

SUMMONS

(CITACION JUDICIAL)

FOR COURT USE ONLY
(SOLO PARA USO DE LA CORTE)

Electronically FILED by
Superior Court of California,
County of Los Angeles
7/29/2024 8:09 PM
David W. Slayton,
Executive Officer/Clerk of Court,
By M. Horan, Deputy Clerk

NOTICE TO DEFENDANT: (AVISO AL DEMANDADO):

PCH VENTURE GROUP, INC., dba JACK IN THE BOX, a California Corporation; and DOES 1-50, Inclusive,

YOU ARE BEING SUED BY PLAINTIFF: (LO ESTÁ DEMANDANDO EL DEMANDANTE):

CARLOS ANDRES GONZALEZ, an individual, in his representative capacity on behalf of the State of California, as a private attorney general,

NOTICE! You have been sued. The court may decide against you without your being heard unless you respond within 30 days. Read the information below.

You have 30 CALENDAR DAYS after this summons and legal papers are served on you to file a written response at this court and have a copy served on the plaintiff. A letter or phone call will not protect you. Your written response must be in proper legal form if you want the court to hear your case. There may be a court form that you can use for your response. You can find these court forms and more information at the California Courts Online Self-Help Center (www.courtinfo.ca.gov/selfhelp), your county law library, or the courthouse nearest you. If you cannot pay the filing fee, ask the court clerk for a fee waiver form. If you do not file your response on time, you may lose the case by default, and your wages, money, and property may be taken without further warning from the court.

There are other legal requirements. You may want to call an attorney right away. If you do not know an attorney, you may want to call an attorney referral service. If you cannot afford an attorney, you may be eligible for free legal services from a nonprofit legal services program. You can locate these nonprofit groups at the California Legal Services Web site (www.lawhelpcalifornia.org), the California Courts Online Self-Help Center (www.courtinfo.ca.gov/selfhelp), or by contacting your local court or county bar association. **NOTE:** The court has a statutory lien for waived fees and costs on any settlement or arbitration award of \$10,000 or more in a civil case. The court's lien must be paid before the court will dismiss the case. **¡AVISO!** Lo han demandado. Si no responde dentro de 30 días, la corte puede decidir en su contra sin escuchar su versión. Lea la información a continuación.

Tiene 30 DÍAS DE CALENDARIO después de que le entreguen esta citación y papeles legales para presentar una respuesta por escrito en esta corte y hacer que se entregue una copia al demandante. Una carta o una llamada telefónica no lo protegen. Su respuesta por escrito tiene que estar en formato legal correcto si desea que procesen su caso en la corte. Es posible que haya un formulario que usted pueda usar para su respuesta. Puede encontrar estos formularios de la corte y más información en el Centro de Ayuda de las Cortes de California (www.sucorte.ca.gov), en la biblioteca de leyes de su condado o en la corte que le quede más cerca. Si no puede pagar la cuota de presentación, pida al secretario de la corte que le dé un formulario de exención de pago de cuotas. Si no presenta su respuesta a tiempo, puede perder el caso por incumplimiento y la corte le podrá quitar su sueldo, dinero y bienes sin más advertencia.

Hay otros requisitos legales. Es recomendable que llame a un abogado inmediatamente. Si no conoce a un abogado, puede llamar a un servicio de remisión a abogados. Si no puede pagar a un abogado, es posible que cumpla con los requisitos para obtener servicios legales gratuitos de un programa de servicios legales sin fines de lucro. Puede encontrar estos grupos sin fines de lucro en el sitio web de California Legal Services, (www.lawhelpcalifornia.org), en el Centro de Ayuda de las Cortes de California, (www.sucorte.ca.gov) o poniéndose en contacto con la corte o el colegio de abogados locales. **AVISO:** Por ley, la corte tiene derecho a reclamar las cuotas y los costos exentos por imponer un gravamen sobre cualquier recuperación de \$10,000 ó más de valor recibida mediante un acuerdo o una concesión de arbitraje en un caso de derecho civil. Tiene que pagar el gravamen de la corte antes de que la corte pueda desechar el caso.

The name and address of the court is:
(El nombre y dirección de la corte es): Los Angeles Superior Court
Southwest Judicial District - 825 Maple Ave Torrance, CA 90503

CASE NUMBER:
(Número del Caso):

24TRCV02501

The name, address, and telephone number of plaintiff's attorney, or plaintiff without an attorney, is:
(El nombre, la dirección y el número de teléfono del abogado del demandante, o del demandante que no tiene abogado, es):

Shani O. Zakay, Esq.; Zakay Law Group, APLC - 5440 Morehouse Drive, Suite 3600, San Diego, CA 92121; (619) 255-9047

DATE:

(Fecha) 07/29/2024

David W. Slayton, Executive Officer/Clerk of Court

Clerk, by

(Secretario)

M. Horan

, Deputy
(Adjunto)

(For proof of service of this summons, use Proof of Service of Summons (form POS-010).)

(Para prueba de entrega de esta citación use el formulario Proof of Service of Summons, (POS-010)).

[SEAL]



NOTICE TO THE PERSON SERVED: You are served

- ☐ as an individual defendant.
- ☐ as the person sued under the fictitious name of (specify):
- ☐ on behalf of (specify):
under: ☐ CCP 416.10 (corporation) ☐ CCP 416.60 (minor)
☐ CCP 416.20 (defunct corporation) ☐ CCP 416.70 (conservatee)
☐ CCP 416.40 (association or partnership) ☐ CCP 416.90 (authorized person)
☐ other (specify):
- ☐ by personal delivery on (date):

JCL LAW FIRM, APC

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Attorneys for PLAINTIFF

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF LOS ANGELES

CARLOS ANDRES GONZALEZ, an
individual, in his representative capacity on
behalf of the State of California, as a private
attorney general,

Plaintiff,

vs.

PCH VENTURE GROUP, INC., dba JACK IN
THE BOX, a California Corporation; and
DOES 1-50, Inclusive,

Defendant.

Case No: **24TRCV02501**

REPRESENTATIVE ACTION
COMPLAINT FOR:

- 1) VIOLATIONS OF THE PRIVATE
ATTORNEYS GENERAL ACT
[LABOR CODE §§ 2698 ET SEQ]

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

6 **INTRODUCTION**

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

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

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

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

24 **THE PARTIES**

25 5. PCH Venture Group, Inc., dba JACK IN THE BOX (“DEFENDANT”) is a
26 California corporation that at all relevant times mentioned herein conducted and continues to
27 conduct substantial business in California.

28 6. DEFENDANT operates fast-food services companies in the State of California,

1 including the county of Los Angeles, where PLAINTIFF worked.

