code Section 203. Further, PLAINTIFF is informed and believes and based thereon
3 alleges that such failure to pay sick pay at regular rate was willful, such that PLAINTIFF and members of
4 the CALIFORNIA CLASS whose employment has separated are entitled to waiting time penalties
5 pursuant to Cal. Lab. Code Sections 201-203.

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

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

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

1 required by DEFENDANT to use their personal cellular phones. As a result, in the course of their
2 employment with DEFENDANT, PLAINTIFF and other members of the CALIFORNIA CLASS incurred
3 unreimbursed business expenses which included, but were not limited to, costs related to the use of their
4 personal cellular phones all on behalf of and for the benefit of DEFENDANT.

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

14 **JURISDICTION AND VENUE**

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

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

24 **THE PAGA AGGRIEVED EMPLOYEES**

25 26. Plaintiff re-alleges and incorporates by reference, as though fully set forth herein, all
26 paragraphs of this Complaint.

27 27. On or about September 10, 2024, Plaintiff submitted written notice via certified mail to the
28 California Labor and Workforce Development Agency ("LWDA") and Defendant as required by PAGA,

1 informing them of Defendant's alleged violations of the Labor Code. A true and correct copy of the written
2 notice will be attached hereto as an exhibit upon filing.

3 28. According to Labor Code § 2699.3, the LWDA had sixty-five (65) days from the date of
4 submission to notify the parties whether it intends to investigate the alleged violations. To date, the LWDA
5 has not informed Plaintiff that it intends to investigate the alleged violations. Thus, pursuant to PAGA,
6 Plaintiff has the right to pursue, and does so pursue, the asserted claims in a representative capacity on
7 behalf of himself, all other Aggrieved Employees, and the state of California as permitted by Labor Code
8 § 2699.3.

9 29. Plaintiff further believes that additional violations may be discovered and therefore
10 reserves his right to allege additional violations of the law as investigation and discovery warrant. In the
11 event Plaintiff discovers additional violations, Plaintiff will seek to amend the operative complaint as
12 necessary.

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

1 the workday. As a result, PLAINTIFF and the AGGRIEVED EMPLOYEES forfeit minimum wage,
2 overtime wage compensation, and off-duty meal breaks by working without their time being correctly
3 recorded and without compensation at the applicable rates. DEFENDANT's policy and practice not to
4 pay PLAINTIFF and the AGGRIEVED EMPLOYEES for all time worked, is evidenced by
5 DEFENDANT's business records.

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

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

23 33. As a result of their rigorous work schedules, PLAINTIFF and the AGGRIEVED
24 EMPLOYEES were from time to time unable to take thirty (30) minute off duty meal breaks and were not
25 fully relieved of duty for their meal periods. PLAINTIFF and the AGGRIEVED EMPLOYEES were
26 required from time to time to perform work as ordered by DEFENDANT for more than five (5) hours
27 during some shifts without receiving a meal break. Further, DEFENDANT from time to time failed to
28 provide PLAINTIFF and AGGRIEVED EMPLOYEES with a second off-duty meal period for some

workdays in which these employees were required by DEFENDANT to work ten (10) hours of work. DEFENDANT also engaged in the practice of rounding the meal period times to avoid paying penalties to PLAINTIFF and the AGGRIEVED EMPLOYEES. PLAINTIFF and the AGGRIEVED EMPLOYEES therefore forfeit meal breaks without additional compensation and in accordance with DEFENDANT's corporate policy and practice.

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

35. During the PAGA PERIOD, DEFENDANT failed to accurately record and pay PLAINTIFF and the AGGRIEVED EMPLOYEES for the actual amount of time these employees worked. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANT was required to pay PLAINTIFF and the AGGRIEVED EMPLOYEES for all time worked, meaning the time during which an employee was subject to the control of an employer, including all the time the employee was permitted

1 or suffered to permit this work. DEFENDANT required these employees to work off the clock without
2 paying them for all the time they were under DEFENDANT's control. As such, DEFENDANT knew or
3 should have known that PLAINTIFF and the AGGRIEVED EMPLOYEES were under compensated for
4 all time worked. As a result, PLAINTIFF and the AGGRIEVED EMPLOYEES forfeited time worked by
5 working without their time being accurately recorded and without compensation at the applicable
6 minimum wage and overtime wage rates. To the extent that the time worked off the clock does not qualify
7 for overtime premium payment, DEFENDANT failed to pay minimum wages for the time worked off-
8 the-clock in violation of Cal. Lab. Code §§ 1194, 1197, and 1197.1.

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

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

38. [I]n addition to, and entirely independent and apart from, any other penalty provided in this article, every person who fails to pay the wages of each employee as provided in Sections. . . 204. . . shall be subject to a civil penalty as follows: (1) For any initial 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.

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

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

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

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

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

1 203.

2 44. Pursuant to Cal. Lab. Code Section 221, "It shall be unlawful for any employer to collect
3 or receive from an employee any part of wages theretofore paid by said employer to said employee."
4 DEFENDANT failed to pay all compensation due to PLAINTIFF and the AGGRIEVED EMPLOYEES,
5 made unlawful deductions from compensation payable to PLAINTIFF and the AGGRIEVED
6 EMPLOYEES, failed to disclose all aspects of the deductions from compensation payable to PLAINTIFF
7 and the AGGRIEVED EMPLOYEES, and thereby failed to pay these employees all wages due at each
8 applicable pay period and upon termination.

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

18 46. In the course of their employment PLAINTIFF and the AGGRIEVED EMPLOYEES as a
19 business expense, were required by DEFENDANT to use their own personal cellular phones as a result of
20 and in furtherance of their job duties as employees for DEFENDANT but are not reimbursed or
21 indemnified by DEFENDANT for the cost associated with the use of their personal cellular phones for
22 DEFENDANT's benefit. Specifically, PLAINTIFF and the AGGRIEVED EMPLOYEES were required
23 by DEFENDANT to use their personal cellular phones. As a result, in the course of their employment
24 with DEFENDANT, PLAINTIFF and the AGGRIEVED EMPLOYEES incurred unreimbursed business
25 expenses which included, but were not limited to, costs related to the use of their personal cellular phones
26 all on behalf of and for the benefit of DEFENDANT.

27 47. In violation of the applicable sections of the California Labor Code and the requirements
28 of the applicable Industrial Welfare Commission ("IWC") Wage Order, DEFENDANT as a matter of

1 company policy, practice and procedure, intentionally, knowingly and systematically failed to provide
2 PLAINTIFF and the other AGGRIEVED EMPLOYEES suitable seating when the nature of these
3 employees' work reasonably permitted sitting.

4 48. DEFENDANT knew or should have known that PLAINTIFF and other AGGRIEVED
5 EMPLOYEES were entitled to suitable seating and/or were entitled to sit when it did not interfere with
6 the performance of their duties, and that DEFENDANT did not provide suitable seating and/or did not
7 allow them to sit when it did not interfere with the performance of their duties.

8 49. By reason of this conduct applicable to PLAINTIFF and all AGGRIEVED EMPLOYEES,
9 DEFENDANT violated California Labor Code Section 1198 and Wage Order 4-2001, Section 14 by
10 failing to provide suitable seats. PLAINTIFF seeks penalties on behalf of PLAINTIFF and other
11 AGGRIEVED EMPLOYEES as provided herein. Providing suitable seating is the DEFENDANT's
12 burden. As a result of DEFENDANT's intentional disregard of the obligation to meet this burden,
13 DEFENDANT violated the California Labor Code and regulations promulgated thereunder as herein
14 alleged.

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

DEFENDANT's unlawful practice, policy and procedure to deny paying the AGGRIEVED EMPLOYEES all of their vested vacation and holiday time, DEFENDANT failed to pay AGGRIEVED EMPLOYEES all vested vacation time as wages due upon employment termination, in violation of the California Labor Code, Sections 201, 202, 203 and 227.3. Similarly, DEFENDANT underpaid waiting time penalties to AGGRIEVED EMPLOYEES at their base rates of pay, instead of including all of the AGGRIEVED EMPLOYEES' non-discretionary compensation into the waiting time penalty calculations. This failure by DEFENDANT is believed to be the result of DEFENDANT's unlawful, unfair and deceptive refusal to provide compensation for earned, accrued and vested vacation and holiday time, as well as the corresponding waiting time penalties that were paid. DEFENDANT perpetrated this unlawful, unfair and deceptive practice to the detriment of AGGRIEVED EMPLOYEES. DEFENDANT's uniform practice and policy of failing to pay AGGRIEVED EMPLOYEES for all vested vacation and holiday time accumulated at employment termination violated and continues to violate Section 227.3 of the California Labor Code.

THE CALIFORNIA CLASS

51. 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 DEFENDANT in California, including any employees staffed with DEFENDANT 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).

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

53. 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 willfully, 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.

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

55. The CALIFORNIA CLASS is so numerous that joinder of all CALIFORNIA CLASS Members is impracticable.

56. DEFENDANT violated the rights of the CALIFORNIA CLASS under California law by:

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

57. 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 CLASS are so numerous that the joinder of all such persons 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 CLASS will apply to every member of the CALIFORNIA CLASS;

(c) The claims of the representative PLAINTIFF are typical of the claims of each member of the CALIFORNIA CLASS. PLAINTIFF, like all the other members of the CALIFORNIA CLASS, was classified as a non-exempt employee paid on an hourly basis who was subjected to the DEFENDANT's deceptive practice and policy which failed to provide the legally required meal and rest periods to the CALIFORNIA CLASS and thereby underpaid compensation to PLAINTIFF and CALIFORNIA CLASS. PLAINTIFF sustained economic injury as a result of DEFENDANT's employment practices. PLAINTIFF and the members of the CALIFORNIA 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 CLASS, and has retained counsel who are competent and experienced in Class Action litigation. There are no material conflicts between the claims of the representative PLAINTIFF and the members of the CALIFORNIA CLASS that would make class certification inappropriate. Counsel for the CALIFORNIA CLASS will vigorously assert the claims of all CALIFORNIA CLASS Members.

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

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

1) Inconsistent or varying adjudications with respect to individual members of the CALIFORNIA CLASS which would establish incompatible standards of conduct for the parties opposing the CALIFORNIA CLASS; and/or,

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

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

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

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

1) The interests of the members of the CALIFORNIA CLASS in individually controlling the prosecution or defense of separate actions in that the substantial expense of individual actions will be avoided to recover the relatively small amount of economic losses sustained by the individual CALIFORNIA CLASS Members when compared to the substantial expense and burden of individual prosecution of this litigation;

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

1 A. Inconsistent or varying adjudications with respect to individual
2 members of the CALIFORNIA CLASS, which would establish
3 incompatible standards of conduct for the DEFENDANT; and/or,

4 B. Adjudications with respect to individual members of the
5 CALIFORNIA CLASS would as a practical matter be dispositive of the
6 interests of the other members not parties to the adjudication or
7 substantially impair or impede their ability to protect their interests;

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

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

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

19 (a) The questions of law and fact common to the CALIFORNIA CLASS predominate
20 over any question affecting only individual CALIFORNIA CLASS Members because the
21 DEFENDANT's employment practices are applied with respect to the CALIFORNIA
22 CLASS;

23 (b) A Class Action is superior to any other available method for the fair and efficient
24 adjudication of the claims of the members of the CALIFORNIA CLASS because in the
25 context of employment litigation a substantial number of individual CALIFORNIA
26 CLASS Members will avoid asserting their rights individually out of fear of retaliation or
27 adverse impact on their employment;
28

(c) The members of the CALIFORNIA CLASS are so numerous that it is impractical to bring all members of the CALIFORNIA CLASS before the Court;

(d) PLAINTIFF, and the other CALIFORNIA CLASS Members, will not be able to obtain effective and economic legal redress unless the action is maintained as a Class Action;

(e) There is a community of interest in obtaining appropriate legal and equitable relief for the acts of unfair competition, statutory violations and other improprieties, and in obtaining adequate compensation for the damages and injuries which DEFENDANT's actions have inflicted upon the CALIFORNIA CLASS;

(f) There is a community of interest in ensuring that the combined assets of DEFENDANT are sufficient to adequately compensate the members of the CALIFORNIA CLASS for the injuries sustained;

(g) DEFENDANT has acted or refused to act on grounds generally applicable to the CALIFORNIA CLASS, thereby making final class-wide relief appropriate with respect to the CALIFORNIA CLASS as a whole;

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

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

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

THE CALIFORNIA LABOR SUB-CLASS

61. PLAINTIFF further brings the Second, Third, Fourth, Fifth, Sixth, Seventh, and Eighth causes Action on behalf of a California sub-class, defined as all members of the CALIFORNIA CLASS

1 who are or previously were employed by DEFENDANT in California, including any employees staffed
2 with DEFENDANT by a third party, and classified as non-exempt employees (the “CALIFORNIA
3 LABOR SUB-CLASS”) at any time during the period three (3) years prior to the filing of the complaint
4 and ending on the date as determined by the Court (the “CALIFORNIA LABOR SUB-CLASS PERIOD”)
5 pursuant to Cal. Code of Civ. Proc. § 382. The amount in controversy for the aggregate claim of
6 CALIFORNIA LABOR SUB-CLASS Members is under five million dollars (\$5,000,000.00).

7 62. DEFENDANT, in violation of the applicable Labor Code, Industrial Welfare Commission
8 (“IWC”) Wage Order requirements, and the applicable provisions of California law, intentionally,
9 knowingly, and willfully, engaged in a practice whereby DEFENDANT failed to correctly calculate
10 compensation for the time worked by PLAINTIFF and the other members of the CALIFORNIA LABOR
11 SUB-CLASS and reporting time wages owed to these employees, even though DEFENDANT enjoyed
12 the benefit of this work, required employees to perform this work and permitted or suffered to permit this
13 work. DEFENDANT has denied these CALIFORNIA LABOR SUB-CLASS Members wages to which
14 these employees are entitled in order to unfairly cheat the competition and unlawfully profit. To the extent
15 equitable tolling operates to toll claims by the CALIFORNIA LABOR SUB-CLASS against
16 DEFENDANT, the CALIFORNIA LABOR SUB-CLASS PERIOD should be adjusted accordingly.

