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Superior Court of California

County of Santa Barbara

Darrel E. Parker, Executive Officer

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By: Terri Chavez , Deputy

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF SANTA BARBARA

DEREK CASEY, an individual, on behalf of
himself and on behalf of all persons similarly
situated,

Plaintiff,

vs.

MARBORG RECOVERY, LP, a California
Limited Partnership; MARBORG
INDUSTRIES, a California Corporation; and
DOES 1 through 50, inclusive,

Defendants.

Case No. 24CV02182

**FIRST AMENDED CLASS AND
REPRESENTATIVE ACTION COMPLAINT
FOR:**

1. UNFAIR COMPETITION IN VIOLATION
OF CAL. BUS. & PROF. CODE §§ 17200, *et*
seq.;
2. FAILURE TO PAY MINIMUM WAGES IN
VIOLATION OF CAL. LAB. CODE §§ 1194,
1197 & 1197.1;
3. FAILURE TO PAY OVERTIME WAGES IN
VIOLATION OF CAL. LAB. CODE § 510;
4. FAILURE TO PROVIDE REQUIRED MEAL
PERIODS IN VIOLATION OF CAL. LAB.
CODE §§ 226.7 & 512 AND THE APPLICABLE
IWC WAGE ORDER;
5. FAILURE TO PROVIDE REQUIRED REST
PERIODS IN VIOLATION OF CAL. LAB.
CODE §§ 226.7 & 512 AND THE APPLICABLE
IWC WAGE ORDER;
6. FAILURE TO PROVIDE ACCURATE
ITEMIZED STATEMENTS IN VIOLATION OF
CAL. LAB. CODE § 226;
7. FAILURE TO REIMBURSE EMPLOYEES
FOR REQUIRED EXPENSES IN VIOLATION
OF CAL. LAB. CODE § 2802;
8. FAILURE TO PROVIDE WAGES WHEN
DUE IN VIOLATION OF CAL. LAB. CODE §§
201, 202 AND 203;
9. FAILURE TO PAY SICK PAY WAGES IN
VIOLATION OF CAL. LAB CODE §§201-203,
233, 246; and
10. CIVIL PENALTIES PURSUANT TO
LABOR CODE §2699, *et seq.* FOR
VIOLATIONS OF LABOR CODE §§ 201, 202,
203, 204 *et seq.*, 210, 218, 221-223, 226(a),
226.3, 226.7, 227.3, 233, 246, 510, 512,
558(a)(1)(2), 1174, 1174.5, 1194, 1194.2, 1197,
1197.1, 1198, 2802, AND THE APPLICABLE
WAGE ORDER(S).

DEMAND FOR A JURY TRIAL

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

4 **THE PARTIES**

5 1. Marborg Recovery, LP is a California limited partnership that at all relevant times
6 mentioned herein conducted and continues to conduct substantial business in the state of California.

7 2. Marborg Industries is a California corporation that at all relevant times mentioned herein
8 conducted and continues to conduct substantial business in the state of California.

9 3. Marborg Recovery, LP, and Marborg Industries were the joint employers of PLAINTIFF
10 as evidenced by paycheck and by the company PLAINTIFF performed work for respectively, and are
11 therefore jointly responsible as employers for the conduct alleged herein, and are therefore collectively
12 referred to herein as (“DEFENDANT”).

13 4. DEFENDANT performs recycling and disposal services in California.

14 5. PLAINTIFF was employed by DEFENDANT in California from November of 2023 to
15 January 27, 2024 and was at all times classified by DEFENDANT as a non-exempt employee, paid on
16 an hourly basis, and entitled to the legally required meal and rest periods and payment of minimum and
17 overtime wages due for all time worked.

18 6. PLAINTIFF brings this Class Action on behalf of himself and a California class, defined
19 as all individuals who are or previously were employed by Marborg Recovery, LP and/or Marborg
20 Industries in California, who were classified as non-exempt employees (the “CALIFORNIA CLASS”) at any time from April 18, 2020 to February 5, 2026 (the “CALIFORNIA CLASS PERIOD”). The
21 amount in controversy for the aggregate claim of CALIFORNIA CLASS Members is under five million
22 dollars (\$5,000,000.00).
23

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

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

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

23 THE CONDUCT

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

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

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

22 12. The second component of PLAINTIFF's and other CALIFORNIA CLASS Members'
23 compensation is DEFENDANT's non-discretionary incentive program that paid PLAINTIFF and
24 other CALIFORNIA CLASS Members incentive wages based on their performance for
25 DEFENDANT. The non-discretionary incentive program provided all employees paid on an hourly
26 basis with incentive compensation when the employees met the various performance goals set by
27 DEFENDANT. However, when calculating the regular rate of pay in order to pay overtime and
28 meal and rest break premiums to PLAINTIFF and other CALIFORNIA CLASS Members,
DEFENDANT failed to include the incentive compensation as part of the employees' "regular rate

of pay” for purposes of calculating overtime pay and meal and rest break premium pay.

