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FILED
Superior Court of California
County of Los Angeles
12/02/2024

David W. Slayton, Executive Officer / Clerk of Court
By: V. Solis Deputy

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF LOS ANGELES

ANDREW ZABALLERO, on behalf of the
State of California, as a private attorney
general,

Plaintiff,

vs.

CALIFORNIA COMMERCE CLUB, INC., a
California Corporation; and DOES 1 through
50, inclusive,

Defendants.

Case No. 24STCV19796

**FIRST AMENDED REPRESENTATIVE
ACTION COMPLAINT FOR:**

1. 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,
2100, 2802, California Code of
Regulations, Title 8, Section 11040,
Subdivision 5(A)-(B), California Code of
Regulations, Title 8, Section 11070(14)
(Failure to Provide Seating) , and the
applicable Wage Order(s).

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

6 **INTRODUCTION**

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

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

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

22 4. PLAINTIFF is not suing in his individual capacity; he is proceeding
23 herein solely under the PAGA, on behalf of the State of California for all aggrieved employees,
24 including himself and other aggrieved employees. Nothing in this complaint should be
25 construed as PLAINTIFF suing in his individual capacity.

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27 ///

28 ///

THE PARTIES

5. California Commerce Club, Inc. ("DEFENDANT") is a corporation that at all relevant times mentioned herein conducted and continues to conduct substantial business in California.

6. DEFENDANT owns and operates a hotel and casino in Los Angeles County.

7. PLAINTIFF was employed by DEFENDANT in California from February 16, 2024 to March 13, 2024. PLAINTIFF was at all times classified by DEFENDANT as a non-exempt employee, paid on an hourly basis, and entitled to the legally required meal and rest periods and payment of minimum and overtime wages due for all time worked.

8. PLAINTIFF, and such persons that may be added from time to time who satisfy the requirements and exhaust the administrative procedures under the Private Attorney General Act, brings this Representative Action on behalf of the State of California with respect to himself and 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 ("AGGRIEVED EMPLOYEES") during the time period of April 22, 2023 until a date as determined by the Court (the "PAGA PERIOD").

9. PLAINTIFF, on behalf of himself and all AGGRIEVED EMPLOYEES presently or formerly employed by DEFENDANT during the PAGA PERIOD, brings this representative action pursuant to Labor Code § 2699, *et seq.* seeking fixed civil penalties for DEFENDANT's violation of California Labor Code §§ 201, 202, 203, 204, 210, 218, 221, 226(a), 226.7, 227.3, 246, 510, 512, 558(a)(1)(2), 1194, 1197, 1197.1, 1198, 2100, 2802, California Code of Regulations, Title 8, Section 11040, Subdivision 5(A)-(B), California Code of Regulations, Title 8, Section 11070(14) (Failure to Provide Seating), and the applicable Wage Order(s). Based upon the foregoing, PLAINTIFF and all AGGRIEVED EMPLOYEES are aggrieved employees within the meaning of Labor Code § 2699, *et seq.*

10. The true names and capacities, whether individual, corporate, subsidiary, partnership, associate or otherwise of defendants DOES 1 through 50, inclusive, are

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

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

16 17 **THE CONDUCT**

18 12. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANT
19 was required to pay PLAINTIFF and the AGGRIEVED EMPLOYEES for all their time
20 worked, meaning the time during which an employee is subject to the control of an
21 employer, including all the time the employee is suffered or permitted to work.
22 DEFENDANT requires PLAINTIFF and the AGGRIEVED EMPLOYEES to work without
23 paying them for all the time they are under DEFENDANT's control. Among other things,
24 DEFENDANT requires that PLAINTIFF and the other AGGRIEVED EMPLOYEES all
25 undergo a security check and requires an initial badge screening prior to entering the
26 building to clock in. The security check and the badge screening is required each time
27 PLAINTIFF and the other AGGRIEVED EMPLOYEES leave the premises for any reason
28 including for meal or rest periods. The process of security check and initial badge

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

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

24 14. The second component of PLAINTIFF's and the AGGRIEVED
25 EMPLOYEES' compensation is DEFENDANT's non-discretionary incentive program that
26 paid PLAINTIFF and the AGGRIEVED EMPLOYEES 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 the AGGRIEVED EMPLOYEES, 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 the
8 AGGRIEVED EMPLOYEES must be included in the "regular rate of pay." The failure to
9 do so has resulted in a underpayment of overtime compensation and meal and rest break
10 premiums to PLAINTIFF and the AGGRIEVED EMPLOYEES by DEFENDANT.