17 63. DEFENDANT maintains records from which the Court can ascertain and identify by name
18 and job title, each of DEFENDANT’s employees who have been intentionally subjected to
19 DEFENDANT’s company policy, practices and procedures as herein alleged. PLAINTIFF will seek leave
20 to amend the complaint to include any additional job titles of similarly situated employees when they have
21 been identified.

22 64. The CALIFORNIA LABOR SUB-CLASS is so numerous that joinder of all
23 CALIFORNIA LABOR SUB-CLASS Members is impracticable.

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

- 26 (a) Whether DEFENDANT unlawfully failed to correctly calculate and pay
27 compensation due to members of the CALIFORNIA LABOR SUB-CLASS for missed
28

meal and rest breaks in violation of the California Labor Code and California regulations and the applicable California Wage Order;

(b) Whether DEFENDANT failed to provide the PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS with accurate itemized wage statements;

(c) Whether DEFENDANT has engaged in unfair competition by the above listed conduct;

(d) The proper measure of damages and penalties owed to the members of the CALIFORNIA LABOR SUB-CLASS; and,

(e) Whether DEFENDANT's conduct was willful.

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

(a) Violating Cal. Lab. Code § 510, by failing to correctly pay the PLAINTIFF and the members of the CALIFORNIA LABOR SUB-CLASS all wages due for overtime worked, for which DEFENDANT is liable pursuant to Cal. Lab. Code § 1194;

(b) Violating Cal. Lab. Code §§ 1194, 1197 & 1197.1, by failing to accurately pay PLAINTIFF and the members of the CALIFORNIA LABOR SUB-CLASS the correct minimum wage pay for which DEFENDANT is liable pursuant to Cal. Lab. Code §§ 1194 and 1197;

(c) Violating Cal. Lab. Code § 226, by failing to provide PLAINTIFF and the members of the CALIFORNIA LABOR SUB-CLASS with an accurate itemized statement in writing showing the corresponding correct amount of wages earned by the employee;

(d) Violating Cal. Lab. Code §§ 226.7 and 512, by failing to provide PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS with all legally required off-duty, uninterrupted thirty (30) minute meal breaks and the legally required off-duty rest breaks;

(e) Violating Cal. Lab. Code §§ 201, 202 and/or 203, which provides that when an employee is discharged or quits from employment, the employer must pay the employee all wages due without abatement, by failing to tender full payment and/or restitution of wages owed or in the 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.

67. 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, was a non-exempt employee paid on an hourly basis who was 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 has retained counsel who are competent and experienced in Class Action litigation. There are no material conflicts between the claims of the representative PLAINTIFF and the members of the CALIFORNIA LABOR SUB-CLASS that would make class certification inappropriate. Counsel for the CALIFORNIA LABOR SUB-CLASS will vigorously assert the claims of all CALIFORNIA LABOR SUB-CLASS Members.

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

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

1) Inconsistent or varying adjudications with respect to individual members of the CALIFORNIA LABOR SUB-CLASS which would establish incompatible standards of conduct for the parties opposing the CALIFORNIA LABOR SUB-CLASS; or,

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

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

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

1) The interests of the members of the CALIFORNIA LABOR SUB-CLASS in individually controlling the prosecution or defense of separate actions in that the substantial expense of individual actions will be avoided to recover the relatively

small amount of economic losses sustained by the individual CALIFORNIA LABOR SUB-CLASS Members when compared to the substantial expense and burden of individual prosecution of this litigation;

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

A. Inconsistent or varying adjudications with respect to individual members of the CALIFORNIA LABOR SUB-CLASS, which would establish incompatible standards of conduct for the DEFENDANT; and/or,

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

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

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

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

(a) The questions of law and fact common to the CALIFORNIA LABOR SUB-CLASS predominate over any question affecting only individual CALIFORNIA LABOR SUB-CLASS Members;

(b) A Class Action is superior to any other available method for the fair and efficient adjudication of the claims of the members of the CALIFORNIA LABOR SUB-CLASS because in the context of employment litigation a substantial number of individual CALIFORNIA LABOR SUB-CLASS Members will avoid asserting their rights individually out of fear of retaliation or adverse impact on their employment;

(c) The members of the CALIFORNIA LABOR SUB-CLASS are so numerous that it is impractical to bring all members of the CALIFORNIA LABOR SUB-CLASS before the Court;

(d) PLAINTIFF, and the other CALIFORNIA LABOR SUB-CLASS Members, will not be able to obtain effective and economic legal redress unless the action is maintained as a Class Action;

(e) There is a community of interest in obtaining appropriate legal and equitable relief for the acts of unfair competition, statutory violations and other improprieties, and in obtaining adequate compensation for the damages and injuries which DEFENDANT's actions have inflicted upon the CALIFORNIA LABOR SUB-CLASS;

(f) There is a community of interest in ensuring that the combined assets of DEFENDANT are sufficient to adequately compensate the members of the CALIFORNIA LABOR SUB-CLASS for the injuries sustained;

(g) DEFENDANT has acted or refused to act on grounds generally applicable to the CALIFORNIA LABOR SUB-CLASS, thereby making final class-wide relief appropriate with respect to the CALIFORNIA LABOR SUB-CLASS as a whole;

(h) The members of the CALIFORNIA LABOR SUB-CLASS are readily ascertainable from the business records of DEFENDANT. The CALIFORNIA LABOR SUB-CLASS consists of all CALIFORNIA CLASS Members who worked for DEFENDANT in California at any time during the CALIFORNIA LABOR SUB-CLASS PERIOD; and,

(i) Class treatment provides manageable judicial treatment calculated to bring a efficient and rapid conclusion to all litigation of all wage and hour related claims arising

out of the conduct of DEFENDANT as to the members of the CALIFORNIA LABOR SUB-CLASS.

FIRST CAUSE OF ACTION

For Unlawful Business Practices

[Cal. Bus. And Prof. Code §§ 17200]

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

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

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

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

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

Cal. Bus. & Prof. Code § 17203.

73. By the conduct alleged herein, DEFENDANT has engaged and continues to engage in a business practice which violates California law, including but not limited to, the applicable Industrial Wage Order(s), the California Code of Regulations and the California Labor Code including Sections 221, 226.7, 246, 510, 512, 1194, 1197, 1197.1, 1198, 2802 and the Fair Labor Standards Act and federal regulations promulgated thereunder, for which 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.

74. By the conduct alleged herein, DEFENDANT’s practices were unlawful and unfair in that these practices violate public policy, were immoral, unethical, oppressive, unscrupulous or substantially injurious to employees, and were without valid justification or utility for which this Court should issue equitable and injunctive relief pursuant to Section 17203 of the California Business & Professions Code,

1 including restitution of wages wrongfully withheld.

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

12 76. By the conduct alleged herein, DEFENDANT's practices were also unlawful, unfair and
13 deceptive in that DEFENDANT's employment practices caused PLAINTIFF and the other members of
14 the CALIFORNIA CLASS to be underpaid during their employment with DEFENDANT.

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

19 78. Therefore, PLAINTIFF demands on behalf of himself and on behalf of each CALIFORNIA
20 CLASS Member, one (1) hour of pay for each workday in which an off-duty meal period was not timely
21 provided for each five (5) hours of work, and/or one (1) hour of pay for each workday in which a second
22 off-duty meal period was not timely provided for each ten (10) hours of work.

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

26 80. By and through the unlawful and unfair business practices described herein, DEFENDANT
27 has obtained valuable property, money and services from PLAINTIFF and the other members of the
28 CALIFORNIA CLASS, including earned wages for all time worked, and has deprived them of valuable

rights and benefits guaranteed by law and contract, all to the detriment of these employees and to the benefit of DEFENDANT so as to allow DEFENDANT to unfairly compete against competitors who comply with the law.

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

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

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

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

SECOND CAUSE OF ACTION

For Failure To Pay Minimum Wages

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

(By PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS

and Against All Defendants)

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

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

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

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

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

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

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

92. As a direct result of DEFENDANT's unlawful wage practices as alleged herein, PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS did not receive the

1 correct minimum wage compensation for their time worked for DEFENDANT.

2 93. During the CALIFORNIA LABOR SUB-CLASS PERIOD, DEFENDANT required,
3 permitted or suffered PLAINTIFF and CALIFORNIA LABOR SUB-CLASS Members to work without
4 paying them for all the time they were under DEFENDANT's control. During the CALIFORNIA LABOR
5 SUB-CLASS PERIOD, PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS
6 were paid less for time worked that they were entitled to, constituting a failure to pay all earned wages.

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

12 95. DEFENDANT knew or should have known that PLAINTIFF and the other members of the
13 CALIFORNIA LABOR SUB-CLASS were under compensated for their time worked. DEFENDANT
14 elected, either through intentional malfeasance or gross nonfeasance, to not pay employees for their labor
15 as a matter of company policy, practice and procedure, and DEFENDANT perpetrated this scheme by
16 refusing to pay PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS the
17 correct minimum wages for their time worked.

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

25 97. PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS therefore
26 request recovery of all unpaid wages, according to proof, interest, statutory costs, as well as the assessment
27 of any statutory penalties against DEFENDANT, in a sum as provided by the California Labor Code
28 and/or other applicable statutes. To the extent minimum wage compensation is determined to be owed to

1 the CALIFORNIA LABOR SUB-CLASS Members who have terminated their employment,
2 DEFENDANT's conduct also violates Labor Code §§ 201 and/or 202, and therefore these individuals are
3 also be entitled to waiting time penalties under Cal. Lab. Code § 203, which penalties are sought herein
4 on behalf of these CALIFORNIA LABOR SUB-CLASS Members. DEFENDANT's conduct as alleged
5 herein was willful, intentional and not in good faith. Further, PLAINTIFF and other CALIFORNIA
6 LABOR SUB-CLASS Members are entitled to seek and recover statutory costs.

7
8 **THIRD CAUSE OF ACTION**

9 **For Failure To Pay Overtime Compensation**

10 **[Cal. Lab. Code § 510]**

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

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

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

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

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

26 102. During the CALIFORNIA LABOR SUB CLASS PERIOD, PLAINTIFF and
27 CALIFORNIA LABOR SUB CLASS Members were required, permitted or suffered by DEFENDANT
28 to work for DEFENDANT and were not paid for all the time they worked, including overtime work.

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

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

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

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

107. DEFENDANT failed to accurately pay the PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS overtime wages for the time they worked which was in excess of the maximum hours permissible by law as required by Cal. Lab. Code §§ 510, 1194 & 1198, even though PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS were required to work,

1 and did in fact work, overtime as to which DEFENDANT failed to accurately record and pay as evidenced
2 by DEFENDANT's business records and witnessed by employees.

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

8 109. DEFENDANT knew or should have known that PLAINTIFF and the other members of the
9 CALIFORNIA LABOR SUB-CLASS were under compensated for all overtime worked. DEFENDANT
10 elected, either through intentional malfeasance or gross nonfeasance, to not pay employees for their labor
11 as a matter of company policy, practice and procedure, and DEFENDANT perpetrated this scheme by
12 refusing to pay PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS for
13 overtime worked.

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

21
22 111. PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS therefore
23 request recovery of all overtime wages, according to proof, interest, statutory costs, as well as the
24 assessment of any statutory penalties against DEFENDANT, in a sum as provided by the California Labor
25 Code and/or other applicable statutes. To the extent minimum and/or overtime compensation is
26 determined to be owed to the CALIFORNIA LABOR SUB-CLASS Members who have terminated their
27 employment, DEFENDANT's conduct also violates Labor Code §§ 201 and/or 202, and therefore these
28 individuals are also be entitled to waiting time penalties under Cal. Lab. Code § 203, which penalties are

sought herein on behalf of these CALIFORNIA LABOR SUB-CLASS Members. DEFENDANT's conduct as alleged herein was willful, intentional and not in good faith. Further, PLAINTIFF and other CALIFORNIA LABOR SUB-CLASS Members are entitled to seek and recover statutory costs.

FOURTH CAUSE OF ACTION

For Failure to Provide Required Meal Periods

[Cal. Lab. Code §§ 226.7 & 512]

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

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

113. During the CALIFORNIA CLASS PERIOD, DEFENDANT from time to time failed to provide all the legally required off-duty meal breaks to PLAINTIFF and the other CALIFORNIA LABOR SUB-CLASS Members as required by the applicable Wage Order and Labor Code. The nature of the work performed by PLAINTIFF and CALIFORNIA LABOR SUB-CLASS MEMBERS did not prevent these employees from being relieved of all of their duties for the legally required off-duty meal periods. As a result of their rigorous work schedules, PLAINTIFF and other CALIFORNIA LABOR SUB-CLASS Members were from time to time not fully relieved of duty by DEFENDANT for their meal periods. Additionally, DEFENDANT's failure to provide PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS Members with legally required meal breaks prior to their fifth (5th) hour of work is evidenced by DEFENDANT's business records from time to time. Further, DEFENDANT failed to provide PLAINTIFF and CALIFORNIA CLASS Members with a second off-duty meal period in some workdays in which these employees were required by DEFENDANT to work ten (10) hours of work from time to time. As a result, PLAINTIFF and other members of the CALIFORNIA LABOR SUB-CLASS therefore forfeited meal breaks without additional compensation and in accordance with DEFENDANT's strict corporate policy and practice.

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

1 provided.