Management and supervisors described the incentive program to potential and new employees as part of the compensation package. As a matter of law, the incentive compensation received by PLAINTIFF and other CALIFORNIA CLASS Members must be included in the “regular rate of pay.” The failure to do so has resulted in a underpayment of overtime compensation and meal and rest break premiums to PLAINTIFF and other CALIFORNIA CLASS Members by DEFENDANT.

13. As a result of their rigorous work schedules, PLAINTIFF and other CALIFORNIA CLASS Members were from time to time unable to take thirty (30) minute off duty meal breaks and were not fully relieved of duty for their meal periods. PLAINTIFF and other CALIFORNIA CLASS Members were required from time to time to perform work as ordered by DEFENDANT for more than five (5) hours during some shifts without receiving a meal break. Further, DEFENDANT from time to time failed to provide PLAINTIFF and CALIFORNIA CLASS Members 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 other CALIFORNIA CLASS Members. PLAINTIFF and other members of the CALIFORNIA CLASS therefore forfeit meal breaks without additional compensation and in accordance with DEFENDANT’s corporate policy and practice.

14. During the CALIFORNIA CLASS PERIOD, PLAINTIFF and other CALIFORNIA CLASS Members 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 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

1 permit all employees to take rest period means that employers must relieve employees of all duties
2 and relinquish control over how employees spend their time which includes control over the
3 locations where employees may take their rest period. Employers cannot impose controls that
4 prohibit an employee from taking a brief walk - five minutes out, five minutes back. Here,
5 DEFENDANT's policy restricted PLAINTIFF and other CALIFORNIA CLASS Members from
6 unconstrained walks and is unlawful based on DEFENDANT's rule which states PLAINTIFF and
7 other CALIFORNIA CLASS Members cannot leave the work premises during their rest period.

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

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

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

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

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

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

27 20. As a pattern and practice, DEFENDANT regularly failed to pay PLAINTIFF and
28 other members of the CALIFORNIA CLASS their correct wages and accordingly owe waiting time
penalties pursuant to Cal. Lab. Code Section 203. Further, PLAINTIFF is informed and believes and

1 based thereon alleges that such failure to pay sick pay at regular rate was willful, such that
2 PLAINTIFF and members of the CALIFORNIA CLASS whose employment has separated are
3 entitled to waiting time penalties pursuant to Cal. Lab. Code Sections 201-203.

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

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

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

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

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

16 **JURISDICTION AND VENUE**

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

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

26 **THE CALIFORNIA CLASS**

27
28

1 27. PLAINTIFF brings the First Cause of Action for Unfair, Unlawful and Deceptive
2 Business Practices pursuant to Cal. Bus. & Prof. Code §§ 17200, *et seq.* (the "UCL") as a Class
3 Action, pursuant to Cal. Code of Civ. Proc. § 382, on behalf of himself and a California class,
4 defined as all individuals who are or previously were employed by Marborg Recovery, LP and/or
5 Marborg Industries in California, who were classified as non-exempt employees (the
6 "CALIFORNIA CLASS") at any time from April 18, 2020 to February 5, 2026 (the
7 "CALIFORNIA CLASS PERIOD"). The amount in controversy for the aggregate claim of
8 CALIFORNIA CLASS Members is under five million dollars (\$5,000,000.00).

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

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

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

27 31. The CALIFORNIA CLASS, is so numerous that joinder of all CALIFORNIA
28 CLASS Members is impracticable.