2 7. PLAINTIFF was employed by DEFENDANT in California from November 2022
3 to February 2024 and was at all times classified by DEFENDANT as a non-exempt employee,
4 paid on an hourly basis, and entitled to the legally required meal and rest periods and payment of
5 minimum and overtime wages due for all time worked.

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

13 9. PLAINTIFF, on behalf of all AGGRIEVED EMPLOYEES presently or formerly
14 employed by DEFENDANT during the PAGA PERIOD, brings this representative action
15 pursuant to Labor Code § 2699, *et seq.* seeking fixed civil penalties for DEFENDANT’s violation
16 of California Labor Code §§ 201, 201.3, 202, 203, 204, 210, 218.5, 218.6, 221, 226, 226.2, 226.3,
17 226.7, 227.3, 246, 510, 512, 558, 1174(d), 1174.5, 1194, 1197, 1197.1, 1197.14, 1198, 1198.5,
18 1199, 2802, 2804, and California Code of Regulations, Title 8, Section 11070(14) (Failure to
19 Provide Seating), and California Regulations, and the applicable Wage Order(s). Based upon the
20 foregoing, PLAINTIFF and all AGGRIEVED EMPLOYEES are aggrieved employees within the
21 meaning of Labor Code § 2699, *et seq.*

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

1 some manner for one or more of the events and happenings that proximately caused the injuries
2 and damages hereinafter alleged.

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

11 **JURISDICTION AND VENUE**

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

14 13. Venue is proper in this Court pursuant to California Code of Civil Procedure,
15 Sections 395 and 395.5, because DEFENDANT currently maintains and at all relevant times
16 maintained offices and facilities in this County and/or conducts substantial business in this
17 County, and committed the wrongful conduct herein alleged in this County against the
18 AGGRIEVED EMPLOYEES.

19 **THE CONDUCT**

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

24 15. The second component of PLAINTIFF'S and the AGGRIEVED EMPLOYEES'
25 compensation is DEFENDANT'S non-discretionary incentive program that paid PLAINTIFF and
26 the AGGRIEVED EMPLOYEES incentive wages based on their performance for DEFENDANT.
27 The non-discretionary incentive program provided all employees paid on an hourly basis with
28 incentive compensation when the employees met the various performance goals set by

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

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

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

1 and the AGGRIEVED EMPLOYEES were also not provided with one-hour wages in lieu thereof.
2 Additionally, the applicable California Wage Order requires employers to provide employees
3 with off-duty rest periods, which the California Supreme Court defined as time during which an
4 employee is relieved from all work-related duties and free from employer control. In so doing,
5 the Court held that the requirement under California law that employers authorize and permit all
6 employees to take rest periods means that employers must relieve employees of all duties and
7 relinquish control over how employees spend their time, which includes control over the locations
8 where employees may take their rest period. DEFENDANT required PLAINTIFF and the
9 AGGRIEVED EMPLOYEES to remain on-call and on-duty during what was supposed to be their
10 off-duty rest periods. As a result of their rigorous work schedules, PLAINTIFF and AGGRIEVED
11 EMPLOYEES were periodically denied their proper rest periods by DEFENDANTS and
12 DEFENDANTS' managers.

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

27 19. From time to time, DEFENDANT also failed to provide PLAINTIFF and the
28 AGGRIEVED EMPLOYEES with complete and accurate wage statements which failed to show,

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

18 20. Cal. Lab. Code § 204 (d) provides, the requirements of this section shall be deemed
19 satisfied by the payment of wages for weekly, biweekly, or semimonthly payroll if the wages are
20 paid not more than seven (7) calendar days following the close of payroll period. Cal. Lab. Code
21 § 210 provides:

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

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

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

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

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

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

26 26. Pursuant to Cal. Lab. Code Section 221, “It shall be unlawful for any employer to
27 collect or receive from an employee any part of wages theretofore paid by said employer to said
28 employee.” DEFENDANT failed to pay all compensation due to PLAINTIFF and the

1 AGGRIEVED EMPLOYEES, made unlawful deductions from compensation payable to
2 PLAINTIFF and the AGGRIEVED EMPLOYEES, failed to disclose all aspects of the deductions
3 from compensation payable to PLAINTIFF and the AGGRIEVED EMPLOYEES, and thereby
4 failed to pay these employees all wages due at each applicable pay period and upon termination.

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

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

26 29. In violation of the applicable sections of the California Labor Code and the
27 requirements of the applicable Industrial Welfare Commission ("IWC") Wage Order,
28 DEFENDANT as a matter of company policy, practice and procedure, intentionally, knowingly

1 and systematically failed to provide PLAINTIFF and the other AGGRIEVED EMPLOYEES
2 suitable seating when the nature of these employees' work reasonably permitted sitting.

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

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

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

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

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

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1 representative civil action under PAGA pursuant to Section 2699 as the proxy of the State of
2 California with respect to all AGGRIEVED EMPLOYEES as herein defined.

3 38. The policies, acts and practices heretofore described were and are an unlawful
4 business act or practice because DEFENDANT (a) failed to provide PLAINTIFF and the
5 AGGRIEVED EMPLOYEES accurate itemized wage statements, (b) failed to properly record
6 and provide legally required meal and rest periods,(c) failed to pay minimum wages, (d) failed to
7 pay overtime wages and sick pay wages, (e) failed to reimburse employees for required expenses,
8 (f) failed to provide wages when due, and (g) failed to provide suitable seating, all in violation of
9 the applicable Labor Code sections listed in Labor Code §§ 201, 201.3, 202, 203, 204 et seq., 210,
10 218.5, 218.6, 221, 226, 226.2, 226.3, 226.7, 227.3, 246, 510, 512, 558, 1174(d), 1174.5, 1194,
11 1197, 1197.1, 1197.14, 1198, 1198.5, 1199, 2802, California Code of Regulations, Title 8, Section
12 11070(14) (Failure to Provide Seating), and California Regulations, and pursuant to California
13 Labor Code Section 2699.5 and thereby gives rise to civil penalties as a result of such conduct.¹
14 PLAINTIFF hereby seeks recovery of only civil penalties as prescribed by the Labor Code Private
15 Attorney General Act of 2004 as the representative of the State of California for the illegal conduct
16 perpetrated on PLAINTIFF and the AGGRIEVED EMPLOYEES.