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

5 **FIFTH CAUSE OF ACTION**

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

7 **[Cal. Lab. Code §§ 226.7 & 512]**

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

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

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

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

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

SIXTH CAUSE OF ACTION

For Failure to Provide Accurate Itemized Statements

[Cal. Lab. Code § 226]

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

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

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

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

122. 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 CALIFORNIA LABOR SUB-CLASS Members were paid on an hourly basis. As such, the wage statements should reflect all applicable hourly rates during the pay period and the total hours worked, and the applicable pay period in which the wages were earned pursuant to California Labor Code Section 226(a). The wage statements DEFENDANT provided to PLAINTIFF and other CALIFORNIA LABOR

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

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

18 **SEVENTH CAUSE OF ACTION**

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

20 **[Cal. Lab. Code § 2802]**

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

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

24 125. Cal. Lab. Code § 2802 provides, in relevant part, that:

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

28 126. At all relevant times herein, DEFENDANT violated Cal. Lab. Code § 2802, by failing to

1 indemnify and reimburse PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS members for
2 required expenses incurred in the discharge of their job duties for DEFENDANT's benefit. DEFENDANT
3 failed to reimburse PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS members for expenses
4 which included, but were not limited to, costs related to using their personal cellular phones on behalf of
5 and for the benefit of DEFENDANT. Specifically, PLAINTIFF and other CALIFORNIA LABOR SUB-
6 CLASS Members were required by DEFENDANT to use their personal cellular phones and home offices
7 in order to perform work related job tasks. DEFENDANT's policy and practice was to not reimburse
8 PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS members for expenses resulting from using
9 their personal cellular phones and home offices for DEFENDANT within the course and scope of their
10 employment for DEFENDANT. These expenses were necessary to complete their principal job duties.
11 DEFENDANT is estopped by DEFENDANT's conduct to assert any waiver of this expectation. Although
12 these expenses were necessary expenses incurred by PLAINTIFF and the CALIFORNIA LABOR SUB-
13 CLASS members, DEFENDANT failed to indemnify and reimburse PLAINTIFF and the CALIFORNIA
14 LABOR SUB-CLASS members for these expenses as an employer is required to do under the laws and
15 regulations of California.

16 127. PLAINTIFF therefore demands reimbursement for expenditures or losses incurred by
17 himself and the CALIFORNIA LABOR SUB-CLASS members in the discharge of their job duties for
18 DEFENDANT, or their obedience to the directions of DEFENDANT, with interest at the statutory rate
19 and costs under Cal. Lab. Code § 2802.

20 **EIGHTH CAUSE OF ACTION**

21 **For Failure to Pay Sick Pay Wages**

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

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

24 **and Against All Defendants)**

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

27 129. Cal Lab. Code § 233 provides that an employer must permit an employee to use accrued
28 sick leave in accordance with Cal Lab. Code § 246.5 at the employee's then current rate of entitlement.

Cal Lab. Code § 246 provides that an employee is entitled to sick pay wages for use of accrued sick leave pursuant to Cal Lab. Code § 246.5. Specifically, once accrued sick leave is used as paid sick time, an employee has a vested right to sick pay wages, which an employer must calculate and compensate based on one of two calculations: (i) “Paid sick time for nonexempt employees shall be calculated in the same manner as the regular rate of pay for the workweek in which the employee uses paid sick time, whether or not the employee actually works overtime in that workweek,” or (ii) “Paid sick time for nonexempt employees shall be calculated by dividing the employee’s total wages, not including overtime premium pay, by the employee’s total hours worked in the full pay periods of the prior 90 days of employment.” Under Cal Lab. Code §§ 218 and 233, employees may sue to recover underpaid sick pay wages as damages.

130. As a matter of policy and practice, DEFENDANT pays sick pay wages to PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS at the incorrect rate of pay. PLAINTIFF and the other members of the CALIFORNIA LABOR-SUB-CLASS regularly use accrued sick leave in the workweeks in which they also earn non-hourly remuneration. As a matter of policy and practice, DEFENDANT pays sick pay wages to PLAINTIFF and the other members of the CALIFORNIA LABOR-SUB-CLASS at the base hourly pay, as opposed to the regular rate of pay, which would consider all non-hourly remuneration in addition to base hourly wages, or the rate resulting from dividing the employee’s total wages, not including overtime premium pay, by the employee’s total hours worked in the full pay periods of the prior 90 days of employment. As a result, DEFENDANT underpaid sick pay wages to PLAINTIFF and the other members of the CALIFORNIA LABOR-SUB-CLASS.

131. Cal. Lab. Code § 246 specifically requires that, upon use of accrued sick leave, vested sick pay wages are due and to be paid no later than the payday for the next regular payroll period after accrued sick leave is used as paid sick time. Similarly, Cal. Lab. Code § 201 provides that if an employer discharges an employee, wages earned and unpaid at the time of discharge are due and payable immediately. Cal. Lab. Code § 202 provides that an employee is entitled to receive all unpaid wages no later than 72 hours after an employee quits his or her employment, unless the employee has given 72-hour 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. The Labor Code penalizes untimely payments. For example, Cal. Lab. Code § 203 provides

1 that if an employer willfully fails to pay wages owed in accordance with Cal. Lab. Code §§ 201-202, then
2 the wages of the employee shall continue as a penalty from the due date, and at the same rate until paid,
3 but the wages shall not continue for more than thirty (30) days. Under Cal. Lab. Code §§ 203 and 218,
4 employees may sue to recover applicable penalties.

5 132. As alleged herein and as a matter of policy and practice, DEFENDANT routinely
6 underpays sick pay wages and thus did not timely pay PLAINTIFF and the other members of the
7 CALIFORNIA LABOR-SUB-CLASS all owing and underpaid sick pay wages. As a result,
8 DEFENDANT violates Cal. Lab. Code §§ 201-203, 233, and 246, among other Labor Code provisions.
9 PLAINTIFF is informed and believes that DEFENDANT was advised by skilled lawyers and knew, or
10 should have known, of the mandates of the Labor Code as it relates to PLAINTIFF's allegations, especially
11 since the California Supreme Court has explained that "[c]ourts have recognized that 'wages' also include
12 those benefits to which an employee is entitled as a part of his or her compensation, including money,
13 room, board, clothing, vacation pay, and sick pay." Murphy v. Kenneth Cole Prods., Inc., 40 Cal. 4th
14 1094, 1103 (2007)(emphasis added). Because DEFENDANT willfully fails to timely pay PLAINTIFF
15 and the other members of the CALIFORNIA LABOR-SUB-CLASS all sick pay wages due,
16 DEFENDANT is subject to applicable penalties.

17 133. Such a pattern, practice, and uniform administration of corporate policy is unlawful and
18 entitles PLAINTIFF and the other members of the CALIFORNIA LABOR-SUB-CLASS to underpaid
19 sick pay wages, including interest thereon, applicable penalties, attorney's fees, and costs of suit.

20 **NINTH CAUSE OF ACTION**

21 **Representative Action for PAGA Penalties**

22 **(Violation of Cal. Lab. Code § 2698, et seq.)**

23 **(Alleged by Plaintiff Individually and on Behalf of All Aggrieved Employees)**

24
25 134. Plaintiff re-alleges and incorporates by reference the allegations contained in the
26 paragraphs above, as though fully set forth herein.

27 135. PAGA is a mechanism by which the State of California itself can enforce state labor laws
28 through the employee suing under the PAGA who do so as the proxy or agent of the state's labor law

1 enforcement agencies. An action to recover civil penalties under PAGA is fundamentally a law
2 enforcement action designed to protect the public and not to benefit private parties. The purpose of the
3 PAGA is not to recover damages or restitution, but to create a means of "deputizing" citizens as private
4 attorneys general to enforce the Labor Code. In enacting PAGA, the California Legislature specified that
5 "it was ... in the public interest to allow aggrieved employees, acting as private attorneys general to recover
6 civil penalties for Labor Code violations ..." Stats. 2003, ch. 906, § 1. Accordingly, PAGA claims cannot
7 be subject to arbitration.

8 136. PLAINTIFF, and such persons that may be added from time to time who satisfy the
9 requirements and exhaust the administrative procedures under the Private Attorney General Act, brings
10 this Representative Action on behalf of the State of California with respect to himself and all individuals
11 who are or previously were employed by DEFENDANT in California, including any employees staffed
12 with DEFENDANT by a third party, and classified as non-exempt employees ("AGGRIEVED
13 EMPLOYEES") during the time period of September 10, 2023 until a date as determined by the Court
14 (the "PAGA PERIOD").

15 137. On September 10, 2024, PLAINTIFF gave written notice by electronic mail to the Labor
16 and Workforce Development Agency (the "Agency") and by certified mail to the employer of the specific
17 provisions of this code alleged to have been violated as required by Labor Code § 2699.3. See Exhibit
18 #1, attached hereto and incorporated by this reference herein (PAGA Notice only without draft complaint).
19 The statutory waiting period for PLAINTIFF to add these allegations to the Complaint has expired. As a
20 result, pursuant to Section 2699.3, PLAINTIFF may now commence a representative civil action under
21 PAGA pursuant to Section 2699 as the proxy of the State of California with respect to all AGGRIEVED
22 EMPLOYEES as herein defined.

23 138. The policies, acts and practices heretofore described were and are an unlawful business act
24 or practice because DEFENDANT (a) failed to provide PLAINTIFF and the AGGRIEVED
25 EMPLOYEES accurate itemized wage statements, (b) failed to properly record and provide legally
26 required meal and rest periods, (c) failed to pay minimum wages, (d) failed to pay overtime wages and
27 sick pay wages, (e) failed to reimburse employees for required expenses, (f) failed to provide wages when
28 due, and (g) failed to provide suitable seating, all in violation of the applicable Labor Code sections listed

1 in Labor Code §§ 201, 202, 203, 204, 210, 218, 221, 226(a), 226.7, 227.3, 246, 510, 512, 558(a)(1)(2),
2 1194, 1197, 1197.1, 1198, 2802, California Code of Regulations, Title 8, Section 11040, Subdivision
3 5(A)-(B), California Code of Regulations, Title 8, Section 1 1070(14) (Failure to Provide Seating), and
4 the applicable Wage Order(s), and thereby gives rise to civil penalties as a result of such conduct.
5 PLAINTIFF hereby seeks recovery of civil penalties as prescribed by the Labor Code Private Attorney
6 General Act of 2004 as the representative of the State of California for the illegal conduct perpetrated on
7 PLAINTIFF and the AGGRIEVED EMPLOYEES.

8 139. WHEREFORE, Plaintiff prays for relief as hereinafter requested.
9

10 **PRAYER FOR RELIEF**

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

13 1. On behalf of the CALIFORNIA CLASS:

14 A) That the Court certify the First Cause of Action asserted by the CALIFORNIA CLASS as
15 a class action pursuant to Cal. Code of Civ. Proc. § 382;

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

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

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

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

24 A) That the Court certify the Second, Third, Fourth, Fifth, Sixth, Seventh and Eighth Causes
25 of Action asserted by the CALIFORNIA LABOR SUB-CLASS as a class action pursuant to Cal.
26 Code of Civ. Proc. § 382;

27 B) Compensatory damages, according to proof at trial, including compensatory damages for
28 minimum and overtime compensation due PLAINTIFF and the other members of the

CALIFORNIA LABOR SUB-CLASS, during the applicable CALIFORNIA LABOR SUB-CLASS PERIOD plus interest thereon at the statutory rate;

C) The greater of all actual damages or fifty dollars (\$50) for the initial pay period in which a violation occurs and one hundred dollars (\$100) per each member of the CALIFORNIA LABOR SUB-CLASS for each violation in a subsequent pay period, not exceeding an aggregate penalty of four thousand dollars (\$4,000), and an award of costs for violation of Cal. Lab. Code § 226;

D) Meal and rest period compensation pursuant to Cal. Lab. Code §§ 226.7, 512 and the applicable IWC Wage Order;

E) For liquidated damages pursuant to California Labor Code Sections 1194.2 and 1197;

F) The amount of the expenses PLAINTIFF and each member of the CALIFORNIA LABOR SUBCLASS incurred in the course of their job duties, plus interest, and costs of suit.; and,

G) The wages of all terminated employees in the CALIFORNIA LABOR SUB CLASS as a penalty from the due date thereof at the same rate until paid or until an action therefore is commenced, in accordance with Cal. Lab. Code § 203.

3. On behalf of all AGGRIEVED EMPLOYEES:

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

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;

4. On all claims:

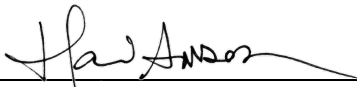
A) An award of interest, including prejudgment interest at the legal rate;

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

C) An award of penalties, attorneys' fees and cost of suit, as allowable under the law, including, but not limited to, pursuant to Labor Code §221, §226, §1194, and/or §2802.

1 Dated: June 11, 2026

ARCH LEGAL, P.C.

2
3 By: 

4 HALI M. ANDERSON
VILMARIE CORDERO

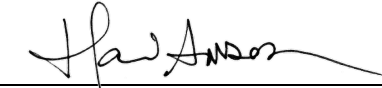
5 *Attorneys for Plaintiff Eric Martin*

6
7 **DEMAND FOR JURY TRIAL**

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

9
10 Dated: June 11, 2026

ARCH LEGAL, P.C.

11
12 By: 

13 HALI M. ANDERSON
VILMARIE CORDERO

14 *Attorneys for Plaintiff Eric Martin*

EXHIBIT 1

BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

**2255 CALLE CLARA
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WRITERS E-MAIL:
Nick@bamlawca.com

WRITERS EXT:
1004

September 10, 2024
CA3454

VIA ONLINE FILING TO LWDA AND CERTIFIED MAIL TO DEFENDANT

Labor and Workforce Development Agency
Online Filing

The Imagine Group, LLC
Certified Mail #9589071052701737668027
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 *et seq.*, 210, 218, 221, 226(a), 226.7, 227.3, 246 *et seq.*, 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), 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 The Imagine Group, LLC in California, including any employees staffed with The Imagine Group, LLC by a third party, and classified as non-exempt employees during the time period of September 10, 2023 until a date as determined by the Court. Our offices represent Plaintiff Eric Martin (“Plaintiff”) and other Aggrieved Employees in a lawsuit against The Imagine Group, LLC (“Defendant”). Plaintiff has been employed by Defendant in California since June of 2018. Plaintiff has been 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. Moreover, when Defendant required Plaintiff and Aggrieved Employees to report for work, but “furnished less than half said employee’s usual or scheduled day’s work,” Defendant violated Cal. Code Regs., tit. 8 § 11040, subd. 5(A) by failing to pay Plaintiff and Aggrieved Employees for at least two (2) hours’ worth of work at their regular rate of pay. In addition, when Defendant required Plaintiff and Aggrieved Employees to respond to and engage in additional work, this resulted in a second reporting for work in a single workday, and

Defendant failed to pay these employees reporting time pay as required by Cal. Code Regs., tit. 8, § 11040, subd. 5(B). Further, Defendant failed to advise Plaintiff and the other Aggrieved Employees of their right to take separately and hourly paid duty-free ten (10) minute rest periods. *See Vaquero v. Stoneledge Furniture, LLC*, 9 Cal. App. 5th 98, 110 (2017). Additionally, pursuant to Labor Code § 204 *et seq.*, Defendant failed to timely provide Plaintiff and other Aggrieved Employees with their wages. 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). Specifically, 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 total hours worked, and the applicable pay period in which the wages were earned pursuant to California Labor Code Section 226(a). The wage statements Defendant provided to PLAINTIFF and the AGGRIEVED EMPLOYEES failed to identify such information. More specifically, the wage statements failed to identify the accurate total hours worked each pay period in violation of Cal. Lab. Code Section 226(a)(2). Additionally, Plaintiff contends that Defendant failed to comply with Industrial Wage Order 7(A)(3) in that Defendant failed to keep time records showing when Plaintiff began and ended each shift and meal period. Plaintiff and other Aggrieved Employees perform tasks that reasonably permit sitting, and a seat would not interfere with their performance of any of their tasks that may require them to stand. Defendant failed to provide Plaintiff and other Aggrieved Employees with suitable seats. 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 Statute of 2004 on behalf of Plaintiff and all Aggrieved Employees.