1 32. DEFENDANT violated the rights of the CALIFORNIA CLASS under California law
2 by:

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

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

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

1 and are similarly or identically harmed by the same unlawful, deceptive and
2 unfair misconduct engaged in by DEFENDANT; and,

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

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

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

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

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

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

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

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

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

25 A. Inconsistent or varying adjudications with respect to
26 individual members of the CALIFORNIA CLASS, which
27 would establish incompatible standards of conduct for the
28 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 parties to
4 the adjudication or substantially impair or impede their ability
5 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 their
8 legal rights out of fear of retaliation by DEFENDANT, which may
9 adversely affect an individual's job with DEFENDANT or with a
10 subsequent employer, the Class Action is the only means to assert
11 their claims through a representative; and,

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

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

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

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

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

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

THE CALIFORNIA LABOR SUB-CLASS

37. PLAINTIFF further brings the Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth and Ninth causes Action on behalf of a California sub-class, defined as all individuals who are or previously were employed by Marborg Recovery, LP and/or Marborg Industries in California, who were classified as non-exempt employees (the “CALIFORNIA CLASS”) at any time from April 18, 2020 to February 5, 2026 (the “CALIFORNIA LABOR SUB-CLASS PERIOD”) pursuant to Cal. Code of Civ. Proc. § 382. The amount in controversy for the aggregate claim of CALIFORNIA LABOR SUB-CLASS Members is under five million dollars (\$5,000,000.00).

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

43. DEFENDANT maintains records from which the Court can ascertain and identify by name and 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.

44. The CALIFORNIA LABOR SUB-CLASS is so numerous that joinder of all CALIFORNIA LABOR SUB-CLASS Members is impracticable. Common questions of law and

1 fact exist as to members of the CALIFORNIA LABOR SUB-CLASS, including, but not limited, to
2 the following:

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

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

- 17 (a) Violating Cal. Lab. Code § 510, by failing to correctly pay the PLAINTIFF
18 and the members of the CALIFORNIA LABOR SUB-CLASS all wages due
19 for overtime worked, for which DEFENDANT is liable pursuant to Cal. Lab.
20 Code § 1194;
- 21 (b) Violating Cal. Lab. Code §§ 1194, 1194.2, 1197 & 1197.1 *et seq.*, by failing
22 to accurately pay PLAINTIFF and the members of the CALIFORNIA
23 LABOR SUB-CLASS the correct minimum wage pay for which
24 DEFENDANT is liable pursuant to Cal. Lab. Code §§ 1194 and 1197;
- 25 (c) Violating Cal. Lab. Code § 226, by failing to provide PLAINTIFF and the
26 members of the CALIFORNIA LABOR SUB-CLASS with an accurate
27 itemized statement in writing showing the corresponding correct amount of
28 wages earned by the employee;

- 1 (d) Violating Cal. Lab. Code §§ 226.7 and 512, by failing to provide PLAINTIFF
2 and the other members of the CALIFORNIA LABOR SUB-CLASS with all
3 legally required off-duty, uninterrupted thirty (30) minute meal breaks and
4 the legally required off-duty rest breaks;
- 5 (e) Violating Cal. Lab. Code §§ 201, 202 and/or 203, which provides that when
6 an employee is discharged or quits from employment, the employer must pay
7 the employee all wages due without abatement, by failing to tender full
8 payment and/or restitution of wages owed or in the manner required by
9 California law to the members of the CALIFORNIA LABOR SUB-CLASS
10 who have terminated their employment; and,
- 11 (f) Violating Cal. Lab. Code § 2802 by failing to reimburse PLAINTIFF and the
12 CALIFORNIA LABOR SUB-CLASS members with necessary expenses
13 incurred in the discharge of their job duties.

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

- 16 (a) The persons who comprise the CALIFORNIA LABOR SUB-CLASS are so
17 numerous that the joinder of all CALIFORNIA LABOR SUB-CLASS
18 Members is impracticable and the disposition of their claims as a class will
19 benefit the parties and the Court;
- 20 (b) Nearly all factual, legal, statutory, declaratory and injunctive relief issues that
21 are raised in this Complaint are common to the CALIFORNIA LABOR SUB-
22 CLASS and will apply to every member of the CALIFORNIA LABOR SUB-
23 CLASS;
- 24 (c) The claims of the representative PLAINTIFF are typical of the claims of each
25 member of the CALIFORNIA LABOR SUB-CLASS. PLAINTIFF, like all
26 the other members of the CALIFORNIA LABOR SUB-CLASS, was a non-
27 exempt employee paid on an hourly basis who was subjected to the
28 DEFENDANT's practice and policy which failed to pay the correct amount

1 of wages due to the CALIFORNIA LABOR SUB-CLASS. PLAINTIFF
2 sustained economic injury as a result of DEFENDANT's employment
3 practices. PLAINTIFF and the members of the CALIFORNIA LABOR
4 SUB-CLASS were and are similarly or identically harmed by the same
5 unlawful, deceptive, and unfair misconduct engaged in by DEFENDANT;
6 and,

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

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

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

- 21 1) Inconsistent or varying adjudications with respect to individual
22 members of the CALIFORNIA LABOR SUB-CLASS which would
23 establish incompatible standards of conduct for the parties opposing
24 the CALIFORNIA LABOR SUB-CLASS; or,
- 25 2) Adjudication with respect to individual members of the
26 CALIFORNIA LABOR SUB-CLASS which would as a practical
27 matter be dispositive of interests of the other members not party to the
28

1 adjudication or substantially impair or impede their ability to protect
2 their interests.