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

1 **PRAYER FOR RELIEF**

2 WHEREFORE, PLAINTIFF prays for judgment against each Defendant, jointly and
3 severally, as follows:

4 (1) On behalf of the State of California and with respect to all AGGRIEVED
5 EMPLOYEES:

6 A. Recovery of civil penalties as prescribed by the Labor Code Private Attorneys
7 General Act of 2004;

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

10 C. For such other relief as the Court deems just and proper.
11

12 Dated: July 29, 2024

13 **JCL LAW FIRM, APC**
14 **ZAKAY LAW GROUP, APLC**

15 By: 

16 Jean-Claude Lapuyade, Esq.
17 Attorney for PLAINTIFF
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EXHIBIT 1

May 22, 2024

Via Online Filing to LWDA and Certified Mail to Defendants
Labor and Workforce Development Agency
Online Filing

PCH VENTURE GROUP, INC. dba JACK IN THE BOX

c/o Lisa Lin
2705 Pacific Coast Hwy
Torrance, CA 90505

Via Certified U.S. Mail with Return Receipt No. 9589 0710 5270 0298 7760 11

Re: Notice of Violations of California Labor Code Sections 201, 201.3, 202, 203, 204, 210, 218.5, 218.6, 221, 226, 226.2, 226.3, 226.7, 227.3, 246, 510, 512, 558, 1174(d), 1174.5, 1194, 1197, 1197.1, 1197.14, 1198, 1198.5, 1199, 2802, and 2804, California Code of Regulations, Title 8, Section 11070(14) (Failure to Provide Seating), and California Regulations, and Pursuant to California Labor Code Section 2699.5

Dear Sir/Madam:

Our offices represent Plaintiff CARLOS ANDRES GONZALEZ (“Plaintiff”), and other aggrieved employees in a proposed lawsuit against Defendant PCH VENTURE GROUP, INC., dba JACK IN THE BOX (“Defendant”). Plaintiff Gonzalez was employed by Defendant in California from November 2022 through February 2024, as a non-exempt employee, paid on an hourly basis and entitled to payment of all wages and the legally required breaks, among other things. Defendant, however, unlawfully failed to record and pay Plaintiff and other aggrieved employees for all of their time worked, failed to pay employees at the correct regular rate of pay, when applicable, failed to reimburse employees for necessary business expenditures and for all of their meal and rest breaks. Further, Defendant failed to timely pay Plaintiff and other aggrieved employees for earned wages and failed to provide Plaintiffs and other aggrieved employees with compliant meal and rest breaks. Moreover, Defendant failed to provide suitable seating to Plaintiff and other aggrieved employees, in violation of California Code of Regulations, Title 8, Section 11070(14) (Failure to Provide Seating).

As a consequence of the aforementioned violations, Plaintiff further contends that Defendant failed to provide accurate wage statements to him and other aggrieved employees, among other violations of California Labor Code section 226(a). Said conduct, in addition to the foregoing Labor Code §§ 201, 201.3, 202, 203, 204, 210, 218.5, 218.6, 221, 226, 226.2, 226.3, 226.7, 227.3, 246, 510, 512, 558, 1174(d), 1174.5, 1194, 1197, 1197.1, 1197.14, 1198, 1198.5, 1199, 2802, 2804, and California Code of Regulations, Title 8, Section 11070(14) (Failure to Provide Seating), violates the applicable Industrial Welfare Commission Wage Order(s) and California Regulations, and is therefore actionable under California Labor Code section 2699.3.

Plaintiff seeks to represent a group of aggrieved employees defined as all current and

former non-exempt employees who worked for Defendants in California during the relevant claim period.

A true and correct copy of the proposed Complaint by Plaintiff against Defendant, which (1) identifies the alleged violations, (2) details the facts and theories which support the alleged violations, (3) details the specific work performed by Plaintiff, (4) sets forth the people/entities, dates, classifications, violations, events, and actions which are at issue to the extent known to Plaintiff, and (5) 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 incorporate 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.

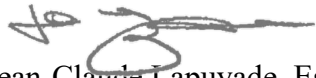
To the extent that entities and/or individuals are named and charged with violations of the Labor Code—making them liable on an individual basis as permitted by numerous Labor Code Sections including, but not limited to 558, 558.1, and 1197.1—Plaintiff reserves any and all rights to add, substitute, or change the name of employer entities and/or individuals responsible for the violations at issue.

Any further amendments and changes to this notice shall relate back to the date of this notice. Consequently, Defendant is on notice that Plaintiff continues their investigation, with the full intent to amend and/or change this notice, to add any undiscovered violations of any of the provisions of the California Labor Code—to the extent that are applicable to this case—and to change and/or add the identities of any entities and/or individuals responsible for the violations contained herein.

This notice is provided to enable Plaintiff to proceed with the Complaint against Defendant as authorized by California Labor Code section 2695, *et seq.* The lawsuit consists of other aggrieved employees. As counsel, our intention is to vigorously prosecute the claims as alleged in the Complaint, and to procure civil penalties as provided by the Private Attorney General Statute of 2004 on behalf of Plaintiff and all aggrieved California employees.

Your earliest response to this notice is appreciated. If you have any questions or concerns, please do not hesitate to contact me at the above number and address.

Very truly yours,
JCL LAW FIRM, APC



Jean-Claude Lapuyade, Esq.

JCL LAW FIRM, APC

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Attorneys for PLAINTIFF

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF LOS ANGELES

CARLOS ANDRES GONZALEZ, an
individual, on behalf of himself, and on behalf
of all persons similarly situated,

Plaintiff,

v.

PCH VENTURE GROUP, INC., dba JACK IN
THE BOX, a California Corporation; and
DOES 1-50, Inclusive,

Defendants.

Case No:

CLASS 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, *et seq*;
- 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;

- 1 6) FAILURE TO REIMBURSE EMPLOYEES
2 FOR REQUIRED EXPENSES IN
3 VIOLATION OF CAL. LAB. CODE § 2802;
4 7) FAILURE TO PROVIDE ACCURATE
5 ITEMIZED STATEMENTS IN
6 VIOLATION OF CAL. LAB. CODE § 226;
7 8) FAILURE TO PROVIDE WAGES WHEN
8 DUE IN VIOLATION OF CAL. LAB.
9 CODE §§ 201, 202 AND 203;

DEMAND FOR A JURY TRIAL

10 PLAINTIFF CARLOS ANDRES GONZALEZ (“PLAINTIFF”), an individual, on behalf
11 of himself and all other similarly situated current and former employees, allege on information and
12 belief, except for his own acts and knowledge which are based on personal knowledge, the
13 following:

PRELIMINARY ALLEGATIONS

14 1. Defendant PCH VENTURE GROUP, INC., dba JACK IN THE BOX
15 (“DEFENDANT”) is a California Corporation that at all relevant times mentioned herein
16 conducted and continues to conduct substantial and regular business throughout California.

17 2. DEFENDANT is a fast-food services company in the state of California, including
18 the county of Los Angeles, where PLAINTIFF worked.

19 3. PLAINTIFF is currently employed by DEFENDANT in California as a non-
20 exempt employee, paid on an hourly basis, and entitled to the legally required meal and rest
21 periods and payment of minimum and overtime wages due for all time worked.