Your earliest response to this notice is appreciated. 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.

1 **BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP**

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2 Kyle R. Nordrehaug (State Bar #205975)

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Website: www.bamlawca.com

7 Attorneys for Plaintiff

9 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**

10 **IN AND FOR THE COUNTY OF LOS ANGELES**

11 ERIC MARTIN, an individual, on behalf of
12 himself and on behalf of all persons similarly
13 situated,

14 Plaintiff,

15 vs.

16 THE IMAGINE GROUP, LLC, a Limited
17 Liability Company; and DOES 1 through 50,
18 inclusive,

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 PAY SICK PAY WAGES IN VIOLATION OF CAL. LAB. CODE §§ 201-203, 233, 246; and,
9. DISCRIMINATION AND RETALIATION VIOLATION OF FEHA; and,
10. RETALIATION IN VIOLATION OF LABOR CODE § 1102.5, et seq.

DEMAND FOR A JURY TRIAL

28 Eric Martin ("PLAINTIFF"), an individual, on behalf of himself and all other similarly

1 situated current and former employees alleges on information and belief, except for his own acts
2 and knowledge which are based on personal knowledge, the following.

3 4 **THE PARTIES**

5 1. The Imagine Group, LLC (“DEFENDANT”) is a limited liability company that
6 at all relevant times mentioned herein conducted and continues to conduct substantial business
7 in California.

8 2. DEFENDANT provides commercial printing solutions and visual communication
9 services within various business sectors in California.

10 3. PLAINTIFF is currently employed by DEFENDANT in California.
11 PLAINTIFF’S employment with DEFENDANT started in June of 2018. PLAINTIFF has been
12 at all times classified by DEFENDANT as a non-exempt employee, paid on an hourly basis, and
13 entitled to the legally required meal and rest periods and payment of minimum and overtime
14 wages due for all time worked.

15 4. PLAINTIFF brings this Class Action on behalf of himself and a California class,
16 defined as all individuals who are or previously were employed by DEFENDANT in California,
17 including any employees staffed with DEFENDANT by a third party, and classified as non-
18 exempt employees (the “CALIFORNIA CLASS”) at any time during the period beginning four
19 (4) years prior to the filing of this Complaint and ending on the date as determined by the Court
20 (the “CALIFORNIA CLASS PERIOD”). The amount in controversy for the aggregate claim
21 of CALIFORNIA CLASS Members is under five million dollars (\$5,000,000.00).

22 5. PLAINTIFF brings this Class Action on behalf of himself and a
23 CALIFORNIA CLASS in order to fully compensate the CALIFORNIA CLASS for their
24 losses incurred during the CALIFORNIA CLASS PERIOD caused by DEFENDANT’S
25 policy and practice which failed to lawfully compensate these employees. DEFENDANT’S
26 policy and practice alleged herein was an unlawful, unfair and deceptive business practice
27 whereby DEFENDANT retained and continues to retain wages due PLAINTIFF and the
28 other members of the CALIFORNIA CLASS. PLAINTIFF and the other members of the

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

5 6. The true names and capacities, whether individual, corporate, subsidiary,
6 partnership, associate or otherwise of defendants DOES 1 through 50, inclusive, are
7 presently unknown to PLAINTIFF who therefore sues these Defendants by such fictitious
8 names pursuant to Cal. Civ. Proc. Code § 474. PLAINTIFF will seek leave to amend this
9 Complaint to allege the true names and capacities of Does 1 through 50, inclusive, when
10 they are ascertained. PLAINTIFF is informed and believes, and based upon that information
11 and belief alleges, that the Defendants named in this Complaint, including DOES 1 through
12 50, inclusive, are responsible in some manner for one or more of the events and happenings
13 that proximately caused the injuries and damages hereinafter alleged.

14 7. The agents, servants and/or employees of the Defendants and each of them
15 acting on behalf of the Defendants acted within the course and scope of his, her or its
16 authority as the agent, servant and/or employee of the Defendants, and personally
17 participated in the conduct alleged herein on behalf of the Defendants with respect to the
18 conduct alleged herein. Consequently, the acts of each Defendant are legally attributable to
19 the other Defendants and all Defendants are jointly and severally liable to PLAINTIFF and
20 the other members of the CALIFORNIA CLASS, for the loss sustained as a proximate result
21 of the conduct of the Defendants' agents, servants and/or employees.

22 23 THE CONDUCT

24 8. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANT
25 was required to pay PLAINTIFF and CALIFORNIA CLASS Members for all their time
26 worked, meaning the time during which an employee is subject to the control of an
27 employer, including all the time the employee is suffered or permitted to work.
28 DEFENDANT requires PLAINTIFF and CALIFORNIA CLASS Members to work without

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

20 9. State and federal law provides that employees must be paid overtime and meal
21 and rest break premiums at one-and-one-half times their "regular rate of pay." PLAINTIFF
22 and other CALIFORNIA CLASS Members are compensated at an hourly rate plus incentive
23 pay that is tied to specific elements of an employee's performance.

24 10. The second component of PLAINTIFF's and other CALIFORNIA CLASS
25 Members' compensation is DEFENDANT's non-discretionary incentive program that paid
26 PLAINTIFF and other CALIFORNIA CLASS Members incentive wages based on their
27 performance for DEFENDANT. The non-discretionary incentive program provided all
28 employees paid on an hourly basis with incentive compensation when the employees met the

1 various performance goals set by DEFENDANT. However, when calculating the regular
2 rate of pay in order to pay overtime and meal and rest break premiums to PLAINTIFF and
3 other CALIFORNIA CLASS Members, DEFENDANT failed to include the incentive
4 compensation as part of the employees' "regular rate of pay" for purposes of calculating
5 overtime pay and meal and rest break premium pay. Management and supervisors described
6 the incentive program to potential and new employees as part of the compensation package.
7 As a matter of law, the incentive compensation received by PLAINTIFF and other
8 CALIFORNIA CLASS Members must be included in the "regular rate of pay." The failure
9 to do so has resulted in a underpayment of overtime compensation and meal and rest break
10 premiums to PLAINTIFF and other CALIFORNIA CLASS Members by DEFENDANT.

11 11. As a result of their rigorous work schedules, PLAINTIFF and other
12 CALIFORNIA CLASS Members were from time to time unable to take thirty (30) minute
13 off duty meal breaks and were not fully relieved of duty for their meal periods. PLAINTIFF
14 and other CALIFORNIA CLASS Members were required from time to time to perform
15 work as ordered by DEFENDANT for more than five (5) hours during some shifts without
16 receiving a meal break. Further, DEFENDANT from time to time failed to provide
17 PLAINTIFF and CALIFORNIA CLASS Members with a second off-duty meal period for
18 some workdays in which these employees were required by DEFENDANT to work ten (10)
19 hours of work. DEFENDANT also engaged in the practice of rounding the meal period
20 times to avoid paying penalties to PLAINTIFF and other CALIFORNIA CLASS Members.
21 PLAINTIFF and other members of the CALIFORNIA CLASS therefore forfeit meal breaks
22 without additional compensation and in accordance with DEFENDANT's corporate policy
23 and practice.

24 12. During the CALIFORNIA CLASS PERIOD, PLAINTIFF and other
25 CALIFORNIA CLASS Members were also required from time to time to work in excess of
26 four (4) hours without being provided ten (10) minute rest periods. Further, these employees
27 were denied their first rest periods of at least ten (10) minutes for some shifts worked of at
28 least two (2) to four (4) hours from time to time, a first and second rest period of at least ten

(10) minutes for some shifts worked of between six (6) and eight (8) hours from time to time, and a first, second and third rest period of at least ten (10) minutes for some shifts worked of ten (10) hours or more from time to time. PLAINTIFF and other CALIFORNIA CLASS Members were also not provided with one hour wages in lieu thereof. Additionally, the applicable California Wage Order requires employers to provide employees with off-duty rest periods, which the California Supreme Court defined as time during which an employee is relieved from all work related duties and free from employer control. In so doing, the Court held that the requirement under California law that employers authorize and permit all employees to take rest period means that employers must relieve employees of all duties and relinquish control over how employees spend their time which includes control over the locations where employees may take their rest period. Employers cannot impose controls that prohibit an employee from taking a brief walk - five minutes out, five minutes back. Here, DEFENDANT's policy restricted PLAINTIFF and other CALIFORNIA CLASS Members from unconstrained walks and is unlawful based on DEFENDANT's rule which states PLAINTIFF and other CALIFORNIA CLASS Members cannot leave the work premises during their rest period.

13. During the CALIFORNIA CLASS PERIOD, DEFENDANT failed to accurately record and pay PLAINTIFF and other CALIFORNIA CLASS Members for the actual amount of time these employees worked. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANT was required to pay PLAINTIFF and other CALIFORNIA CLASS Members for all time worked, meaning the time during which an employee was subject to the control of an employer, including all the time the employee was permitted or suffered to permit this work. DEFENDANT required these employees to work off the clock without paying them for all the time they were under DEFENDANT's control. As such, DEFENDANT knew or should have known that PLAINTIFF and the other members of the CALIFORNIA CLASS were under compensated for all time worked. As a result, PLAINTIFF and other CALIFORNIA CLASS Members forfeited time worked by working without their time being accurately recorded and without compensation at the

1 applicable minimum wage and overtime wage rates. To the extent that the time worked off
2 the clock does not qualify for overtime premium payment, DEFENDANT fails to pay
3 minimum wages for the time worked off-the-clock in violation of Cal. Lab. Code §§ 1194,
4 1197, and 1197.1.

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

24 15. DEFENDANT underpaid sick pay wages to PLAINTIFF and other
25 CALIFORNIA CLASS Members 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. Rather than pay sick pay at the regular rate
28

1 of pay, DEFENDANT underpaid sick pay to PLAINTIFF and other CALIFORNIA CLASS
2 Members at their base rates of pay.

3 16. Cal. Lab. Code Section 246(1)(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 17. DEFENDANT violated Cal. Lab. Code Section 246 by failing to pay sick pay
8 at the regular rate of pay. PLAINTIFF and CALIFORNIA CLASS Members 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 members of the CALIFORNIA CLASS, as opposed to the correct, higher regular rate of
12 pay, as required under Cal. Lab. Code Section 246.

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

20 19. Pursuant to Cal. Lab. Code Section 221, "It shall be unlawful for any employer
21 to collect or receive from an employee any part of wages theretofore paid by said employer
22 to said employee." DEFENDANT failed to pay all compensation due to PLAINTIFF and
23 other CALIFORNIA LABOR SUB-CLASS Members, made unlawful deductions from
24 compensation payable to PLAINTIFF and CALIFORNIA LABOR SUB-CLASS Members,
25 failed to disclose all aspects of the deductions from compensation payable to PLAINTIFF
26 and CALIFORNIA LABOR SUB-CLASS Members, and thereby failed to pay these
27 employees all wages due at each applicable pay period and upon termination. PLAINTIFF
28

1 and members of the CALIFORNIA LABOR SUB-CLASS seek recovery of all illegal
2 deductions from wages according to proof, related penalties, interest, attorney fees and costs.

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

13 21. In the course of their employment PLAINTIFF and other CALIFORNIA
14 CLASS Members as a business expense, were required by DEFENDANT to use their own
15 personal cellular phones as a result of and in furtherance of their job duties as employees for
16 DEFENDANT but are not reimbursed or indemnified by DEFENDANT for the cost
17 associated with the use of their personal cellular phones for DEFENDANT's benefit.
18 Specifically, PLAINTIFF and other CALIFORNIA CLASS Members were required by
19 DEFENDANT to use their personal cellular phones. As a result, in the course of their
20 employment with DEFENDANT, PLAINTIFF and other members of the CALIFORNIA
21 CLASS incurred unreimbursed business expenses which included, but were not limited to,
22 costs related to the use of their personal cellular phones all on behalf of and for the benefit of
23 DEFENDANT.

24 22. Specifically as to PLAINTIFF, DEFENDANT failed to provide all the legally
25 required off-duty meal and rest breaks to PLAINTIFF as required by the applicable Wage
26 Order and Labor Code and failed to pay PLAINTIFF all minimum and overtime wages due
27 to PLAINTIFF. DEFENDANT did not have a policy or practice which provided timely off-
28 duty meal and rest breaks to PLAINTIFF and also failed to compensate PLAINTIFF for

1 PLAINTIFF's missed meal and rest breaks. The nature of the work performed by the
2 PLAINTIFF did not prevent PLAINTIFF from being relieved of all of PLAINTIFF's duties
3 for the legally required off-duty meal periods. As a result, DEFENDANT's failure to
4 provide PLAINTIFF with the legally required meal periods is evidenced by DEFENDANT's
5 business records. The amount in controversy for PLAINTIFF individually does not exceed
6 the sum or value of \$75,000.