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

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

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

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

24 A. Inconsistent or varying adjudications with respect to
25 individual members of the CALIFORNIA LABOR SUB-
26 CLASS, which would establish incompatible standards of
27 conduct for the DEFENDANT; and/or,
28

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

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

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

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

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

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

- 1 (c) The members of the CALIFORNIA LABOR SUB-CLASS are so numerous
2 that it is impractical to brings all members of the CALIFORNIA LABOR
3 SUB-CLASS before the Court;
- 4 (d) PLAINTIFF, and the other CALIFORNIA LABOR SUB-CLASS Members,
5 will not be able to obtain effective and economic legal redress unless the
6 action is maintained as a Class Action;
- 7 (e) There is a community of interest in obtaining appropriate legal and equitable
8 relief for the acts of unfair competition, statutory violations and other
9 improprieties, and in obtaining adequate compensation for the damages and
10 injuries which DEFENDANT's actions have inflicted upon the
11 CALIFORNIA LABOR SUB-CLASS;
- 12 (f) There is a community of interest in ensuring that the combined assets of
13 DEFENDANT are sufficient to adequately compensate the members of the
14 CALIFORNIA LABOR SUB-CLASS for the injuries sustained;
- 15 (g) DEFENDANT has acted or refused to act on grounds generally applicable to
16 the CALIFORNIA LABOR SUB-CLASS, thereby making final class-wide
17 relief appropriate with respect to the CALIFORNIA LABOR SUB-CLASS as
18 a whole;
- 19 (h) The members of the CALIFORNIA LABOR SUB-CLASS are readily
20 ascertainable from the business records of DEFENDANT. The
21 CALIFORNIA LABOR SUB-CLASS consists of all CALIFORNIA CLASS
22 Members who worked for DEFENDANT in California at any time during the
23 CALIFORNIA LABOR SUB-CLASS PERIOD; and,
- 24 (i) Class treatment provides manageable judicial treatment calculated to brings a
25 efficient and rapid conclusion to all litigation of all wage and hour related
26 claims arising out of the conduct of DEFENDANT as to the members of the
27 CALIFORNIA LABOR SUB-CLASS.
28

1 **FIRST CAUSE OF ACTION**

2 **For Unlawful Business Practices**

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

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

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

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

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

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

21 Cal. Bus. & Prof. Code § 17203.

22 52. By the conduct alleged herein, DEFENDANT has engaged and continues to engage
23 in a business practice which violates California law, including but not limited to, the applicable
24 Industrial Wage Order(s), the California Code of Regulations and the California Labor Code
25 including Sections 201-203, 204, 210, 221-223, 226, 226.3, 226.7, 227.3, 233, 246, 510, 512, 558,
26 1174, 1174.5, 1194, 1194.2, 1197, 1197.1, 1198, 2802 and the Fair Labor Standards Act and federal
27 regulations promulgated thereunder, for which this Court should issue declaratory and other
28 equitable relief pursuant to Cal. Bus. & Prof. Code § 17203 as may be necessary to prevent and
remedy the conduct held to constitute unfair competition, including restitution of wages wrongfully
withheld.

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

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

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

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

25 57. Therefore, PLAINTIFF demands on behalf of himself and on behalf of each
26 CALIFORNIA CLASS Member, one (1) hour of pay for each workday in which an off-duty meal
27 period was not timely provided for each five (5) hours of work, and/or one (1) hour of pay for each
28

1 workday in which a second off-duty meal period was not timely provided for each ten (10) hours of
2 work.

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

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

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

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

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

26 63. PLAINTIFF and the other members of the CALIFORNIA CLASS have no plain,
27 speedy and/or adequate remedy at law that will end the unlawful and unfair business practices of
28 DEFENDANT. Further, the practices herein alleged presently continue to occur unabated. As a

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

5 **SECOND CAUSE OF ACTION**

6 **For Failure To Pay Minimum Wages**

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

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

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

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

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

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

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

27 69. DEFENDANT's unlawful wage and hour practices manifested, without limitation,
28 applicable to the CALIFORNIA LABOR SUB-CLASS as a whole, as a result of implementing a

1 policy and practice that denies accurate compensation to PLAINTIFF and the other members of the
2 CALIFORNIA LABOR SUB-CLASS in regards to minimum wage pay.