22 4. PLAINTIFF brings this Class Action on behalf of himself and a California class,
23 defined as all persons who are or previously were employed by DEFENDANT and classified as
24 non-exempt employees (the “CALIFORNIA CLASS”) at any time during the period beginning
25 four (4) years prior to the filing of this Complaint and ending on the date as determined by the
26 Court (the “CLASS PERIOD”). The amount in controversy for the aggregate claim of the
27 CALIFORNIA CLASS Members is under five million dollars (\$5,000,000.00).

28 5. PLAINTIFF brings this Class Action on behalf of himself and a CALIFORNIA
CLASS in order to fully compensate the CALIFORNIA CLASS for their losses incurred during

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

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

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

27 8. DEFENDANT is PLAINTIFF'S employer or persons acting on behalf of the
28 PLAINTIFF'S employer, within the meaning of California Labor Code § 558, who violated or

1 caused to be violated, a section of Part 2, Chapter 1 of the California Labor Code or any provision
2 regulating hours and days of work in any order of the Industrial Welfare Commission and, as
3 such, are subject to civil penalties for each underpaid employee, as set forth in Labor Code § 558,
4 at all relevant times.

5 9. DEFENDANT is PLAINTIFF'S employer or persons acting on behalf of
6 PLAINTIFF'S employer either individually or as an officer, agent, or employee of another person,
7 within the meaning of California Labor Code § 1197.1, who paid or caused to be paid to any
8 employee a wage less than the minimum fixed by California state law, and as such, are subject to
9 civil penalties for each underpaid employee.

10 10. DEFENDANT'S uniform policies and practices alleged herein were unlawful,
11 unfair, and deceptive business practices whereby DEFENDANT retained and continues to retain
12 wages due to PLAINTIFF and other members of the CALIFORNIA CLASS.

13 11. PLAINTIFF and other members of the CALIFORNIA CLASS seek an injunction
14 enjoining such conduct by DEFENDANT in the future, relief for the named PLAINTIFF and
15 other members of the CALIFORNIA CLASS who has been economically injured by
16 DEFENDANT'S past and current unlawful conduct, and all other appropriate legal and equitable
17 relief.

18 **JURISDICTION AND VENUE**

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

23 13. Venue is proper in this Court pursuant to California Code of Civil Procedure,
24 Sections 395 and 395.5, because DEFENDANT operates in locations across California, employs
25 the CALIFORNIA CLASS across California, including in this County, and committed the
26 wrongful conduct herein alleged in this County against the CALIFORNIA CLASS.

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THE CONDUCT

14. In violation of the applicable sections of the California Labor Code and the requirements of the Industrial Welfare Commission (“IWC”) Wage Order, DEFENDANT as a matter of company policy, practice, and procedure, intentionally, knowingly, and systematically failed to provide legally compliant meal and rest periods, failed to accurately compensate PLAINTIFF and the other members of the CALIFORNIA CLASS for missed meal and rest periods, failed to pay PLAINTIFF and the other members of the CALIFORNIA CLASS for all time worked, failed to compensate PLAINTIFF and other members of the CALIFORNIA CLASS for off-the-clock work, failed to pay PLAINTIFF and the other members of the CALIFORNIA CLASS overtime at the correct regular rate of pay, failed to compensate PLAINTIFF and other members of the CALIFORNIA CLASS meal and rest premiums at the regular rate, failed to reimburse PLAINTIFF and other CALIFORNIA CLASS Members for business expenses, and failed to issue to PLAINTIFF and the members of the CALIFORNIA CLASS with accurate itemized wage statements showing, among other things, all applicable hourly rates in effect during the pay periods and the corresponding amount of time worked at each hourly rate. DEFENDANT’s uniform policies and practices are intended to purposefully avoid the accurate and full payment for all time worked as required by California law which allows DEFENDANT to illegally profit and gain an unfair advantage over competitors who comply with the law. To the extent equitable tolling operates to toll claims by the CALIFORNIA CLASS against DEFENDANT, the CLASS PERIOD should be adjusted accordingly.

A. Meal Period Violations

15. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANT is required to pay PLAINTIFF and CALIFORNIA CLASS Members for all their time worked, meaning the time during which an employee is subject to the control of an employer, including all the time the employee is suffered or permitted to work. From time to time during the CLASS PERIOD, DEFENDANT required PLAINTIFF and CALIFORNIA CLASS Members to work without paying them for all the time they were under DEFENDANT’S control. Specifically, DEFENDANT required PLAINTIFF to work while clocked out during what was supposed to be

1 PLAINTIFF's off-duty meal break. Indeed, there were many days where PLAINTIFF did not
2 even receive a partial lunch. As a result, the PLAINTIFF and other CALIFORNIA CLASS
3 Members forfeited minimum wage and overtime compensation by regularly working without their
4 time being accurately recorded and without compensation at the applicable minimum wage and
5 overtime rates. DEFENDANT'S uniform policy and practice not to pay PLAINTIFF and other
6 CALIFORNIA CLASS Members for all time worked is evidenced by DEFENDANT'S business
7 records.

8 16. From time to time during the CLASS PERIOD, as a result of their rigorous work
9 schedules and DEFENDANT'S inadequate staffing practices, PLAINTIFF and other
10 CALIFORNIA CLASS Members are from time to time unable to take thirty (30) minute off duty
11 meal breaks and were not fully relieved of duty for their meal periods. PLAINTIFF and other
12 CALIFORNIA CLASS Members are required to perform work as ordered by DEFENDANT for
13 more than five (5) hours during some shifts without receiving a meal break. Further,
14 DEFENDANT failed to provide PLAINTIFF and CALIFORNIA CLASS Members with a second
15 off-duty meal period for some workdays in which these employees are required by DEFENDANT
16 to work ten (10) hours of work. The nature of the work performed by PLAINTIFF and other
17 CALIFORNIA CLASS Members does not qualify for the limited and narrowly construed "on-
18 duty" meal period exception. When they were provided with meal periods, PLAINTIFF and other
19 CALIFORNIA CLASS Members were, from time to time, required to remain on duty and on call.
20 DEFENDANT'S failure to provide PLAINTIFF and the CALIFORNIA CLASS Members with
21 legally required meal breaks is evidenced by DEFENDANT'S business records. PLAINTIFF and
22 other members of the CALIFORNIA CLASS therefore forfeit meal breaks without additional
23 compensation and in accordance with DEFENDANT'S strict corporate policy and practice.