11 15. As a result of their rigorous work schedules, PLAINTIFF and the
12 AGGRIEVED EMPLOYEES were from time to time unable to take a timely thirty (30)
13 minute off duty meal breaks and were not fully relieved of duty for their meal periods.
14 PLAINTIFF and the AGGRIEVED EMPLOYEES were required from time to time to
15 perform work as ordered by DEFENDANT for more than five (5) hours during some shifts
16 without receiving a timely meal break. Further, DEFENDANT from time to time failed to
17 provide PLAINTIFF and AGGRIEVED EMPLOYEES with either a second off-duty meal
18 period or a timely off-duty meal period for some workdays in which these employees were
19 required by DEFENDANT to work ten (10) hours of work. PLAINTIFF and AGGRIEVED
20 EMPLOYEES could not take their meal periods or rest periods unless they were relieved of
21 all duties by their supervisor. For security reasons, PLAINTIFF and AGGRIEVED
22 EMPLOYEES were forced to enter an area called a mantra before being able to clock out
23 for meal or rest periods. During this time, PLAINTIFF and AGGRIEVED EMPLOYEES
24 were under the direct control of Defendant. DEFENDANT also engaged in the practice of
25 rounding the meal period times to avoid paying penalties to PLAINTIFF and the
26 AGGRIEVED EMPLOYEES. PLAINTIFF and the AGGRIEVED EMPLOYEES therefore
27 forfeit meal breaks without additional compensation and in accordance with
28 DEFENDANT's corporate policy and practice.

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

22 17. During the PAGA PERIOD, DEFENDANT failed to accurately record and
23 pay PLAINTIFF and the AGGRIEVED EMPLOYEES for the actual amount of time these
24 employees worked. Pursuant to the Industrial Welfare Commission Wage Orders,
25 DEFENDANT was required to pay PLAINTIFF and the AGGRIEVED EMPLOYEES for
26 all time worked, meaning the time during which an employee was subject to the control of
27 an employer, including all the time the employee was permitted or suffered to permit this
28 work. DEFENDANT required these employees to work off the clock without paying them

1 for all the time they were under DEFENDANT's control. As such, DEFENDANT knew or
2 should have known that PLAINTIFF and the AGGRIEVED EMPLOYEES were under
3 compensated for all time worked. As a result, PLAINTIFF and the AGGRIEVED
4 EMPLOYEES forfeited time worked by working without their time being accurately
5 recorded and without compensation at the applicable minimum wage and overtime wage
6 rates. To the extent that the time worked off the clock does not qualify for overtime
7 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 18. From time to time, DEFENDANT also failed to provide PLAINTIFF and the
10 AGGRIEVED EMPLOYEES with complete and accurate wage statements which failed to
11 show, among other things, the correct gross and net wages earned. Cal. Lab. Code § 226
12 provides that every employer shall furnish each of his or her employees with an accurate
13 itemized wage statement in writing showing, among other things, gross wages earned and all
14 applicable hourly rates in effect during the pay period and the corresponding amount of time
15 worked at each hourly rate. PLAINTIFF and the AGGRIEVED EMPLOYEES were paid on
16 an hourly basis. As such, the wage statements should reflect all applicable hourly rates
17 during the pay period and the total hours worked, and the applicable pay period in which the
18 wages were earned pursuant to California Labor Code Section 226(a). The wage statements
19 DEFENDANT provided to PLAINTIFF and the AGGRIEVED EMPLOYEES failed to
20 identify such information. More specifically, the wage statements failed to identify the
21 accurate total hours worked each pay period. When the hours shown on the wage statements
22 were added up, they did not equal the actual total hours worked during the pay period in
23 violation of Cal. Lab. Code 226(a)(2). Aside, from the violations listed above in this
24 paragraph, DEFENDANT failed to issue to PLAINTIFF an itemized wage statement that
25 lists all the requirements under California Labor Code 226 *et seq.* As a result, DEFENDANT
26 from time to time provided PLAINTIFF and the AGGRIEVED EMPLOYEES with wage
27 statements which violated Cal. Lab. Code § 226.