7 **JURISDICTION AND VENUE**

8 23. This Court has jurisdiction over this Action pursuant to California Code of
9 Civil Procedure, Section 410.10 and California Business & Professions Code, Section
10 17203. This action is brought as a Class Action on behalf of PLAINTIFF and similarly
11 situated employees of DEFENDANT pursuant to Cal. Code of Civ. Proc. § 382.

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

18 **THE CALIFORNIA CLASS**

19 25. PLAINTIFF brings the First Cause of Action for Unfair, Unlawful and
20 Deceptive Business Practices pursuant to Cal. Bus. & Prof. Code §§ 17200, (the "UCL") as
21 a Class Action, pursuant to Cal. Code of Civ. Proc. § 382, on behalf of a California class,
22 defined as all individuals who are or previously were employed by DEFENDANT in
23 California, including any employees staffed with DEFENDANT by a third party, and
24 classified as non-exempt employees (the "CALIFORNIA CLASS") at any time during the
25 period beginning four (4) years prior to the filing of this Complaint and ending on the date
26 as determined by the Court (the "CALIFORNIA CLASS PERIOD"). The amount in
27
28

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

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

6 27. DEFENDANT, as a matter of company policy, practice and procedure, and in
7 violation of the applicable Labor Code, Industrial Welfare Commission ("IWC") Wage
8 Order requirements, and the applicable provisions of California law, intentionally,
9 knowingly, and wilfully, engaged in a practice whereby DEFENDANT failed to record all
10 meal and rest breaks missed by PLAINTIFF and other CALIFORNIA CLASS Members,
11 even though DEFENDANT enjoyed the benefit of this work, required employees to perform
12 this work and permits or suffers to permit this work.

13 28. DEFENDANT has the legal burden to establish that each and every
14 CALIFORNIA CLASS Member was paid accurately for all meal and rest breaks missed as
15 required by California laws. The DEFENDANT, however, as a matter of policy and
16 procedure failed to have in place during the CALIFORNIA CLASS PERIOD and still fails
17 to have in place a policy or practice to ensure that each and every CALIFORNIA CLASS
18 Member is paid as required by law. This common business practice is applicable to each
19 and every CALIFORNIA CLASS Member can be adjudicated on a class-wide basis as
20 unlawful, unfair, and/or deceptive under Cal. Business & Professions Code §§ 17200, (the
21 "UCL") as causation, damages, and reliance are not elements of this claim.

22 29. The CALIFORNIA CLASS, is so numerous that joinder of all CALIFORNIA
23 CLASS Members is impracticable.

24 30. DEFENDANT violated the rights of the CALIFORNIA CLASS under
25 California law by:

- 26 (a) Committing an act of unfair competition in violation of , Cal. Bus. &
27 Prof. Code §§ 17200, (the "UCL"), by unlawfully, unfairly and/or
28 deceptively having in place company policies, practices and procedures

1 that failed to record and pay PLAINTIFF and the other members of the
2 CALIFORNIA CLASS for all time worked, including minimum wages
3 owed and overtime wages owed for work performed by these
4 employees; and,

- 5 (b) Committing an act of unfair competition in violation of the UCL, by
6 failing to provide the PLAINTIFF and the other members of the
7 CALIFORNIA CLASS with the legally required meal and rest periods.

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

- 10 (a) The persons who comprise the CALIFORNIA CLASS are so numerous
11 that the joinder of all such persons is impracticable and the disposition
12 of their claims as a class will benefit the parties and the Court;
- 13 (b) Nearly all factual, legal, statutory, declaratory and injunctive relief
14 issues that are raised in this Complaint are common to the
15 CALIFORNIA CLASS will apply to every member of the
16 CALIFORNIA CLASS;
- 17 (c) The claims of the representative PLAINTIFF are typical of the claims
18 of each member of the CALIFORNIA CLASS. PLAINTIFF, like all
19 the other members of the CALIFORNIA CLASS, was classified as a
20 non-exempt employee paid on an hourly basis who was subjected to the
21 DEFENDANT's deceptive practice and policy which failed to provide
22 the legally required meal and rest periods to the CALIFORNIA CLASS
23 and thereby underpaid compensation to PLAINTIFF and
24 CALIFORNIA CLASS. PLAINTIFF sustained economic injury as a
25 result of DEFENDANT's employment practices. PLAINTIFF and the
26 members of the CALIFORNIA CLASS were and are similarly or
27 identically harmed by the same unlawful, deceptive and unfair
28 misconduct engaged in by DEFENDANT; and,

1 (d) The representative PLAINTIFF will fairly and adequately represent and
2 protect the interest of the CALIFORNIA CLASS, and has retained
3 counsel who are competent and experienced in Class Action litigation.
4 There are no material conflicts between the claims of the representative
5 PLAINTIFF and the members of the CALIFORNIA CLASS that would
6 make class certification inappropriate. Counsel for the CALIFORNIA
7 CLASS will vigorously assert the claims of all CALIFORNIA CLASS
8 Members.

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

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

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

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

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

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

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

1) The interests of the members of the CALIFORNIA CLASS in individually controlling the prosecution or defense of separate actions in that the substantial expense of individual actions will be avoided to recover the relatively small amount of economic losses sustained by the individual CALIFORNIA CLASS Members when compared to the substantial expense and burden of individual prosecution of this litigation;

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

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

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

6 3) In the context of wage litigation because a substantial number of
7 individual CALIFORNIA CLASS Members will avoid asserting
8 their legal rights out of fear of retaliation by DEFENDANT,
9 which may adversely affect an individual's job with
10 DEFENDANT or with a subsequent employer, the Class Action
11 is the only means to assert their claims through a representative;
12 and,

13 4) A class action is superior to other available methods for the fair
14 and efficient adjudication of this litigation because class
15 treatment will obviate the need for unduly and unnecessary
16 duplicative litigation that is likely to result in the absence of
17 certification of this action pursuant to Cal. Code of Civ. Proc. §
18 382.

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

21 (a) The questions of law and fact common to the CALIFORNIA CLASS
22 predominate over any question affecting only individual CALIFORNIA
23 CLASS Members because the DEFENDANT's employment practices
24 are applied with respect to the CALIFORNIA CLASS;

25 (b) A Class Action is superior to any other available method for the fair
26 and efficient adjudication of the claims of the members of the
27 CALIFORNIA CLASS because in the context of employment litigation
28 a substantial number of individual CALIFORNIA CLASS Members

1 will avoid asserting their rights individually out of fear of retaliation or
2 adverse impact on their employment;

3 (c) The members of the CALIFORNIA CLASS are so numerous that it is
4 impractical to bring all members of the CALIFORNIA CLASS before
5 the Court;

6 (d) PLAINTIFF, and the other CALIFORNIA CLASS Members, will not
7 be able to obtain effective and economic legal redress unless the action
8 is maintained as a Class Action;

9 (e) There is a community of interest in obtaining appropriate legal and
10 equitable relief for the acts of unfair competition, statutory violations
11 and other improprieties, and in obtaining adequate compensation for the
12 damages and injuries which DEFENDANT's actions have inflicted
13 upon the CALIFORNIA CLASS;

14 (f) There is a community of interest in ensuring that the combined assets of
15 DEFENDANT are sufficient to adequately compensate the members of
16 the CALIFORNIA CLASS for the injuries sustained;

17 (g) DEFENDANT has acted or refused to act on grounds generally
18 applicable to the CALIFORNIA CLASS, thereby making final class-
19 wide relief appropriate with respect to the CALIFORNIA CLASS as a
20 whole;

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

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

27 34. DEFENDANT maintains records from which the Court can ascertain and
28 identify by job title each of DEFENDANT's employees who have been intentionally

1 subjected to DEFENDANT's company policy, practices and procedures as herein alleged.
2 PLAINTIFF will seek leave to amend the Complaint to include any additional job titles of
3 similarly situated employees when they have been identified.

4
5 **THE CALIFORNIA LABOR SUB-CLASS**

6 35. PLAINTIFF further brings the Second, Third, Fourth, Fifth, Sixth, Seventh,
7 and Eighth causes Action on behalf of a California sub-class, defined as all members of the
8 CALIFORNIA CLASS who are or previously were employed by DEFENDANT in
9 California, including any employees staffed with DEFENDANT by a third party, and
10 classified as non exempt employees (the "CALIFORNIA LABOR SUB-CLASS") at any
11 time during the period three (3) years prior to the filing of the complaint and ending on the
12 date as determined by the Court (the "CALIFORNIA LABOR SUB-CLASS PERIOD")
13 pursuant to Cal. Code of Civ. Proc. § 382. The amount in controversy for the aggregate
14 claim of CALIFORNIA LABOR SUB-CLASS Members is under five million dollars
15 (\$5,000,000.00).

16 36. DEFENDANT, in violation of the applicable Labor Code, Industrial Welfare
17 Commission ("IWC") Wage Order requirements, and the applicable provisions of California
18 law, intentionally, knowingly, and wilfully, engaged in a practice whereby DEFENDANT
19 failed to correctly calculate compensation for the time worked by PLAINTIFF and the other
20 members of the CALIFORNIA LABOR SUB-CLASS and reporting time wages owed to
21 these employees, even though DEFENDANT enjoyed the benefit of this work, required
22 employees to perform this work and permitted or suffered to permit this work.
23 DEFENDANT has denied these CALIFORNIA LABOR SUB-CLASS Members wages to
24 which these employees are entitled in order to unfairly cheat the competition and unlawfully
25 profit. To the extent equitable tolling operates to toll claims by the CALIFORNIA LABOR
26 SUB-CLASS against DEFENDANT, the CALIFORNIA LABOR SUB-CLASS PERIOD
27 should be adjusted accordingly.

28 37. DEFENDANT maintains records from which the Court can ascertain and

1 identify by name and job title, each of DEFENDANT's employees who have been
2 intentionally subjected to DEFENDANT's company policy, practices and procedures as
3 herein alleged. PLAINTIFF will seek leave to amend the complaint to include any
4 additional job titles of similarly situated employees when they have been identified.

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

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

- 9 (a) Whether DEFENDANT unlawfully failed to correctly calculate and
10 pay compensation due to members of the CALIFORNIA LABOR
11 SUB-CLASS for missed meal and rest breaks in violation of the
12 California Labor Code and California regulations and the applicable
13 California Wage Order;
- 14 (b) Whether DEFENDANT failed to provide the PLAINTIFF and the other
15 members of the CALIFORNIA LABOR SUB-CLASS with accurate
16 itemized wage statements;
- 17 (c) Whether DEFENDANT has engaged in unfair competition by the
18 above-listed conduct;
- 19 (d) The proper measure of damages and penalties owed to the members of
20 the CALIFORNIA LABOR SUB-CLASS; and,
- 21 (e) Whether DEFENDANT's conduct was willful.

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

- 24 (a) Violating Cal. Lab. Code § 510, by failing to correctly pay the
25 PLAINTIFF and the members of the CALIFORNIA LABOR SUB-
26 CLASS all wages due for overtime worked, for which DEFENDANT is
27 liable pursuant to Cal. Lab. Code § 1194;
- 28

- 1 (b) Violating Cal. Lab. Code §§ 1194, 1197 & 1197.1, by failing to
2 accurately pay PLAINTIFF and the members of the CALIFORNIA
3 LABOR SUB-CLASS the correct minimum wage pay for which
4 DEFENDANT is liable pursuant to Cal. Lab. Code §§ 1194 and 1197;
- 5 (c) Violating Cal. Lab. Code § 226, by failing to provide PLAINTIFF and
6 the members of the CALIFORNIA LABOR SUB-CLASS with an
7 accurate itemized statement in writing showing the corresponding
8 correct amount of wages earned by the employee;
- 9 (d) Violating Cal. Lab. Code §§ 226.7 and 512, by failing to provide
10 PLAINTIFF and the other members of the CALIFORNIA LABOR
11 SUB-CLASS with all legally required off-duty, uninterrupted thirty
12 (30) minute meal breaks and the legally required off-duty rest breaks;
- 13 (e) Violating Cal. Lab. Code §§ 201, 202 and/or 203, which provides that
14 when an employee is discharged or quits from employment, the
15 employer must pay the employee all wages due without abatement, by
16 failing to tender full payment and/or restitution of wages owed or in the
17 manner required by California law to the members of the
18 CALIFORNIA LABOR SUB-CLASS who have terminated their
19 employment; and,
- 20 (f) Violating Cal. Lab. Code § 2802 by failing to reimburse PLAINTIFF
21 and the CALIFORNIA LABOR SUB-CLASS members with necessary
22 expenses incurred in the discharge of their job duties.

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

- 25 (a) The persons who comprise the CALIFORNIA LABOR SUB-CLASS
26 are so numerous that the joinder of all CALIFORNIA LABOR SUB-
27 CLASS Members is impracticable and the disposition of their claims as
28 a class will benefit the parties and the Court;

- 1 (b) Nearly all factual, legal, statutory, declaratory and injunctive relief
2 issues that are raised in this Complaint are common to the
3 CALIFORNIA LABOR SUB-CLASS and will apply to every member
4 of the CALIFORNIA LABOR SUB-CLASS;
- 5 (c) The claims of the representative PLAINTIFF are typical of the claims
6 of each member of the CALIFORNIA LABOR SUB-CLASS.
7 PLAINTIFF, like all the other members of the CALIFORNIA LABOR
8 SUB-CLASS, was a non-exempt employee paid on an hourly basis who
9 was subjected to the DEFENDANT's practice and policy which failed
10 to pay the correct amount of wages due to the CALIFORNIA LABOR
11 SUB-CLASS. PLAINTIFF sustained economic injury as a result of
12 DEFENDANT's employment practices. PLAINTIFF and the members
13 of the CALIFORNIA LABOR SUB-CLASS were and are similarly or
14 identically harmed by the same unlawful, deceptive, and unfair
15 misconduct engaged in by DEFENDANT; and,
- 16 (d) The representative PLAINTIFF will fairly and adequately represent and
17 protect the interest of the CALIFORNIA LABOR SUB-CLASS, and
18 has retained counsel who are competent and experienced in Class
19 Action litigation. There are no material conflicts between the claims of
20 the representative PLAINTIFF and the members of the CALIFORNIA
21 LABOR SUB-CLASS that would make class certification
22 inappropriate. Counsel for the CALIFORNIA LABOR SUB-CLASS
23 will vigorously assert the claims of all CALIFORNIA LABOR SUB-
24 CLASS Members.