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

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

12 72. During the CALIFORNIA LABOR SUB-CLASS PERIOD, DEFENDANT required,
13 permitted or suffered PLAINTIFF and CALIFORNIA LABOR SUB-CLASS Members to work
14 without paying them for all the time they were under DEFENDANT's control. During the
15 CALIFORNIA LABOR SUB-CLASS PERIOD, PLAINTIFF and the other members of the
16 CALIFORNIA LABOR SUB-CLASS were paid less for time worked that they were entitled to,
17 constituting a failure to pay all earned wages.

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

23 74. DEFENDANT knew or should have known that PLAINTIFF and the other
24 members of the CALIFORNIA LABOR SUB-CLASS were under compensated for their time
25 worked. DEFENDANT elected, either through intentional malfeasance or gross nonfeasance, to not
26 pay employees for their labor as a matter of company policy, practice and procedure, and
27 DEFENDANT perpetrated this scheme by refusing to pay PLAINTIFF and the other members of
28 the CALIFORNIA LABOR SUB-CLASS the correct minimum wages for their time worked.

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

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

20
21 **THIRD CAUSE OF ACTION**

22 **For Failure To Pay Overtime Compensation**

23 **[Cal. Lab. Code § 510]**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

26
27 **FOURTH CAUSE OF ACTION**

28 **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)

91. 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.

92. 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.

93. 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 provided.

94. As a proximate result of the aforementioned violations, PLAINTIFF and CALIFORNIA LABOR SUB-CLASS Members have been damaged in an amount according to

1 proof at trial, and seek all wages earned and due, interest, penalties, expenses and costs of suit.

2
3
4 **FIFTH CAUSE OF ACTION**

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

6 **[Cal. Lab. Code §§ 226.7 & 512]**

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

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

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

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

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

1 SIXTH CAUSE OF ACTION

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

3 **[Cal. Lab. Code § 226]**

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

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

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

- 10 (1) gross wages earned,
11 (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)
12 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
13 on a piece-rate basis,
(4) all deductions, provided that all deductions made on written orders of the employee may
14 be aggregated and shown as one item,
(5) net wages earned,
(6) the inclusive dates of the period for which the employee is paid,
15 (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
16 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
17 (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.

18 101. From time to time, DEFENDANT also failed to provide PLAINTIFF and the other
19 members of the CALIFORNIA LABOR SUB-CLASS with complete and accurate wage statements
20 which failed to show, among other things, the correct gross and net wages earned. Cal. Lab. Code §
21 226 provides that every employer shall furnish each of his or her employees with an accurate
22 itemized wage statement in writing showing, among other things, gross wages earned and all
23 applicable hourly rates in effect during the pay period and the corresponding amount of time worked
24 at each hourly rate. PLAINTIFF and CALIFORNIA LABOR SUB-CLASS Members were paid on
25 an hourly basis. As such, the wage statements should reflect all applicable hourly rates during the
26 pay period and the total hours worked, and the applicable pay period in which the wages were
27 earned pursuant to California Labor Code Section 226(a). The wage statements DEFENDANT
28 provided to PLAINTIFF and other CALIFORNIA LABOR SUB-CLASS Members failed to identify

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

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

21
22 **SEVENTH CAUSE OF ACTION**

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

24 **[Cal. Lab. Code § 2802]**

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

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

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

An employer shall indemnify his or her employee for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of 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.

105. At all relevant times herein, DEFENDANT violated Cal. Lab. Code § 2802, by failing to indemnify and reimburse PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS members for required expenses incurred in the discharge of their job duties for DEFENDANT's benefit. DEFENDANT failed to reimburse PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS members for expenses which included, but were not limited to, costs related to using their personal cellular phones on behalf of and for the benefit of DEFENDANT. Specifically, PLAINTIFF and other CALIFORNIA LABOR SUB-CLASS Members were required by DEFENDANT to use their personal cellular 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 offices for DEFENDANT within the course and scope of their employment for DEFENDANT. These expenses were necessary to complete their principal job duties. DEFENDANT is estopped by DEFENDANT's conduct to assert any waiver of this expectation. Although these expenses were necessary expenses incurred by PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS members, DEFENDANT failed to indemnify and reimburse PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS members for these expenses as an employer is required to do under the laws and regulations of California.