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

5 in [I]n addition to, and entirely independent and apart from, any other penalty provided
6 this article, every person who fails to pay the wages of each employee as provided in
7 Sections. . . 204. . . shall be subject to a civil penalty as follows: (1) For any initial
8 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.

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

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

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

24 23. DEFENDANT violated Cal. Lab. Code Section 246 by failing to pay sick pay
25 at the regular rate of pay. PLAINTIFF and the AGGRIEVED EMPLOYEES routinely
26 earned non-discretionary incentive wages which increased their regular rate of pay.
27 However, when sick pay was paid, it was paid at the base rate of pay for PLAINTIFF and
28

1 the AGGRIEVED EMPLOYEES, as opposed to the correct, higher regular rate of pay, as
2 required under Cal. Lab. Code Section 246.

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

9 25. Pursuant to Cal. Lab. Code Section 221, "It shall be unlawful for any employer
10 to collect or receive from an employee any part of wages theretofore paid by said employer
11 to said employee." DEFENDANT failed to pay all compensation due to PLAINTIFF and
12 the AGGRIEVED EMPLOYEES, made unlawful deductions from compensation payable to
13 PLAINTIFF and the AGGRIEVED EMPLOYEES, failed to disclose all aspects of the
14 deductions from compensation payable to PLAINTIFF and the AGGRIEVED
15 EMPLOYEES, and thereby failed to pay these employees all wages due at each applicable
16 pay period and upon termination.

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

27 27. In the course of their employment PLAINTIFF and the AGGRIEVED
28 EMPLOYEES as a business expense, were required by DEFENDANT to use their own

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

10 28. In violation of the applicable sections of the California Labor Code and the
11 requirements of the applicable Industrial Welfare Commission ("IWC") Wage Order,
12 DEFENDANT as a matter of company policy, practice and procedure, intentionally,
13 knowingly and systematically failed to provide PLAINTIFF and the other AGGRIEVED
14 EMPLOYEES suitable seating when the nature of these employees' work reasonably
15 permitted sitting.

16 29. DEFENDANT knew or should have known that PLAINTIFF and other
17 AGGRIEVED EMPLOYEES were entitled to suitable seating and/or were entitled to sit
18 when it did not interfere with the performance of their duties, and that DEFENDANT did
19 not provide suitable seating and/or did not allow them to sit when it did not interfere with
20 the performance of their duties.

21 30. By reason of this conduct applicable to PLAINTIFF and all AGGRIEVED
22 EMPLOYEES, DEFENDANT violated California Labor Code Section 1198 and Wage
23 Order 4-2001, Section 14 by failing to provide suitable seats. PLAINTIFF seeks penalties
24 on behalf of PLAINTIFF and other AGGRIEVED EMPLOYEES as provided herein.
25 Providing suitable seating is the DEFENDANT's burden. As a result of DEFENDANT's
26 intentional disregard of the obligation to meet this burden, DEFENDANT violated the
27 California Labor Code and regulations promulgated thereunder as herein alleged.
28