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

- 27 (a) Without class certification and determination of declaratory, injunctive,
28 statutory and other legal questions within the class format, prosecution

1 of separate actions by individual members of the CALIFORNIA
2 LABOR SUB-CLASS will create the risk of:

- 3 1) Inconsistent or varying adjudications with respect to individual
4 members of the CALIFORNIA LABOR SUB-CLASS which
5 would establish incompatible standards of conduct for the
6 parties opposing the CALIFORNIA LABOR SUB-CLASS; or,
7 2) Adjudication with respect to individual members of the
8 CALIFORNIA LABOR SUB-CLASS which would as a
9 practical matter be dispositive of interests of the other members
10 not party to the adjudication or substantially impair or impede
11 their ability to protect their interests.

12 (b) The parties opposing the CALIFORNIA LABOR SUB-CLASS have
13 acted or refused to act on grounds generally applicable to the
14 CALIFORNIA LABOR SUB-CLASS, making appropriate class-wide
15 relief with respect to the CALIFORNIA LABOR SUB-CLASS as a
16 whole in that DEFENDANT fails to pay all wages due. Including the
17 correct wages for all time worked by the members of the
18 CALIFORNIA LABOR SUB-CLASS as required by law;

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

- 26 1) The interests of the members of the CALIFORNIA LABOR
27 SUB-CLASS in individually controlling the prosecution or
28 defense of separate actions in that the substantial expense of

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

- 6 2) Class certification will obviate the need for unduly duplicative
7 litigation that would create the risk of:
- 8 A. Inconsistent or varying adjudications with respect to
9 individual members of the CALIFORNIA LABOR SUB-
10 CLASS, which would establish incompatible standards of
11 conduct for the DEFENDANT; and/or,
 - 12 B. Adjudications with respect to individual members of the
13 CALIFORNIA LABOR SUB-CLASS would as a
14 practical matter be dispositive of the interests of the other
15 members not parties to the adjudication or substantially
16 impair or impede their ability to protect their interests;
- 17 3) In the context of wage litigation because a substantial number of
18 individual CALIFORNIA LABOR SUB-CLASS Members will
19 avoid asserting their legal rights out of fear of retaliation by
20 DEFENDANT, which may adversely affect an individual's job
21 with DEFENDANT or with a subsequent employer, the Class
22 Action is the only means to assert their claims through a
23 representative; and,
- 24 4) A class action is superior to other available methods for the fair
25 and efficient adjudication of this litigation because class
26 treatment will obviate the need for unduly and unnecessary
27 duplicative litigation that is likely to result in the absence of
28

1 certification of this action pursuant to Cal. Code of Civ. Proc. §
2 382.

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

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

- 1 (g) DEFENDANT has acted or refused to act on grounds generally
2 applicable to the CALIFORNIA LABOR SUB-CLASS, thereby
3 making final class-wide relief appropriate with respect to the
4 CALIFORNIA LABOR SUB-CLASS as a whole;
- 5 (h) The members of the CALIFORNIA LABOR SUB-CLASS are readily
6 ascertainable from the business records of DEFENDANT. The
7 CALIFORNIA LABOR SUB-CLASS consists of all CALIFORNIA
8 CLASS Members who worked for DEFENDANT in California at any
9 time during the CALIFORNIA LABOR SUB-CLASS PERIOD; and,
- 10 (i) Class treatment provides manageable judicial treatment calculated to
11 bring a efficient and rapid conclusion to all litigation of all wage and
12 hour related claims arising out of the conduct of DEFENDANT as to
13 the members of the CALIFORNIA LABOR SUB-CLASS.

14
15 **FIRST CAUSE OF ACTION**

16 **For Unlawful Business Practices**

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

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

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

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

24 46. California Business & Professions Code §§ 17200, (the “UCL”) defines unfair
25 competition as any unlawful, unfair, or fraudulent business act or practice. Section 17203
26 authorizes injunctive, declaratory, and/or other equitable relief with respect to unfair
27 competition as follows:
28

1 Any person who engages, has engaged, or proposes to engage in unfair
2 competition may be enjoined in any court of competent jurisdiction. The court
3 may make such orders or judgments, including the appointment of a receiver,
4 as may be necessary to prevent the use or employment by any person of any
5 practice which constitutes unfair competition, as defined in this chapter, or as
6 may be necessary to restore to any person in interest any money or property,
7 real or personal, which may have been acquired by means of such unfair
8 competition.

9 Cal. Bus. & Prof. Code § 17203.

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

18 48. By the conduct alleged herein, DEFENDANT's practices were unlawful and
19 unfair in that these practices violate public policy, were immoral, unethical, oppressive,
20 unscrupulous or substantially injurious to employees, and were without valid justification or
21 utility for which this Court should issue equitable and injunctive relief pursuant to Section
22 17203 of the California Business & Professions Code, including restitution of wages
23 wrongfully withheld.

24 49. By the conduct alleged herein, DEFENDANT's practices were deceptive and
25 fraudulent in that DEFENDANT's policy and practice failed to provide the legally
26 mandated meal and rest periods, the required amount of compensation for missed meal and
27 rest periods and overtime and minimum wages owed, failed to timely pay wages, and failed
28 to reimburse all necessary business expenses incurred, and failed to provide Fair Labor
Standards Act overtime wages due for overtime worked as a result of failing to include non-
discretionary incentive compensation into their regular rates of pay for purposes of
computing the proper overtime pay due to a business practice that cannot be justified,

1 pursuant to the applicable Cal. Lab. Code, and Industrial Welfare Commission requirements
2 in violation of Cal. Bus. Code §§ 17200, and for which this Court should issue injunctive
3 and equitable relief, pursuant to Cal. Bus. & Prof. Code § 17203, including restitution of
4 wages wrongfully withheld.

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

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

13 52. Therefore, PLAINTIFF demands on behalf of himself and on behalf of each
14 CALIFORNIA CLASS Member, one (1) hour of pay for each workday in which an off-duty
15 meal period was not timely provided for each five (5) hours of work, and/or one (1) hour of
16 pay for each workday in which a second off-duty meal period was not timely provided for
17 each ten (10) hours of work.

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

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

27 55. All the acts described herein as violations of, among other things, the
28 Industrial Welfare Commission Wage Orders, the California Code of Regulations, and the

1 California Labor Code, were unlawful and in violation of public policy, were immoral,
2 unethical, oppressive and unscrupulous, were deceptive, and thereby constitute unlawful,
3 unfair and deceptive business practices in violation of Cal. Bus. & Prof. Code §§ 17200.

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

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

13 58. PLAINTIFF and the other members of the CALIFORNIA CLASS have no
14 plain, speedy and/or adequate remedy at law that will end the unlawful and unfair business
15 practices of DEFENDANT. Further, the practices herein alleged presently continue to occur
16 unabated. As a result of the unlawful and unfair business practices described herein,
17 PLAINTIFF and the other members of the CALIFORNIA CLASS have suffered and will
18 continue to suffer irreparable legal and economic harm unless DEFENDANT is restrained
19 from continuing to engage in these unlawful and unfair business practices.

20
21 **SECOND CAUSE OF ACTION**

22 **For Failure To Pay Minimum Wages**

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

24 **(By PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS**
25 **and Against All Defendants)**

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

1 60. PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-
2 CLASS bring a claim for DEFENDANT's willful and intentional violations of the
3 California Labor Code and the Industrial Welfare Commission requirements for
4 DEFENDANT's failure to accurately calculate and pay minimum wages to PLAINTIFF and
5 CALIFORNIA CLASS Members.

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

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

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

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

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

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

5 67. During the CALIFORNIA LABOR SUB-CLASS PERIOD, DEFENDANT
6 required, permitted or suffered PLAINTIFF and CALIFORNIA LABOR SUB-CLASS
7 Members to work without paying them for all the time they were under DEFENDANT's
8 control. During the CALIFORNIA LABOR SUB-CLASS PERIOD, PLAINTIFF and the
9 other members of the CALIFORNIA LABOR SUB-CLASS were paid less for time worked
10 that they were entitled to, constituting a failure to pay all earned wages.

11 68. 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 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 69. DEFENDANT knew or should have known that PLAINTIFF and the other
18 members of the CALIFORNIA LABOR SUB-CLASS were under compensated for their
19 time 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 the correct minimum
23 wages for their time worked.

24 70. In performing the acts and practices herein alleged in violation of California
25 labor laws, and refusing to compensate the members of the CALIFORNIA LABOR SUB-
26 CLASS for all time worked and provide them with the requisite compensation,
27 DEFENDANT acted and continues to act intentionally, oppressively, and maliciously
28 toward PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS

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

4 71. PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-
5 CLASS therefore request recovery of all unpaid 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 wage compensation is determined to be owed to the CALIFORNIA
9 LABOR SUB-CLASS Members who have terminated their employment, DEFENDANT's
10 conduct also violates Labor Code §§ 201 and/or 202, and therefore these individuals are also
11 be entitled to waiting time penalties under Cal. Lab. Code § 203, which penalties are sought
12 herein on behalf of these CALIFORNIA LABOR SUB-CLASS Members. DEFENDANT's
13 conduct as alleged herein was willful, intentional and not in good faith. Further,
14 PLAINTIFF and other CALIFORNIA LABOR SUB-CLASS Members are entitled to seek
15 and recover statutory costs.

16 17 **THIRD CAUSE OF ACTION**

18 **For Failure To Pay Overtime Compensation**

19 **[Cal. Lab. Code § 510]**

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

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

25 73. PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-
26 CLASS bring a claim for DEFENDANT's willful and intentional violations of the
27 California Labor Code and the Industrial Welfare Commission requirements for
28 DEFENDANT's failure to pay these employees for all overtime worked, including, work

1 performed in excess of eight (8) hours in a workday, and/or twelve (12) hours in a workday,
2 and/or forty (40) hours in any workweek.

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

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

12 76. During the CALIFORNIA LABOR SUB-CLASS PERIOD, PLAINTIFF and
13 CALIFORNIA LABOR SUB-CLASS Members were required, permitted or suffered by
14 DEFENDANT to work for DEFENDANT and were not paid for all the time they worked,
15 including overtime work.

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

24 78. In committing these violations of the California Labor Code, DEFENDANT
25 inaccurately recorded overtime worked and consequently underpaid the overtime worked by
26 PLAINTIFF and other CALIFORNIA LABOR-SUB CLASS Members. DEFENDANT
27 acted in an illegal attempt to avoid the payment of all earned wages, and other benefits in
28 violation of the California Labor Code, the Industrial Welfare Commission requirements and

1 other applicable laws and regulations. As a direct result of DEFENDANT's unlawful wage
2 practices as alleged herein, the PLAINTIFF and the other members of the CALIFORNIA
3 LABOR SUB-CLASS did not receive full compensation for overtime worked.

4 79. Cal. Lab. Code § 515 sets out various categories of employees who are exempt
5 from the overtime requirements of the law. None of these exemptions are applicable to the
6 PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS. Further,
7 PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS were not
8 subject to a valid collective bargaining agreement that would preclude the causes of action
9 contained herein this Complaint. Rather, PLAINTIFF brings this Action on behalf of
10 himself and the CALIFORNIA LABOR SUB-CLASS based on DEFENDANT's violations
11 of non-negotiable, non-waiveable rights provided by the State of California.

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

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

22 82. By virtue of DEFENDANT's unlawful failure to accurately pay all earned
23 compensation to PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-
24 CLASS for the true amount of time they worked, PLAINTIFF and the other members of the
25 CALIFORNIA LABOR SUB-CLASS have suffered and will continue to suffer an economic
26 injury in amounts which are presently unknown to them and which will be ascertained
27 according to proof at trial.
28

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

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

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

28 ///

1 **FOURTH CAUSE OF ACTION**

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

3 **[Cal. Lab. Code §§ 226.7 & 512]**

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

6 86. 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 87. During the CALIFORNIA CLASS PERIOD, DEFENDANT from time to time
10 failed to provide all the legally required off-duty meal breaks to PLAINTIFF and the other
11 CALIFORNIA LABOR SUB-CLASS Members as required by the applicable Wage Order
12 and Labor Code. The nature of the work performed by PLAINTIFF and CALIFORNIA
13 LABOR SUB-CLASS MEMBERS did not prevent these employees from being relieved of
14 all of their duties for the legally required off-duty meal periods. As a result of their rigorous
15 work schedules, PLAINTIFF and other CALIFORNIA LABOR SUB-CLASS Members
16 were from time to time not fully relieved of duty by DEFENDANT for their meal periods.
17 Additionally, DEFENDANT's failure to provide PLAINTIFF and the CALIFORNIA
18 LABOR SUB-CLASS Members with legally required meal breaks prior to their fifth (5th)
19 hour of work is evidenced by DEFENDANT's business records from time to time. Further,
20 DEFENDANT failed to provide PLAINTIFF and CALIFORNIA CLASS Members with a
21 second off-duty meal period in some workdays in which these employees were required by
22 DEFENDANT to work ten (10) hours of work from time to time. As a result, PLAINTIFF
23 and other members of the CALIFORNIA LABOR SUB-CLASS therefore forfeited meal
24 breaks without additional compensation and in accordance with DEFENDANT's strict
25 corporate policy and practice.

26 88. DEFENDANT further violates California Labor Code §§ 226.7 and the
27 applicable IWC Wage Order by failing to compensate PLAINTIFF and CALIFORNIA
28 LABOR SUB-CLASS Members who were not provided a meal period, in accordance with

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

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

7 **FIFTH CAUSE OF ACTION**

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

9 **[Cal. Lab. Code §§ 226.7 & 512]**

10 **(By PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS and Against All**
11 **Defendants)**

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

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

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

26 92. DEFENDANT further violated California Labor Code §§ 226.7 and the
27 applicable IWC Wage Order by failing to compensate PLAINTIFF and CALIFORNIA
28 LABOR SUB-CLASS Members who were not provided a rest period, in accordance with

1 the applicable Wage Order, one additional hour of compensation at each employee's regular
2 rate of pay for each workday that rest period was not provided.