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

EIGHTH CAUSE OF ACTION

For Failure to Pay Wages When Due

[Cal. Lab. Code §§ 201, 202, 203]

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

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

108. Cal. Lab. Code § 200 provides, in relevant part, that:
As used in this article:

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

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

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

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

If an employee not having a written contract for a definite period quits his or her employment, his or her wages shall become due and payable not later than 72 hours thereafter, unless the employee has given 72 hours previous notice of his or her intention to quit, in which case the employee is entitled to his or her wages at the time of quitting. Notwithstanding any other provision of law, an employee who quits without providing a 72-hour notice shall be entitled to receive payment by mail if he or she so requests and designates a mailing address. The date of the mailing shall constitute the date of payment for purposes of the requirement to provide payment within 72 hours of the notice of quitting.

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

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

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

113. The employment of PLAINTIFF and many CALIFORNIA LABOR SUB-CLASS Members has terminated and DEFENDANT has not tendered payment of all wages owed as required by law. Additionally, at all times during the term of PLAINTIFF's employment with DEFENDANT, PLAINTIFF and CALIFORNIA LABOR SUB-CLASS Members earned and accrued vested vacation and holiday time on the date of their termination pursuant to DEFENDANT's uniform vacation policies and applicable California law. The amount of vacation

1 pay PLAINTIFF and the other CALIFORNIA LABOR SUB-CLASS Members earned and
2 accumulated is evidenced by DEFENDANT's business records. Additionally, DEFENDANT also
3 underpaid accrued vested vacation wages to PLAINTIFF and other CALIFORNIA LABOR SUB-
4 CLASS MEMBERS by failing to pay such wages at the regular rate of pay and more specifically the
5 final rate of pay that included all non-discretionary incentive compensation. Rather than pay
6 vacation wages at the regular rate of pay, DEFENDANT underpaid vacation wages to PLAINTIFF
7 and other CALIFORNIA LABOR SUB-CLASS Members at their base rates of pay, instead of
8 including all of PLAINTIFF's and CALIFORNIA LABOR SUB-CLASS Members' non-
9 discretionary incentive compensation into the vacation wage payment calculations. DEFENDANT
10 failed to specify in DEFENDANT's written vacation policy the rate at which PLAINTIFF and other
11 CALIFORNIA LABOR CLASS Members would be paid vacation upon leaving employment with
12 DEFENDANT. As a result of DEFENDANT's unlawful practice, policy and procedure to deny
13 paying the PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS all of
14 their vested vacation and holiday time, DEFENDANT failed to pay the PLAINTIFF and the
15 members of the CALIFORNIA LABOR SUB-CLASS all vested vacation time as wages due upon
16 employment termination, in violation of the California Labor Code, Sections 201, 202, 203 and
17 227.3. Similarly, DEFENDANT underpaid waiting time penalties to PLAINTIFF and other
18 CALIFORNIA LABOR SUB-CLASS Members at their base rates of pay, instead of including all of
19 PLAINTIFF's' and CALIFORNIA LABOR SUB-CLASS Members' non-discretionary
20 compensation into the waiting time penalty calculations. This failure by DEFENDANT is believed
21 to be the result of DEFENDANT's unlawful, unfair and deceptive refusal to provide compensation
22 for earned, accrued and vested vacation and holiday time, as well as the corresponding waiting time
23 penalties that were paid. DEFENDANT perpetrated this unlawful, unfair and deceptive practice to
24 the detriment of the PLAINTIFF and the members of the CALIFORNIA LABOR SUB-CLASS .
25 DEFENDANT's uniform practice and policy of failing to pay the CALIFORNIA LABOR SUB-
26 CLASS Members for all vested vacation and holiday time accumulated at employment termination
27 violated and continues to violate Section 227.3 of the California Labor Code.
28

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

NINTH CAUSE OF ACTION

For Failure to Pay Sick Pay Wages

[Cal. Lab. Code §§ 201-203, 233, 246]

(By PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS

and Against All Defendants)

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

116. Cal Lab. Code § 233 provides that an employer must permit an employee to use accrued 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.