1 31. The employment of PLAINTIFF and some AGGRIEVED EMPLOYEES has
2 terminated and DEFENDANT has not tendered payment of all wages owed as required by
3 law. Additionally, at all times during the term of PLAINTIFF's employment with
4 DEFENDANT, PLAINTIFF and other AGGRIEVED EMPLOYEES earned and accrued
5 vested vacation and holiday time on the date of their termination pursuant to
6 DEFENDANT's uniform vacation policies and applicable California law. The amount of
7 vacation pay PLAINTIFF and the other AGGRIEVED EMPLOYEES earned and
8 accumulated is evidenced by DEFENDANT's business records. Additionally,
9 DEFENDANT also underpaid accrued vested vacation wages to PLAINTIFF and other
10 AGGRIEVED EMPLOYEES by failing to pay such wages at the regular rate of pay and
11 more specifically the final rate of pay that included all non-discretionary incentive
12 compensation. Rather than pay vacation wages at the regular rate of pay, DEFENDANT
13 underpaid vacation wages to PLAINTIFF and other AGGRIEVED EMPLOYEES at their
14 base rates of pay, instead of including all of the PLAINTIFF's and other AGGRIEVED
15 EMPLOYEES' non-discretionary incentive compensation into the vacation wage payment
16 calculations. DEFENDANT failed to specify in DEFENDANT's written vacation policy the
17 rate at which PLAINTIFF and other AGGRIEVED EMPLOYEES would be paid vacation
18 upon leaving employment with DEFENDANT. As a result of DEFENDANT's unlawful
19 practice, policy and procedure to deny paying the PLAINTIFF and other AGGRIEVED
20 EMPLOYEES all of their vested vacation and holiday time, DEFENDANT failed to pay the
21 PLAINTIFF and other AGGRIEVED EMPLOYEES all vested vacation time as wages due
22 upon employment termination, in violation of the California Labor Code, Sections 201, 202,
23 203 and 227.3. Similarly, DEFENDANT underpaid waiting time penalties to PLAINTIFF
24 and other AGGRIEVED EMPLOYEES at their base rates of pay, instead of including all of
25 the PLAINTIFF's and other AGGRIEVED EMPLOYEES' non-discretionary compensation
26 into the waiting time penalty calculations. This failure by DEFENDANT is believed to be
27 the result of DEFENDANT's unlawful, unfair and deceptive refusal to provide compensation
28 for earned, accrued and vested vacation and holiday time, as well as the corresponding

1 waiting time penalties that were paid. DEFENDANT perpetrated this unlawful, unfair and
2 deceptive practice to the detriment of PLAINTIFF and other AGGRIEVED EMPLOYEES.
3 DEFENDANT's uniform practice and policy of failing to pay PLAINTIFF and other
4 AGGRIEVED EMPLOYEES for all vested vacation and holiday time accumulated at
5 employment termination violated and continues to violate Section 227.3 of the California
6 Labor Code.

7 32. All of the conduct and violations alleged herein occurred during the PAGA
8 PERIOD. To the extent that any of the conduct and violations alleged herein did not affect
9 PLAINTIFF during the PAGA PERIOD, PLAINTIFF seeks penalties for those violations
10 that affected the AGGRIEVED EMPLOYEES pursuant to *Carrington v. Starbucks Corp.*
11 2018 AJDAR 12157 (Certified for Publication 12/19/18).

12 **JURISDICTION AND VENUE**

13 33. This Court has jurisdiction over this Action pursuant to California Code of
14 Civil Procedure, Section 410.10.

15 34. Venue is proper in this Court pursuant to California Code of Civil Procedure,
16 Sections 395 and 395.5, because PLAINTIFF worked in this County for DEFENDANT and
17 DEFENDANT (i) currently maintains and at all relevant times maintained offices and
18 facilities in this County and/or conducts substantial business in this County, and (ii)
19 committed the wrongful conduct herein alleged in this County against PLAINTIFF and other
20 AGGRIEVED EMPLOYEES.

21 **FIRST CAUSE OF ACTION**

22 **For Violation of the Private Attorneys General Act**

23 **[Cal. Lab. Code §§ 2698, *et seq.*]**

24 **(By PLAINTIFF and Against All Defendants)**

25 35. PLAINTIFF realleges and incorporates by this reference, as though fully set
26 forth herein, the prior paragraphs of this Complaint.

27 36. PAGA is a mechanism by which the State of California itself can enforce state
28

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

10 37. PLAINTIFF, and such persons that may be added from time to time who
11 satisfy the requirements and exhaust the administrative procedures under the Private
12 Attorney General Act, brings this Representative Action on behalf of the State of California
13 with respect to himself and all individuals who are or previously were employed by
14 DEFENDANT in California, including any employees staffed with DEFENDANT by a third
15 party, and classified as non-exempt employees ("AGGRIEVED EMPLOYEES") during the
16 time period of April 22, 2023 until a date as determined by the Court (the "PAGA
17 PERIOD").