24 **B. Rest Period Violations**

25 17. From time to time during the CLASS PERIOD, PLAINTIFF and other
26 CALIFORNIA CLASS Members were also required to work in excess of four (4) hours without
27 being provided ten (10) minute rest periods as a result of their rigorous work requirements and
28 DEFENDANT'S inadequate staffing. Further, for the same reasons, these employees were denied

1 their first rest periods of at least ten (10) minutes for some shifts worked of at least two (2) to four
2 (4) hours from time to time, a first and second rest period of at least ten (10) minutes for some
3 shifts worked of between six (6) and eight (8) hours from time to time, and a first, second and
4 third rest period of at least ten (10) minutes for some shifts worked of ten (10) hours or more from
5 time to time. When they were provided with rest breaks, PLAINTIFF and other CALIFORNIA
6 CLASS Members were, from time to time, required to remain on premises, on duty and/or on call.
7 PLAINTIFF and other CALIFORNIA CLASS Members were also not provided with one-hour
8 wages *in lieu* thereof. As a result of their rigorous work schedules and DEFENDANT'S
9 inadequate staffing, PLAINTIFF and other CALIFORNIA CLASS Members were from time to
10 time denied their proper rest periods by DEFENDANT and DEFENDANT'S managers.

11 **C. Unreimbursed Business Expenses**

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

23 19. In the course of their employment, DEFENDANT required PLAINTIFF and other
24 CALIFORNIA CLASS Members to incur personal expenses for the use of their personal cell
25 phones as a result of and in furtherance of their job duties. Specifically, PLAINTIFF and other
26 CALIFORNIA CLASS Members were required to use their personal cell phones in order to
27 perform work related tasks. However, DEFENDANT unlawfully failed to reimburse PLAINTIFF
28 and other CALIFORNIA CLASS Members for the use of their personal cell phones. As a result,

1 in the course of their employment with DEFENDANT, the PLAINTIFF and other CALIFORNIA
2 CLASS Members incurred unreimbursed business expenses that included, but were not limited
3 to, costs related to the use of their personal cell phones all on behalf of and for the benefit of
4 DEFENDANT.

5 **D. Wage Statement Violations**

6 20. California Labor Code Section 226 required an employer to furnish its employees
7 and accurate itemized wage statement in writing showing (1) gross wages earned, (2) total hours
8 worked, (3) the number of piece-rate units earned and any applicable piece-rate, (4) all deductions,
9 (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the
10 name of the employee and only the last four digits of the employee's social security number or an
11 employee identification number other than a social security number, (8) the name and address of
12 the legal entity that is the employer, and (9) all applicable hourly rates in effect during the pay
13 period and the corresponding number of hours worked at each hourly rate by the employee.

14 21. From time to time during the CLASS PERIOD, when PLAINTIFF and other
15 CALIFORNIA CLASS Members missed meal and rest breaks, or were paid inaccurately for
16 missed meal and rest period premiums, or were not paid for all hours worked, DEFENDANT also
17 failed to provide PLAINTIFF and other CALIFORNIA CLASS Members with complete and
18 accurate wage statements which failed to show the complete requirements under California Labor
19 Code sections 226(a)(1)-(9), including but not limited to, all deductions, the total hours worked
20 and all applicable hourly rates in effect during the pay period and the corresponding amount of
21 time worked at each hourly rate, correct rates of pay for penalty payments or missed meal and rest
22 periods.

23 22. In addition to the foregoing, DEFENDANT, from time to time, failed to provide
24 PLAINTIFF and the CALIFORNIA CLASS Members with wage statements that comply with
25 Cal. Lab. Code § 226(a)(1)-(9).

26 23. As a result, DEFENDANT issued PLAINTIFF and other members of the
27 CALIFORNIA CLASS with wage statements that violate Cal. Lab. Code § 226. Further,
28

1 DEFENDANT'S violations are knowing and intentional, were not isolated due to an unintentional
2 payroll error due to clerical or inadvertent mistake.

3 **E. Off-the-Clock Work Resulting in Minimum Wage and Overtime Violations**

4 24. During the CLASS PERIOD, from time-to-time DEFENDANT failed and
5 continues to fail to accurately pay PLAINTIFF and other members of the CALIFORNIA CLASS
6 for all hours worked.

7 25. During the CLASS PERIOD, from time-to-time DEFENDANT required
8 PLAINTIFF and other members of the CALIFORNIA CLASS to perform pre-shift or post-shift
9 work. This resulted in PLAINTIFF and other members of the CALIFORNIA CLASS having to
10 work while off-the-clock.

11 26. DEFENDANT directed and directly benefited from the undercompensated off-the-
12 clock work performed by PLAINTIFF and the other CALIFORNIA CLASS Members.

13 27. DEFENDANT controlled the work schedules, duties, and protocols, applications,
14 assignments, and employment conditions of PLAINTIFF and the other members of the
15 CALIFORNIA CLASS.

16 28. DEFENDANT was able to track the amount of time PLAINTIFF and the other
17 members of the CALIFORNIA CLASS spent working; however, DEFENDANT failed to
18 document, track, or pay PLAINTIFF and the other members of the CALIFORNIA CLASS all
19 wages earned and owed for all the work they performed.

20 29. PLAINTIFF and the other members of the CALIFORNIA CLASS were non-
21 exempt employees, subject to the requirements of the California Labor Code.

22 30. DEFENDANT'S policies and practices deprived PLAINTIFF and the other
23 CALIFORNIA CLASS Members of all minimum regular, overtime, and double time wages owed
24 for the off-the-clock work activities. Because PLAINTIFF and the other members of the
25 CALIFORNIA CLASS typically worked over forty (40) hours in a workweek, and more than
26 eight (8) hours per day, DEFENDANT'S policies and practices also deprived them of overtime
27 pay.

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1 31. DEFENDANT knew or should have known that PLAINTIFF and the other
2 members of the CALIFORNIA CLASS off-the-clock work was compensable under the law.

3 32. As a result, PLAINTIFF and the other members of the CALIFORNIA CLASS
4 forfeited wages due to them for all hours worked at DEFENDANT’S direction, control, and
5 benefit for the time spent working while off-the-clock. DEFENDANT’S uniform policy and
6 practice to not pay PLAINTIFF and the members of the CALIFORNIA CLASS wages for all
7 hours worked in accordance with applicable law is evidenced by DEFENDANT’S business
8 records.

9 **F. Regular Rate Violation – Overtime, Double Time, Meal and Rest Period Premiums,**
10 **and Redeemed Sick Pay**

11 33. From time to time during the CLASS PERIOD, DEFENDANT failed and
12 continues to fail to accurately calculate and pay PLAINTIFF and the other CALIFORNIA CLASS
13 Members for their overtime and double time hours worked, meal and rest period premiums, and
14 redeemed sick pay. As a result, PLAINTIFF and the other CALIFORNIA CLASS Members
15 forfeited wages due to them for working overtime without compensation at the correct overtime
16 and double time rates, meal and rest period premiums, and redeemed sick pay rates.
17 DEFENDANT’S uniform policy and practice not to pay the CALIFORNIA CLASS Members at
18 the correct rate for all overtime and double time worked, meal and rest period premiums, and
19 redeemed sick pay in accordance with applicable law is evidenced by DEFENDANT’S business
20 records.