117. As a matter of policy and practice, DEFENDANT pays sick pay wages to

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

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

24 119. As alleged herein and as a matter of policy and practice, DEFENDANT
25 routinely underpays sick pay wages and thus did not timely pay PLAINTIFF and the other members
26 of the CALIFORNIA LABOR-SUB-CLASS all owing and underpaid sick pay wages. As a result,
27 DEFENDANT violates Cal. Lab. Code §§ 201-203, 233, and 246, among other Labor Code
28 provisions. PLAINTIFF is informed and believes that DEFENDANT was advised by skilled

1 lawyers and knew, or should have known, of the mandates of the Labor Code as it relates to
2 PLAINTIFF's allegations, especially since the California Supreme Court has explained that
3 "[c]ourts have recognized that 'wages' also include those benefits to which an employee is entitled
4 as a part of his or her compensation, including money, room, board, clothing, vacation pay, *and sick*
5 *pay.*" *Murphy v. Kenneth Cole Prods., Inc.*, 40 Cal. 4th 1094, 1103 (2007)(emphasis added).
6 Because DEFENDANT willfully fails to timely pay PLAINTIFF and the other members of the
7 CALIFORNIA LABOR-SUB-CLASS all sick pay wages due, DEFENDANT is subject to
8 applicable penalties.

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

13 **TENTH CAUSE OF ACTION**

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

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

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

17 121. PLAINTIFF realleges and incorporates by this reference, as though fully set forth
18 herein, the prior paragraphs of this Complaint.

19 122. PAGA is a mechanism by which the State of California itself can enforce state labor
20 laws through the employee suing under the PAGA who do so as the proxy or agent of the state's
21 labor law enforcement agencies. An action to recover civil penalties under PAGA is fundamentally
22 a law enforcement action designed to protect the public and not to benefit private parties. The
23 purpose of the PAGA is not to recover damages or restitution, but to create a means of "deputizing"
24 citizens as private attorneys general to enforce the Labor Code. In enacting PAGA, the California
25 Legislature specified that "it was ... in the public interest to allow aggrieved employees, acting as
26 private attorneys general to recover civil penalties for Labor Code violations ..." Stats. 2003, ch.
27 906, § 1. Accordingly, PAGA claims cannot be subject to arbitration.
28

123. 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 all employees classified as non-exempt who worked for Marborg Recovery, LP and/or Marborg Industries in California, ("AGGRIEVED EMPLOYEES") during the time period of March 13, 2023 to February 5, 2026 (the "PAGA PERIOD").

124. On March 13, 2024, PLAINTIFF gave written notice by electronic mail to the Labor and Workforce Development Agency (the "Agency") and by certified mail to the employer of the specific provisions of this code alleged to have been violated as required by Labor Code § 2699.3. See Exhibit #1, attached hereto and incorporated by this reference herein (PAGA Notice only without draft complaint). The statutory waiting period for PLAINTIFF to add these allegations to the Complaint has expired. As a result, pursuant to Section 2699.3, PLAINTIFF may now commence a representative civil action under PAGA pursuant to Section 2699 as the proxy of the State of California with respect to all AGGRIEVED EMPLOYEES as herein defined.

125. The policies, acts and practices heretofore described were and are an unlawful business act or practice because DEFENDANT (a) failed to provide PLAINTIFF and the AGGRIEVED EMPLOYEES accurate itemized wage statements, (b) failed to properly record and provide legally required meal and rest periods, (c) failed to pay minimum wages, (d) failed to pay overtime wages and sick pay wages, (e) failed to reimburse employees for required expenses, (f) failed to provide wages when due, and (g) failed to provide suitable seating, all in violation of the applicable Labor Code sections listed in Labor Code §§ 201, 202, 203, 204 et seq., 210, 218, 221-223, 226(a), 226.3, 226.7, 227.3, 246, 510, 512, 558(a)(1)(2), 1174, 1174.5, 1194, 1194.2, 1197, 1197.1, 1198, 2802, and the applicable Wage Order(s), and thereby gives rise to civil penalties as a result of such conduct. PLAINTIFF hereby seeks recovery of only civil penalties as prescribed by the Labor Code Private Attorney General Act of 2004 as the representative of the State of California for the illegal conduct perpetrated on PLAINTIFF and the AGGRIEVED EMPLOYEES.

PRAYER FOR RELIEF

1 WHEREFORE, PLAINTIFF pray for judgment against each Defendant, jointly and severally,
2 as follows:

3 1. On behalf of the CALIFORNIA CLASS:

- 4 A) That the Court certify the First Cause of Action asserted by the CALIFORNIA CLASS
5 as a class action pursuant to Cal. Code of Civ. Proc. § 382;
6 B) An order temporarily, preliminarily and permanently enjoining and restraining
7 DEFENDANT from engaging in similar unlawful conduct as set forth herein;
8 C) An order requiring DEFENDANT to pay all wages and all sums unlawfully withheld
9 from compensation due to PLAINTIFF and the other members of the CALIFORNIA
10 CLASS; and,
11 D) Restitutionary disgorgement of DEFENDANT's ill-gotten gains into a fluid fund for
12 restitution of the sums incidental to DEFENDANT's violations due to PLAINTIFF and
13 to the other members of the CALIFORNIA CLASS.