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

27 39. The policies, acts and practices heretofore described were and are an unlawful
28 business act or practice because DEFENDANT (a) failed to provide PLAINTIFF and the

1 AGGRIEVED EMPLOYEES accurate itemized wage statements, (b) failed to properly
2 record and provide legally required meal and rest periods,(c) failed to pay minimum wages,
3 (d) failed to pay overtime wages and sick pay wages, (e) failed to reimburse employees for
4 required expenses, (f) failed to provide wages when due, and (g) failed to provide suitable
5 seating, all in violation of the applicable Labor Code sections listed in Labor Code §§ 201,
6 202, 203, 204, 210, 218, 221, 226(a), 226.7, 227.3, 246, 510, 512, 558(a)(1)(2), 1194, 1197,
7 1197.1, 1198, 2100, 2802, California Code of Regulations, Title 8, Section 11040,
8 Subdivision 5(A)-(B), California Code of Regulations, Title 8, Section 11070(14) (Failure
9 to Provide Seating), and the applicable Wage Order(s), and thereby gives rise to civil
10 penalties as a result of such conduct.¹ PLAINTIFF hereby seeks recovery of only civil
11 penalties as prescribed by the Labor Code Private Attorney General Act of 2004 as the
12 representative of the State of California for the illegal conduct perpetrated on PLAINTIFF
13 and the AGGRIEVED EMPLOYEES.

14 **PRAYER FOR RELIEF**

15 WHEREFORE, PLAINTIFF prays for judgment against each Defendant, jointly and
16 severally, as follows:

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

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

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

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

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Dated: November 27, 2024

BLUMENTHAL NORDREHAUG BHOWMIK DE
BLOUW LLP

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

Attorneys for Plaintiff

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EXHIBIT 1

BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

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WRITERS E-MAIL:

Nick@bamlawca.com

WRITERS EXT:

1004

April 22, 2024

CA3300

VIA ONLINE FILING TO LWDA AND CERTIFIED MAIL TO DEFENDANT

Labor and Workforce Development Agency
Online Filing

California Commerce Club, Inc.
Certified Mail #9589071052700298442510
Joy Harn
6131 E. TELEGRAPH ROAD
COMMERCE, CA 90040

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

Dear Sir/Madam:

“Aggrieved Employees” refers to all individuals who are or previously were employed by California Commerce Club, Inc. in California, including any employees staffed with California Commerce Club, Inc. by a third party, and classified as non-exempt employees during the time period of April 22, 2023 until a date as determined by the Court. Our offices represent Plaintiff Andrew Zaballero (“Plaintiff”) and other Aggrieved Employees in a lawsuit against California Commerce Club, Inc. (“Defendant”). Plaintiff was employed by Defendant in California from February 16, 2024 to March 13, 2024. Plaintiff was at all times classified by Defendant as a non-exempt employee, paid on an hourly basis, and entitled to the legally required meal and rest periods and payment of minimum and overtime wages due for all time worked. Defendant, however, unlawfully failed to record and pay Plaintiff and other Aggrieved Employees for, including but not limited to, all of their time worked, including minimum and overtime wages and sick pay wages at the correct rate, for all of their missed meal and rest breaks at the correct regular rates, and for all of their time spent working off the clock. 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 Defendants 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 Defendants failed to comply with Industrial Wage Order 7(A)(3) in that Defendants failed to keep time records showing when Plaintiff began and ended each shift and meal period. Plaintiff and other Aggrieved Employees performed 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. Defendants 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, 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 11070(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. The lawsuit consists of other Aggrieved Employees. As counsel, our intention is to vigorously prosecute the claims as alleged in the Complaint, and to procure civil penalties as provided by the Private Attorney General Statue of 2004 on behalf of Plaintiff and all Aggrieved Employees. 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.