21 34. State law provides that employees must be paid overtime at one-and-one-half times
22 their “regular rate of pay.” PLAINTIFF and other CALIFORNIA CLASS Members were
23 compensated at an hourly rate plus incentive pay that was tied to specific elements of an
24 employee’s performance.

25 35. The second component of PLAINTIFF’s and other CALIFORNIA CLASS
26 Members’ compensation was DEFENDANT’S non-discretionary incentive program that paid
27 PLAINTIFF and other CLASS MEMBERS incentive wages based on their performance for
28 DEFENDANT. The non-discretionary bonus program provided all employees paid on an hourly

1 basis with bonus compensation when the employees met the various performance goals set by
2 DEFENDANT.

3 36. However, from-time-to-time, when calculating the regular rate of pay, in those pay
4 periods where PLAINTIFF and other CALIFORNIA CLASS members worked overtime, double
5 time, paid meal and rest period premium payments, and/or redeemed sick pay, and earned non-
6 discretionary bonus, DEFENDANT failed to accurately include the non-discretionary bonus
7 compensation as part of the employees' "regular rate of pay" and/or calculated all hours worked
8 rather than just all non-overtime hours worked. Management and supervisors described the
9 incentive/bonus program to potential and new employees as part of the compensation package.
10 As a matter of law, the incentive compensation received by PLAINTIFF and other CALIFORNIA
11 CLASS members must be included in the "regular rate of pay." The failure to do so has resulted
12 in a systematic underpayment of overtime and double time compensation, meal and rest period
13 premiums, and redeemed sick pay to PLAINTIFF and other CALIFORNIA CLASS members by
14 DEFENDANT. Specifically, California Labor Code Section 246 mandates that paid sick time for
15 non-employees shall be calculated in the same manner as the regular rate of pay for the workweek
16 in which the non-exempt employee uses paid sick time, whether or not the employee actually
17 works overtime in that workweek. DEFENDANT'S conduct, as articulated herein, by failing to
18 include the incentive compensation as part of the "regular rate of pay" for purposes of sick pay
19 compensation was in violation of Cal. Lab. Code § 246 the underpayment of which is recoverable
20 under Cal. Labor Code Sections 201, 202, 203 and/or 204.

21 37. In violation of the applicable sections of the California Labor Code and the
22 requirements of the Industrial Welfare Commission ("IWC") Wage Order, DEFENDANT as a
23 matter of company policy, practice, and procedure, intentionally and knowingly failed to
24 compensate PLAINTIFF and the other members of the CALIFORNIA CLASS at the correct rate
25 of pay for all overtime and double time worked, meal and rest period premiums, and sick pay.
26 This uniform policy and practice of DEFENDANT is intended to purposefully avoid the payment
27 of the correct overtime and double time compensation, meal and rest period premiums, and sick
28 pay as required by California law which allowed DEFENDANT to illegally profit and gain an

1 unfair advantage over competitors who complied with the law. To the extent equitable tolling
2 operates to toll claims by the CALIFORNIA CLASS members against DEFENDANT, the
3 CLASS PERIOD should be adjusted accordingly.

4 **G. Violations for Untimely Payment of Wages**

5 38. Pursuant to California Labor Code section 204, PLAINTIFF and the
6 CALIFORNIA CLASS members were entitled to timely payment of wages during their
7 employment. PLAINTIFF and the CALIFORNIA CLASS members, from time to time, did not
8 receive payment of all wages, including, but not limited to, overtime wages, minimum wages,
9 meal period premium wages, and rest period premium wages within permissible time period.

10 39. Pursuant to Cal. Lab. Code § 201, “If an employer discharges an employee, the
11 wages earned and unpaid at the time of discharge are due and payable immediately.” Pursuant
12 to Cal. Lab. Code § 202, if an employee quits his or her employment, “his or her wages shall
13 become due and payable not later than 72 hours thereafter, unless the employee has given 72
14 hours previous notice of his or her intention to quit, in which case the employee is entitled to his
15 or her wages at the time of quitting.” PLAINTIFF and the CALIFORNIA CLASS Members
16 were, from time to time, not timely provided the wages earned and unpaid at the time of their
17 discharge and/or at the time of quitting, in violation of Cal. Lab. Code §§ 201 and 202.

18 40. As such, PLAINTIFF demands up to thirty days of pay as penalty for not timely
19 paying all wages due at time of termination for all CALIFORNIA CLASS Members whose
20 employment ended during the CLASS PERIOD.

21 **H. Unlawful Deductions**

22 41. DEFENDANT, from time-to-time unlawfully deducted wages from PLAINTIFF
23 and CALIFORNIA CLASS Members’ pay without explanations and without authorization to do
24 so or notice to PLAINTIFF and the CALIFORNIA CLASS Members. As a result, DEFENDANT
25 violated Labor Code § 221.

26 **I. Timekeeping Manipulation**

27 42. During the CLASS PERIOD, DEFENDANT, from time-to-time, did not have an
28 immutable timekeeping system to accurately record and pay PLAINTIFF and other members of

1 the CALIFORNIA CLASS for the actual time PLAINTIFF and other members of the
2 CALIFORNIA CLASS worked each day, including regular time, overtime hours, sick pay, meal
3 and rest breaks. As a result, DEFENDANT was able to and did in fact, unlawfully, and
4 unilaterally alter the time recorded in DEFENDANT'S timekeeping system for PLAINTIFF and
5 other members of the CALIFORNIA CLASS in order to avoid paying these employees for all
6 hours worked, applicable overtime compensation, applicable sick pay, missed meal breaks and
7 missed rest breaks.

8 43. As a result, PLAINTIFF and other members of the CALIFORNIA CLASS, from
9 time-to-time, forfeited time worked by working without their time being accurately recorded and
10 without compensation at the applicable pay rates.

11 44. The mutability of the timekeeping system also allowed DEFENDANT to alter
12 employee time records by recording fictitious thirty (30) minute meal breaks in DEFENDANT'S
13 timekeeping system so as to create the appearance that PLAINTIFF and other members of the
14 CALIFORNIA CLASS clocked out for thirty (30) minute meal break when in fact the employees
15 were not at all times provided an off-duty meal break. This practice is a direct result of
16 DEFENDANT'S uniform policy and practice of denying employees uninterrupted thirty (30)
17 minute off-duty meal breaks each day or otherwise compensating them for missed meal breaks.