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

- 15 A) That the Court certify the Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth and Ninth
16 Causes of Action asserted by the CALIFORNIA LABOR SUB-CLASS as a class action
17 pursuant to Cal. Code of Civ. Proc. § 382;
18 B) Compensatory damages, according to proof at trial, including compensatory damages
19 for minimum and overtime compensation due PLAINTIFF and the other members of
20 the CALIFORNIA LABOR SUB-CLASS, during the applicable CALIFORNIA LABOR
21 SUB-CLASS PERIOD plus interest thereon at the statutory rate;
22 C) The greater of all actual damages or fifty dollars (\$50) for the initial pay period in which
23 a violation occurs and one hundred dollars (\$100) per each member of the
24 CALIFORNIA LABOR SUB-CLASS for each violation in a subsequent pay period, not
25 exceeding an aggregate penalty of four thousand dollars (\$4,000), and an award of costs
26 for violation of Cal. Lab. Code § 226;
27 D) Meal and rest period compensation pursuant to Cal. Lab. Code §§ 226.7, 512 and the
28 applicable IWC Wage Order;

- 1 E) For liquidated damages pursuant to California Labor Code Sections 1194.2 and 1197;
2 F) The amount of the expenses PLAINTIFF and each member of the CALIFORNIA
3 LABOR SUBCLASS incurred in the course of their job duties, plus interest, and costs
4 of suit.; and,
5 G) The wages of all terminated employees in the CALIFORNIA LABOR SUB-CLASS as
6 a penalty from the due date thereof at the same rate until paid or until an action therefore
7 is commenced, in accordance with Cal. Lab. Code § 203.
- 8 3. On behalf of the State of California and with respect to all AGGRIEVED EMPLOYEES:
9 A) Recovery of civil penalties as prescribed by the Labor Code Private
10 Attorneys General Act of 2004; and,
11 B) An award of attorneys' fees and cost of suit, as allowable under the
12 law, including, but not limited to, pursuant to Labor Code §2699.
- 13 4. On all claims:
14 A) An award of interest, including prejudgment interest at the legal rate;
15 B) Such other and further relief as the Court deems just and equitable; and,
16 C) An award of penalties, attorneys' fees and cost of suit, as allowable under the law,
17 including, but not limited to, pursuant to Labor Code §221, §226, §1194, and/or §2802.

18
19 Dated: February 11, 2026

BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

20
21 By: /s/ Nicholas J. De Blouw
22 Nicholas J. De Blouw
23 Attorneys for Plaintiff
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DEMAND FOR A JURY TRIAL

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

Dated: February 11, 2026 BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

By: /s/ Nicholas J. De Blouw
Nicholas J. De Blouw
Attorneys for Plaintiff

EXHIBIT 1

BLUMENTHAL NORDREHAUG BHOWMIK DE BLOUW LLP

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WRITERS EXT:

1004

March 13, 2024

CA3148

VIA ONLINE FILING TO LWDA AND CERTIFIED MAIL TO DEFENDANT

Labor and Workforce Development Agency
Online Filing

Marborg Industries
Certified Mail #9589071052700408543212
KATHLEEN BORGATELLO KOEPER
728 EAST YANONALI STREET
SANTA BARBARA, CA 93103

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 11070(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 Marborg Industries, and/or Marborg Recovery Management, LLC, and/or Marborg Recovery, LP in California, including any employees staffed with Marborg Industries, and/or Marborg Recovery Management, LLC, and/or Marborg Recovery, LP by a third party, and classified as non-exempt employees during the time period of March 13, 2023 until a date as determined by the Court. Our offices represent Plaintiff Derek Casey (“Plaintiff”) and other Aggrieved Employees in a lawsuit against Marborg Industries, and/or Marborg Recovery Management, LLC, and/or Marborg Recovery, LP (“Defendant”). Plaintiff was employed by Defendant in California from November of 2023 to January 27, 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 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 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.

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WRITERS EXT:

1004

March 13, 2024

CA3148

VIA ONLINE FILING TO LWDA AND CERTIFIED MAIL TO DEFENDANT

Labor and Workforce Development Agency
Online Filing

Marborg Recovery, LP
Certified Mail #9589071052700408543205
KATHY BORGATELLO KOEPER
726 E YANONALI ST
SANTA BARBARA, CA 93103

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.

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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.

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Respectfully,

/s/ Nicholas J. De Blouw
Nicholas J. De Blouw, Esq.