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

7 **SIXTH CAUSE OF ACTION**

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

9 **[Cal. Lab. Code § 226]**

10 **(By PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS and Against All**
11 **Defendants)**

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

15 95. Cal. Labor Code § 226 provides that an employer must furnish employees
16 with
17 an "accurate itemized" statement in writing showing:

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

1 96. From time to time, DEFENDANT also failed to provide PLAINTIFF and the
2 other members of the CALIFORNIA LABOR SUB-CLASS with complete and accurate
3 wage statements which failed to show, among other things, the correct gross and net wages
4 earned. Cal. Lab. Code § 226 provides that every employer shall furnish each of his or her
5 employees with an accurate itemized wage statement in writing showing, among other
6 things, gross wages earned and all applicable hourly rates in effect during the pay period and
7 the corresponding amount of time worked at each hourly rate. PLAINTIFF and
8 CALIFORNIA LABOR SUB-CLASS Members were paid on an hourly basis. As such, the
9 wage statements should reflect all applicable hourly rates during the pay period and the total
10 hours worked, and the applicable pay period in which the wages were earned pursuant to
11 California Labor Code Section 226(a). The wage statements DEFENDANT provided to
12 PLAINTIFF and other CALIFORNIA LABOR SUB-CLASS Members failed to identify
13 such information. More specifically, the wage statements failed to identify the accurate total
14 hours worked each pay period. When the hours shown on the wage statements were added
15 up, they did not equal the actual total hours worked during the pay period in violation of
16 Cal. Lab. Code 226(a)(2). Aside, from the violations listed above in this paragraph,
17 DEFENDANT failed to issue to PLAINTIFF an itemized wage statement that lists all the
18 requirements under California Labor Code 226. As a result, DEFENDANT from time to
19 time provided PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-
20 CLASS with wage statements which violated Cal. Lab. Code § 226.

21 97. DEFENDANT knowingly and intentionally failed to comply with Cal. Lab.
22 Code § 226, causing injury and damages to PLAINTIFF and the other members of the
23 CALIFORNIA LABOR SUB-CLASS. These damages include, but are not limited to, costs
24 expended calculating the correct wages for all missed meal and rest breaks and the amount
25 of employment taxes which were not properly paid to state and federal tax authorities.
26 These damages are difficult to estimate. Therefore, PLAINTIFF and the other members of
27 the CALIFORNIA LABOR SUB-CLASS may elect to recover liquidated damages of fifty
28 dollars (\$50.00) for the initial pay period in which the violation occurred, and one hundred

1 dollars (\$100.00) for each violation in a subsequent pay period pursuant to Cal. Lab. Code §
2 226, in an amount according to proof at the time of trial (but in no event more than four
3 thousand dollars (\$4,000.00) for PLAINTIFF and each respective member of the
4 CALIFORNIA LABOR SUB-CLASS herein).

5
6 **SEVENTH CAUSE OF ACTION**

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

8 **[Cal. Lab. Code § 2802]**

9 **(By PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS and Against All**
10 **Defendants)**

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

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

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

20 100. At all relevant times herein, DEFENDANT violated Cal. Lab. Code § 2802,
21 by failing to indemnify and reimburse PLAINTIFF and the CALIFORNIA LABOR SUB-
22 CLASS members for required expenses incurred in the discharge of their job duties for
23 DEFENDANT's benefit. DEFENDANT failed to reimburse PLAINTIFF and the
24 CALIFORNIA LABOR SUB-CLASS members for expenses which included, but were not
25 limited to, costs related to using their personal cellular phones on behalf of and for the
26 benefit of DEFENDANT. Specifically, PLAINTIFF and other CALIFORNIA LABOR
27 SUB-CLASS Members were required by DEFENDANT to use their personal cellular
28 phones and home offices in order to perform work related job tasks. DEFENDANT's policy
and practice was to not reimburse PLAINTIFF and the CALIFORNIA LABOR SUB-
CLASS members for expenses resulting from using their personal cellular phones and home

1 offices for DEFENDANT within the course and scope of their employment for
2 DEFENDANT. These expenses were necessary to complete their principal job duties.
3 DEFENDANT is estopped by DEFENDANT's conduct to assert any waiver of this
4 expectation. Although these expenses were necessary expenses incurred by PLAINTIFF
5 and the CALIFORNIA LABOR SUB-CLASS members, DEFENDANT failed to indemnify
6 and reimburse PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS members for
7 these expenses as an employer is required to do under the laws and regulations of California.

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

12 **EIGHTH CAUSE OF ACTION**

13 **For Failure to Pay Sick Pay Wages**

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

15 **(By PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS**
16 **and Against All Defendants)**

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

20 103. Cal Lab. Code § 233 provides that an employer must permit an employee to
21 use accrued sick leave in accordance with Cal Lab. Code § 246.5 at the employee's then
22 current rate of entitlement. Cal Lab. Code § 246 provides that an employee is entitled to
23 sick pay wages for use of accrued sick leave pursuant to Cal Lab. Code § 246.5.
24 Specifically, once accrued sick leave is used as paid sick time, an employee has a vested
25 right to sick pay wages, which an employer must calculate and compensate based on one of
26 two calculations: (i) "Paid sick time for nonexempt employees shall be calculated in the
27 same manner as the regular rate of pay for the workweek in which the employee uses paid
28 sick time, whether or not the employee actually works overtime in that workweek," or (ii)

1 “Paid sick time for nonexempt employees shall be calculated by dividing the employee’s
2 total wages, not including overtime premium pay, by the employee’s total hours worked in
3 the full pay periods of the prior 90 days of employment.” Under Cal Lab. Code §§ 218 and
4 233, employees may sue to recover underpaid sick pay wages as damages.

5 104. As a matter of policy and practice, DEFENDANT pays sick pay wages to
6 PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS at the
7 incorrect rate of pay. PLAINTIFF and the other members of the CALIFORNIA LABOR-
8 SUB-CLASS regularly use accrued sick leave in the workweeks in which they also earn
9 non-hourly remuneration. As a matter of policy and practice, DEFENDANT pays sick pay
10 wages to PLAINTIFF and the other members of the CALIFORNIA LABOR-SUB-CLASS
11 at the base hourly pay, as opposed to the regular rate of pay, which would consider all non-
12 hourly remuneration in addition to base hourly wages, or the rate resulting from dividing the
13 employee’s total wages, not including overtime premium pay, by the employee’s total hours
14 worked in the full pay periods of the prior 90 days of employment. As a result,
15 DEFENDANT underpaid sick pay wages to PLAINTIFF and the other members of the
16 CALIFORNIA LABOR-SUB-CLASS.

17 105. Cal. Lab. Code § 246 specifically requires that, upon use of accrued sick
18 leave, vested sick pay wages are due and to be paid no later than the payday for the next
19 regular payroll period after accrued sick leave is used as paid sick time. Similarly, Cal. Lab.
20 Code § 201 provides that if an employer discharges an employee, wages earned and unpaid
21 at the time of discharge are due and payable immediately. Cal. Lab. Code § 202 provides
22 that an employee is entitled to receive all unpaid wages no later than 72 hours after an
23 employee quits his or her employment, unless the employee has given 72-hour notice of his
24 or her intention to quit, in which case the employee is entitled to his or her wages at the time
25 of quitting. The Labor Code penalizes untimely payments. For example, Cal. Lab. Code §
26 203 provides that if an employer willfully fails to pay wages owed in accordance with Cal.
27 Lab. Code §§ 201-202, then the wages of the employee shall continue as a penalty from the
28 due date, and at the same rate until paid, but the wages shall not continue for more than

1 thirty (30) days. Under Cal. Lab. Code §§ 203 and 218, employees may sue to recover
2 applicable penalties.

3 106. As alleged herein and as a matter of policy and practice, DEFENDANT
4 routinely underpays sick pay wages and thus did not timely pay PLAINTIFF and the other
5 members of the CALIFORNIA LABOR-SUB-CLASS all owing and underpaid sick pay
6 wages. As a result, DEFENDANT violates Cal. Lab. Code §§ 201-203, 233, and 246,
7 among other Labor Code provisions. PLAINTIFF is informed and believes that
8 DEFENDANT was advised by skilled lawyers and knew, or should have known, of the
9 mandates of the Labor Code as it relates to PLAINTIFF's allegations, especially since the
10 California Supreme Court has explained that "[c]ourts have recognized that 'wages' also
11 include those benefits to which an employee is entitled as a part of his or her compensation,
12 including money, room, board, clothing, vacation pay, *and sick pay.*" *Murphy v. Kenneth*
13 *Cole Prods., Inc.*, 40 Cal. 4th 1094, 1103 (2007)(emphasis added). Because DEFENDANT
14 willfully fails to timely pay PLAINTIFF and the other members of the CALIFORNIA
15 LABOR-SUB-CLASS all sick pay wages due, DEFENDANT is subject to applicable
16 penalties.

17 107. Such a pattern, practice, and uniform administration of corporate policy is
18 unlawful and entitles PLAINTIFF and the other members of the CALIFORNIA LABOR-
19 SUB-CLASS to underpaid sick pay wages, including interest thereon, applicable penalties,
20 attorney's fees, and costs of suit.

21
22 **NINTH CAUSE OF ACTION**

23 **[Discrimination and Retaliation For the Exercise of Rights Guaranteed Under the**
24 **FEHA, Participating in Protected Activities, and/or Opposing DEFENDANT's Failure**
25 **to Provide Such Rights]**

26 **Violation of FEHA Government Section 12900, *et. seq.***

27 **(By PLAINTIFF Against All Defendants)**
28

1 108. PLAINTIFF realleges and incorporates by reference, as though fully set forth
2 herein, the prior paragraphs of this Complaint.

3 109. PLAINTIFF, the most experienced Production Artist with DEFENDANT,
4 with a rich background in design since 1988 and art directing since 1994, has been
5 consistently overlooked for promotions despite significant responsibilities DEFENDANT
6 has assigned him during his employment and also consistently retaliated against by
7 DEFENDANT for voicing his concerns about illegal and unfair workplace practices. In
8 July of 2023 (and for more than a year prior in various ways through email and verbal
9 communications with his supervisors) PLAINTIFF formally submitted a 54 page report to
10 DEFENDANT's Human Resources department detailing what he reasonably perceived to be
11 DEFENDANT's acts of age discrimination, unfair and illegal labor practices, and failure to
12 properly pay PLAINTIFF wages under the California Labor Code, amongst numerous other
13 acts PLAINTIFF believed to be illegal and/or unfair business practices. Additionally,
14 employees who were much younger than PLAINTIFF, were offered promotions with better
15 pay and working conditions. As a result of PLAINTIFF's good faith complaints,
16 DEFENDANT fabricated performance and conduct issues about PLAINTIFF, denied
17 PLAINTIFF employment opportunities, privileges, and wages under the Labor Code, and
18 PLAINTIFF was plagued with ongoing work pressures, obligations, and mistreatment by his
19 supervisors as a result of PLAINTIFF's willingness to raise formal complaints described
20 herein. DEFENDANT also tasked PLAINTIFF with many duties beyond PLAINTIFF's
21 official role, but PLAINTIFF was not offered a promotion to a new role or a raise in pay to
22 commensurate him for all the work being performed and PLAINTIFF's proactive approach
23 and high-quality performance. Specifically, after reporting these violations to
24 DEFENDANT's Human Resources Director, Brittany Williams, in July and continuing to
25 October of 2023 when DEFENDANT 'closed' their investigation, PLAINTIFF was
26 retaliated against and forced to work a hybrid work schedule as opposed to working
27 remotely as he had been prior to him reporting the illegal workplace activities described in
28 his report to Human Resources. Additionally, employees much younger and with less

1 experience than PLAINTIFF, were offered promotions and better pay and working
2 conditions after PLAINTIFF engaged in the protected activity of reporting the age
3 discrimination, illegal workplace practices, and failure to properly pay him wages under the
4 California Labor Code. Furthermore, the continuous stress and discrimination at work
5 caused PLAINTIFF to feel afraid of going into work each day. PLAINTIFF has since been
6 diagnosed by a Dr. to have anxiety disorder with mixed anxiety and depression. As a result
7 of DEFENDANT's conduct as stated herein, PLAINTIFF has severe difficulty
8 concentrating, fatigue, impaired task completion, anhedonia, irritability and insomnia.
9 DEFENDANT's consistent failure to recognize PLAINTIFF's extensive contributions, and
10 to force PLAINTIFF to work in a windowless room while subjecting PLAINTIFF to a
11 hostile and retaliatory environment away from his peers, has led to PLAINTIFF's significant
12 emotional distress and depression. As a result of the good faith complaints PLAINTIFF
13 made to DEFENDANT regarding the discriminatory practices stated above, and in direct
14 retaliation for those complaints, DEFENDANT has denied PLAINTIFF work promotions,
15 proper wages, a remote work from home schedule, and banished PLAINTIFF to work in a
16 small, confined, windowless space, isolated from the rest of the staff working on-site.
17 Further, the Secure Room PLAINTIFF was banished to also deprived PLAINTIFF the
18 essential IT tools that were crucial to effectively manage the Disney account PLAINTIFF
19 was assigned to. PLAINTIFF raised complaints of illegality while he worked for
20 DEFENDANT and was believed to be willing to raise complaints, and DEFENDANT
21 retaliated against him by taking adverse employment actions as described herein.
22 Prior to filing this action PLAINTIFF exhausted his administrative remedies by filing a
23 timely administrative complaint with the Department of Fair Employment and Housing
24 ("DFEH") and received a DFEH Right to Sue letter on September 9, 2024.