18 45. As a result, PLAINTIFF and the other members of the CALIFORNIA CLASS
19 forfeited wages due to them for all hours worked at DEFENDANT'S direction, control and
20 benefit for the time the timekeeping system was inoperable. DEFENDANT'S uniform policy
21 and practice to not pay PLAINTIFF and the members of the CALIFORNIA CLASS wages for
22 all hours worked in accordance with applicable law is evidenced by DEFENDANT'S business
23 records.

24 **J. Unlawful Rounding Practices**

25 46. During the CALIFORNIA CLASS PERIOD, DEFENDANT did not have in place
26 an immutable timekeeping system to accurately record and pay PLAINTIFF and other
27 CALIFORNIA CLASS Members for the actual time these employees worked each day,
28 including overtime hours. Specifically, DEFENDANT had in place an unlawful rounding policy

1 and practice that resulted in PLAINTIFF and CALIFORNIA CLASS Members being
2 undercompensated for all of their time worked. As a result, DEFENDANT was able to and did
3 in fact unlawfully, and unilaterally round the time recorded in DEFENDANT'S timekeeping
4 system for PLAINTIFF and the members of the CALIFORNIA CLASS in order to avoid paying
5 these employees for all their time worked, including the applicable overtime compensation for
6 overtime worked. As a result, PLAINTIFF and other CALIFORNIA CLASS Members, from
7 time to time, forfeited compensation for their time worked by working without their time being
8 accurately recorded and without compensation at the applicable overtime rates.

9 47. Further, the mutability of DEFENDANT'S timekeeping system and unlawful
10 rounding policy and practice resulted in PLAINTIFF and CALIFORNIA CLASS Members' time
11 being inaccurately recorded. As a result, from time to time, DEFENDANT'S unlawful rounding
12 policy and practice caused PLAINTIFF and CALIFORNIA CLASS Members to perform work
13 as ordered by DEFENDANT for more than five (5) hours during a shift without receiving an off-
14 duty meal break.

15 **K. Sick Pay Violations**

16 48. Cal. Labor Code Section 246 (a)(1) mandates that "An employee who, on or after
17 July 1, 2015, works in California for the same employer for 30 or more days within a year from the
18 commencement of employment is entitled to paid sick days as specified in this section." Further,
19 Cal. Labor Code Sections 246(b)-(d) provide for the sick day accrual requirements. From time to
20 time, DEFENDANT failed to have a policy or practice in place that provided PLAINTIFF and other
21 members of the CALIFORNIA CLASS with sick days and/or paid sick leave.

22 49. California Labor Code Section 246(i) requires an employer to furnish its employees
23 with written wage statements setting forth the amount of paid sick leave available. From time to
24 time, DEFENDANT violated Cal. Lab. Code § 246 by failing to furnish PLAINTIFF and other
25 members of the CALIFORNIA CLASS with wage statements setting forth the amount of paid sick
26 leave available.

27 **L. Suitable Seating Violations**

28 50. PLAINTIFF further alleges that the station counters in DEFENDANT's stores

1 provide ample space at workstations to allow for the presence and use of a stool or seat by
2 DEFENDANT's employees' during the performance of their work duties. DEFENDANT's
3 employees' working at DEFENDANT's facilities spend a very substantial portion, and, in many
4 workdays, the vast majority of their working time with DEFENDANT's customers. The nature of
5 the position can reasonably be accomplished while using a seat/stool.

6 51. In violation of the applicable sections of the California Labor Code and the
7 requirements of the applicable Industrial Welfare Commission ("IWC") Wage Order,
8 DEFENDANT as a matter of company policy, practice and procedure, intentionally, knowingly and
9 systematically failed to provide PLAINTIFF and the CALIFORNIA CLASS Members' suitable
10 seating when the nature of these employees' work reasonably permitted sitting.

11 52. DEFENDANT knew or should have known that PLAINTIFF and other
12 CALIFORNIA CLASS Members' were entitled to suitable seating and/or were entitled to sit when
13 it did not interfere with the performance of their duties, and that DEFENDANTS did not provide
14 suitable seating and/or did not allow them to sit when it did not interfere with the performance of
15 their duties. By reason of this conduct applicable to PLAINTIFFS and all CALIFORNIA CLASS
16 Members', DEFENDANT violated California Labor Code Section 1198 and Wage Order 4-2001,
17 Section 14 by failing to provide suitable seats.

18 53. Specifically, as to PLAINTIFF, PLAINTIFF was from time to time unable to take
19 off duty meal and rest breaks and was not fully relieved of duty for his rest and meal periods.
20 PLAINTIFF was required to perform work as ordered by DEFENDANT for more than five (5)
21 hours during a shift without receiving an off-duty meal break. Further, DEFENDANT failed to
22 provide PLAINTIFF with a second off-duty meal period each workday in which they were
23 required by DEFENDANT to work ten (10) hours of work. When DEFENDANT provided
24 PLAINTIFF with a rest break, they required PLAINTIFF to remain on premises, on-duty and on-
25 call for the rest break. DEFENDANT'S policy caused PLAINTIFF to remain on-call and on-duty
26 during what was supposed to be his off-duty meal periods. PLAINTIFF therefore forfeited meal
27 and rest breaks without additional compensation and in accordance with DEFENDANT'S strict
28 corporate policy and practice. Moreover, DEFENDANT also provided PLAINTIFF with paystubs

1 that failed to comply with Cal. Lab. Code § 226. Further, DEFENDANT also failed to reimburse
2 PLAINTIFF for required business expenses related to the use of his personal cell phone on behalf
3 of and in furtherance of his employment with DEFENDANT. To date, DEFENDANT has not
4 fully paid PLAINTIFF the minimum, overtime and double time compensation still owed to him
5 or any penalty wages owed to him under Cal. Lab. Code § 203. The amount in controversy for
6 PLAINTIFF individually does not exceed the sum or value of \$75,000.

7 **CLASS ACTION ALLEGATIONS**

8 54. PLAINTIFF brings this Class Action on behalf of himself, and a California class
9 defined as all persons who are or previously were employed by DEFENDANT in California and
10 classified as non-exempt employees (the “CALIFORNIA CLASS”) at any time during the period
11 beginning four (4) years prior to the filing of this Complaint and ending on the date as determined
12 by the Court (the “CLASS PERIOD”).

13 55. PLAINTIFF and the other CALIFORNIA CLASS Members have uniformly been
14 deprived of wages and penalties from unpaid wages earned and due, including but not limited to
15 unpaid minimum wages, unpaid overtime compensation, unpaid meal and rest period premiums,
16 illegal meal and rest period policies, failure to reimburse for business expenses, failure to
17 compensate for off-the-clock work, failure to provide accurate itemized wage statements, failure
18 to maintain required records, and interest, statutory and civil penalties, attorney’s fees, costs, and
19 expenses.