25 110. DEFENDANT's conduct, as alleged, violated FEHA, Government Code
26 Section 12900, *et seq.*, and DEFENDANT committed unlawful employment practices,
27 including the following bases for liability:
28

1 a. Taking adverse employment actions against PLAINTIFF, including
2 discharging, barring, refusing to transfer, retain, hire, select, and/or employ, and/or
3 otherwise discriminating against PLAINTIFF, in whole or in part on the basis of
4 PLAINTIFF's age in violation of Government Code Section 12940(a);

5 b. Harassing PLAINTIFF and/or creating a hostile work environment, in
6 whole or in part on the basis of PLAINTIFF's age;

7 c. Failing to take all reasonable steps to prevent discrimination and
8 harassment based on age in violation of Government Code section 12940(k);

9 d. Retaliating against PLAINTIFF for seeking to exercise rights
10 guaranteed under FEHA, participating in protected activities, and/or opposing
11 DEFENDANT's failure to provide such rights, in violation of Government Code Section
12 12940(h).

13 111. As a proximate result of DEFENDANT's willful, knowing, and intentional
14 discrimination against PLAINTIFF, PLAINTIFF has sustained and continues to sustain
15 substantial losses of earnings and other employment benefits.

16 112. As a proximate result of DEFENDANT's willful, knowing, and intentional
17 discrimination against PLAINTIFF, PLAINTIFF has suffered and continues to suffer
18 humiliation, emotional distress, and physical and mental pain and anguish, all to
19 PLAINTIFF's damage in a sum according to proof.

20 113. PLAINTIFF has incurred and continues to incur legal expenses and attorneys'
21 fees. Pursuant to Government Code Section 12965(b), PLAINTIFF is entitled to recover
22 reasonable attorneys' fees and costs (including expert costs) in an amount according to
23 proof.

24 114. DEFENDANT's misconduct was committed intentionally, in a malicious,
25 oppressive manner, and fraudulent manner entitling PLAINTIFF to punitive damages
26 against DEFENDANT.

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3 **TENTH CAUSE OF ACTION**

4 **Retaliation**

5 **[Violation of Cal. Lab. Code § 1102.5, *et seq.*]**

6 **(By PLAINTIFF Against All Defendants)**

7 115. PLAINTIFF realleges and incorporates by reference, as though fully set forth
8 herein, the prior paragraphs of this Complaint.

9 116. At all relevant times, Labor Code section 1102.5 was in effect and was
10 binding on DEFENDANT. This statute prohibits DEFENDANT from retaliating against
11 any employee, including PLAINTIFF, for raising complaints of illegality and/or belief that
12 the employee may disclose illegality.

13 117. PLAINTIFF, the most experienced Production Artist with DEFENDANT,
14 with a rich background in design since 1988 and art directing since 1994, has been
15 consistently overlooked for promotions despite significant responsibilities DEFENDANT
16 has assigned him during his employment and also consistently retaliated against by
17 DEFENDANT for voicing his concerns about illegal and unfair workplace practices. In
18 July of 2023 (and for more than a year prior in various ways through email and verbal
19 communications with his supervisors) PLAINTIFF formally submitted a 54 page report to
20 DEFENDANT's Human Resources department detailing what he reasonably perceived to be
21 DEFENDANT's acts of age discrimination, unfair and illegal labor practices, and failure to
22 properly pay PLAINTIFF wages under the California Labor Code, amongst numerous other
23 acts PLAINTIFF believed to be illegal and/or unfair business practices. Additionally,
24 employees who were much younger than PLAINTIFF, were offered promotions with better
25 pay and working conditions. As a result of PLAINTIFF's good faith complaints,
26 DEFENDANT fabricated performance and conduct issues about PLAINTIFF, denied
27 PLAINTIFF employment opportunities, privileges, and wages under the Labor Code, and
28 PLAINTIFF was plagued with ongoing work pressures, obligations, and mistreatment by his

1 supervisors as a result of PLAINTIFF's willingness to raise formal complaints described
2 herein. DEFENDANT also tasked PLAINTIFF with many duties beyond PLAINTIFF's
3 official role, but PLAINTIFF was not offered a promotion to a new role or a raise in pay to
4 commensurate him for all the work being performed and PLAINTIFF's proactive approach
5 and high-quality performance. Specifically, after reporting these violations to
6 DEFENDANT's Human Resources Director, Brittany Williams, in July and continuing to
7 October of 2023 when DEFENDANT 'closed' their investigation, PLAINTIFF was
8 retaliated against and forced to work a hybrid work schedule as opposed to working
9 remotely as he had been prior to him reporting the illegal workplace activities described in
10 his report to Human Resources. Additionally, employees much younger and with less
11 experience than PLAINTIFF, were offered promotions and better pay and working
12 conditions after PLAINTIFF engaged in the protected activity of reporting the age
13 discrimination, illegal workplace practices, and failure to properly pay him wages under the
14 California Labor Code. Furthermore, the continuous stress and discrimination at work
15 caused PLAINTIFF to feel afraid of going into work each day. PLAINTIFF has since been
16 diagnosed by a Dr. to have anxiety disorder with mixed anxiety and depression. As a result
17 of DEFENDANT's conduct as stated herein, PLAINTIFF has severe difficulty
18 concentrating, fatigue, impaired task completion, anhedonia, irritability and insomnia.
19 DEFENDANT's consistent failure to recognize PLAINTIFF's extensive contributions, and
20 to force PLAINTIFF to work in a windowless room while subjecting PLAINTIFF to a
21 hostile and retaliatory environment away from his peers, has led to PLAINTIFF's significant
22 emotional distress and depression. As a result of the good faith complaints PLAINTIFF
23 made to DEFENDANT regarding the discriminatory practices stated above, and in direct
24 retaliation for those complaints, DEFENDANT has denied PLAINTIFF work promotions,
25 proper wages, a remote work from home schedule, and banished PLAINTIFF to work in a
26 small, confined, windowless space, isolated from the rest of the staff working on-site.
27 Further, the Secure Room PLAINTIFF was banished to also deprived PLAINTIFF the
28 essential IT tools that were crucial to effectively manage the Disney account PLAINTIFF

1 was assigned to. PLAINTIFF raised complaints of illegality while he worked for
2 DEFENDANT and was believed to be willing to raise complaints, and DEFENDANT
3 retaliated against him by taking adverse employment actions as described herein.

4 118. As a proximate result of DEFENDANT'S willful, knowing, and intentional
5 violation(s) of Labor Code section 1102.5, PLAINTIFF has suffered and continues to suffer
6 humiliation, emotional distress, and mental and physical pain and anguish, all to his damage
7 in a sum according to proof.

8 119. As a result of DEFENDANT'S adverse employment actions against
9 PLAINTIFF, PLAINTIFF has suffered general and special damages in sums according to
10 proof.

11 120. DEFENDANT'S misconduct was committed intentionally, in a malicious,
12 oppressive manner, and fraudulent manner entitling PLAINTIFF to punitive damages
13 against defendants.

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15
16 **PRAYER FOR RELIEF**

17 WHEREFORE, PLAINTIFF prays for judgment against each Defendant, jointly and
18 severally, as follows:

19 1. On behalf of the CALIFORNIA CLASS:

- 20 A) That the Court certify the First Cause of Action asserted by the CALIFORNIA
21 CLASS as a class action pursuant to Cal. Code of Civ. Proc. § 382;
22 B) An order temporarily, preliminarily and permanently enjoining and restraining
23 DEFENDANT from engaging in similar unlawful conduct as set forth herein;
24 C) An order requiring DEFENDANT to pay all wages and all sums unlawfully
25 withheld from compensation due to PLAINTIFF and the other members of the
26 CALIFORNIA CLASS; and,
27
28

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

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

5 A) That the Court certify the Second, Third, Fourth, Fifth, Sixth, Seventh and Eighth
6 Causes of Action asserted by the CALIFORNIA LABOR SUB-CLASS as a class
7 action pursuant to Cal. Code of Civ. Proc. § 382;

8 B) Compensatory damages, according to proof at trial, including compensatory
9 damages for minimum and overtime compensation due PLAINTIFF and the other
10 members of the CALIFORNIA LABOR SUB-CLASS, during the applicable
11 CALIFORNIA LABOR SUB-CLASS PERIOD plus interest thereon at the
12 statutory rate;

13 C) The greater of all actual damages or fifty dollars (\$50) for the initial pay period
14 in which a violation occurs and one hundred dollars (\$100) per each member of
15 the CALIFORNIA LABOR SUB-CLASS for each violation in a subsequent pay
16 period, not exceeding an aggregate penalty of four thousand dollars (\$4,000), and
17 an award of costs for violation of Cal. Lab. Code § 226;

18 D) Meal and rest period compensation pursuant to Cal. Lab. Code §§ 226.7, 512 and
19 the applicable IWC Wage Order;

20 E) For liquidated damages pursuant to California Labor Code Sections 1194.2 and
21 1197;

22 F) The amount of the expenses PLAINTIFF and each member of the CALIFORNIA
23 LABOR SUBCLASS incurred in the course of their job duties, plus interest, and
24 costs of suit.; and,

25 G) The wages of all terminated employees in the CALIFORNIA LABOR
26 SUB-CLASS as a penalty from the due date thereof at the same rate until paid or
27 until an action therefore is commenced, in accordance with Cal. Lab. Code § 203.

28 3. On behalf of PLAINTIFF for the Ninth and Tenth Causes of Action:

1 A) For all special damages which were sustained as a result of DEFENDANT's
2 conduct, including, but not limited to, back pay, front pay, lost compensation and
3 job benefits that PLAINTIFF would have received but for the retaliatory practices
4 of DEFENDANT; and,

5 B) For all exemplary damages, according to proof, which were sustained as a result
6 of DEFENDANT's conduct.

7 4. On all claims:

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

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

10 C) An award of penalties, attorneys' fees and cost of suit, as allowable under the
11 law, including, but not limited to, pursuant to Labor Code §221, §226, §1194,
12 and/or §2802.

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15
16 Dated: September 9, 2024

BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

17
18 By: _____

19 Norman B. Blumenthal
Nicholas J. De Blouw

20 *Attorneys for Plaintiff*
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DEMAND FOR A JURY TRIAL

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

Dated: September 9, 2024 BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

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

Attorneys for Plaintiff

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10 Attorneys for Plaintiff Eric Martin

11
12 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
13 **COUNTY OF LOS ANGELES**

14 ERIC MARTIN, an individual, on behalf of
15 himself and on behalf of all persons similarly
16 situated,

17 Plaintiff,

18 v.

19 THE IMAGINE GROUP, LLC, a Limited
20 Liability Company; and DOES 1 through 50
21 inclusive,

22 Defendants.

Electronically FILED by
Superior Court of California,
County of Los Angeles
6/11/2026 11:59 AM
David W. Slayton,
Executive Officer/Clerk of Court,
By S. Drew, Deputy Clerk

Case No.: 24STCV27564
Related to: 24NNCV06388

PROOF OF SERVICE

Dept: 17
Judge: Hon. Laura A. Seigle

Complaint Filed: October 21, 2024
Trial Date: None set

I, Andrea Gorriño, declare at the time of service I was over 18 years old and not a party to the action. I am employed in San Diego County, California. My business address is 3555 Fifth Avenue, Suite 200, San Diego, California 92103. On June 11, 2026, I served the following document(s):

• **FIRST AMENDED CLASS ACTION COMPLAINT**

Upon:

JACKSON LEWIS P.C.

Ellen E. Cohen, Esq.

Ellen.Cohen@jacksonlewis.com

Trevor R. Witt, Esq.

Trevor.Witt@jacksonlewis.com

725 South Figueroa Street, Suite 2800

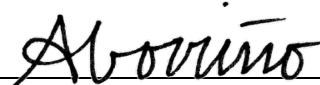
Los Angeles, California 90017-5408

T: (213) 689-0404 ; F: (213) 689-0430

Attorneys for Defendant The Imagine Group,
LLC

☒ **(VIA CASEANYWHERE)** I caused service of such document(s) through the CaseAnywhere electronic service system pursuant to the Court's order authorizing electronic service via CaseAnywhere. Upon completion of transmission of said document(s), a receipt is issued to the serving party acknowledging receipt by CaseAnywhere's electronic service system. Once CaseAnywhere has served all designated recipients, proof of electronic service is returned to the serving party.

I declare under penalty of perjury under the laws of the State of California that the above is true and correct. Executed on June 11, 2026, in San Diego, California.



Andrea Gorriño

SUPERIOR COURT OF CALIFORNIA, COUNTY OF LOS ANGELES Branch Name: Spring Street Courthouse Mailing Address: 312 North Spring Street City, State and Zip Code: Los Angeles CA 90012	
SHORT TITLE: ERIC MARTIN vs THE IMAGINE GROUP, LLC NOTICE OF CONFIRMATION OF ELECTRONIC FILING	CASE NUMBER: 24STCV27564

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

Electronic Filing Summary Data

Electronically Submitted By: InfoTrack InfoTrack
 Reference Number: dc72038e-c8b0-41b4-843f-50265d93211b
 Submission Number: 26LA01246440
 Court Received Date: 06/11/2026
 Court Received Time: 11:59 am
 Case Number: 24STCV27564
 Case Title: ERIC MARTIN vs THE IMAGINE GROUP, LLC
 Location: Spring Street Courthouse
 Case Type: Civil Unlimited
 Case Category: Other Employment Complaint Case
 Jurisdictional Amount: Over \$35,000
 Notice Generated Date: 06/12/2026
 Notice Generated Time: 8:22 am

<u>Documents Electronically Filed/Received</u>	<u>Status</u>
Amended Complaint	ACCEPTED
Proof of Service (not Summons and Complaint)	ACCEPTED

Comments

Submitter's Comments:

Clerk's Comments:

Electronic Filing Service Provider Information

Service Provider: InfoTrack InfoTrack
 Contact: InfoTrack InfoTrack
 Phone: (844) 340-3096

Superior Court of California
County of Los Angeles
,

Receipt No: EFM-2026-12977840.1

Date: 6/12/26 8:22 AM
Time: 6/12/26 8:22 AM

CASE # 24STCV27564
ERIC MARTIN vs THE IMAGINE GROUP, LLC

Court Transaction Fee	2.25
Case Total:	2.25

Total Paid:	2.25
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26LA01246440