20 56. The members of the class are so numerous that joinder of all class members is
21 impractical.

22 57. Common questions of law and fact regarding DEFENDANT’S conduct, including
23 but not limited to, off-the-clock work, unpaid meal and rest period premiums, failure to accurately
24 calculate the regular rate of pay for overtime compensation, failure to accurately calculate the
25 regular rate of compensation for missed meal and rest period premiums, failure to provide legally
26 compliant meal and rest periods, failure to reimburse for business expenses, failure to provide
27 accurate itemized wage statements accurate, and failure to ensure they are paid at least minimum
28 wage and overtime, exist as to all members of the class and predominate over any questions

1 affecting solely any individual members of the class. Among the questions of law and fact
2 common to the class are:

- 3 a. Whether DEFENDANT maintained legally compliant meal period policies and
4 practices;
- 5 b. Whether DEFENDANT maintained legally compliant rest period policies and
6 practices;
- 7 c. Whether DEFENDANT failed to pay PLAINTIFF and the CALIFORNIA CLASS
8 Members accurate premium payments for missed meal and rest periods;
- 9 d. Whether DEFENDANT failed to pay PLAINTIFF and the CALIFORNIA CLASS
10 Members accurate overtime wages;
- 11 e. Whether DEFENDANT failed to pay PLAINTIFF and the CALIFORNIA CLASS
12 Members at least minimum wage for all hours worked;
- 13 f. Whether DEFENDANT failed to compensate PLAINTIFF and the CALIFORNIA
14 CLASS Members for required business expenses;
- 15 g. Whether DEFENDANT issued legally compliant wage statements;
- 16 h. Whether DEFENDANT committed an act of unfair competition by systematically
17 failing to record and pay PLAINTIFF and the other members of the CALIFORNIA
18 CLASS for all time worked;
- 19 i. Whether DEFENDANT committed an act of unfair competition by systematically
20 failing to record all meal and rest breaks missed by PLAINTIFF and other
21 CALIFORNIA CLASS Members, even though DEFENDANT enjoyed the benefit
22 of this work, required employees to perform this work and permits or suffers to
23 permit this work;
- 24 j. Whether DEFENDANT committed an act of unfair competition in violation of the
25 UCL, by failing to provide the PLAINTIFF and the other members of the
26 CALIFORNIA CLASS with the legally required meal and rest periods.

27 58. PLAINTIFF are members of the CALIFORNIA CLASS and suffered damages as
28 a result of DEFENDANT'S conduct and actions alleged herein.

1 59. PLAINTIFF'S claims are typical of the claims of the CALIFORNIA CLASS, and
2 PLAINTIFF has the same interests as the other members of the class.

3 60. PLAINTIFF will fairly and adequately represent and protect the interests of the
4 CALIFORNIA CLASS Members.

5 61. PLAINTIFF retained able class counsel with extensive experience in class action
6 litigation.

7 62. Further, PLAINTIFF'S interests are coincident with, and not antagonistic to, the
8 interest of the other CALIFORNIA CLASS Members.

9 63. There is a strong community of interest among PLAINTIFF and the members of
10 the CALIFORNIA CLASS to, inter alia, ensure that the combined assets of DEFENDANT are
11 sufficient to adequately compensate the members of the CALIFORNIA CLASS for the injuries
12 sustained.

13 64. The questions of law and fact common to the CALIFORNIA CLASS Members
14 predominate over any questions affecting only individual members, including legal and factual
15 issues relating to liability and damages.

16 65. A class action is superior to other available methods for the fair and efficient
17 adjudication of this controversy because joinder of all class members is impractical. Moreover,
18 since the damages suffered by individual members of the class may be relatively small, the
19 expense and burden of individual litigation makes it practically impossible for the members of the
20 class individually to redress the wrongs done to them. Without class certification and
21 determination of declaratory, injunctive, statutory, and other legal questions within the class
22 format, prosecution of separate actions by individual members of the CALIFORNIA CLASS will
23 create the risk of:

24 a. Inconsistent or varying adjudications with respect to individual members of the
25 CALIFORNIA CLASS which would establish incompatible standards of conduct
26 for the parties opposing the CALIFORNIA CLASS; and/or,

27 b. Adjudication with respect to individual members of the CALIFORNIA CLASS
28 which would as a practical matter be dispositive of the interests of the other

1 members not party to the adjudication or substantially impair or impeded their
2 ability to protect their interests.

3 66. Class treatment provides manageable judicial treatment calculated to bring an
4 efficient and rapid conclusion to all litigation of all wage and hour related claims arising out of
5 the conduct of DEFENDANTS.

6 **FIRST CAUSE OF ACTION**

7 **Unlawful Business Practices**

8 **(Cal. Bus. And Prof. Code §§ 17200, *et seq.*)**

9 **(Alleged by PLAINTIFF and the CALIFORNIA CLASS against all Defendants)**

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

13 68. DEFENDANT is a “person” as that term is defined under Cal. Bus. And Prof.
14 Code § 17021.

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

19 Any person who engages, has engaged, or proposes to engage in unfair competition may
20 be enjoined in any court of competent jurisdiction. The court may make such orders or
21 judgments, including the appointment of a receiver, as may be necessary to prevent the
22 use or employment by any person of any practice which constitutes unfair competition, as
23 defined in this chapter, or as may be necessary to restore to any person in interest any
24 money or property, real or personal, which may have been acquired by means of such
25 unfair competition. (Cal. Bus. & Prof. Code § 17203).

26 70. By the conduct alleged herein, DEFENDANT has engaged and continues to
27 engage in a business practice which violates California law, including but not limited to, the
28 applicable Wage Order(s), the California Code of Regulations and the California Labor Code
including Sections 201, 202, 203, 204, 210, 226, 226.7, 246, 510, 512, 558, 1194, 1197, 1197.1,
1198, and 2802, for which this Court should issue declaratory and other equitable relief pursuant

1 to Cal. Bus. & Prof. Code § 17203 as may be necessary to prevent and remedy the conduct held
2 to constitute unfair competition, including restitution of wages wrongfully withheld.

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

9 72. By the conduct alleged herein, DEFENDANT'S practices were deceptive and
10 fraudulent in that DEFENDANT'S uniform policy and practice failed to provide the legally
11 mandated meal and rest periods and the required amount of compensation for missed meal and
12 rest periods, failed to pay minimum and overtime wages owed, and failed to reimburse all
13 necessary business expenses incurred, due to a systematic business practice that cannot be
14 justified, pursuant to the applicable Cal. Lab. Code, and Industrial Welfare Commission
15 requirements in violation of Cal. Bus. Code §§ 17200, *et seq.*, and for which this Court should
16 issue injunctive and equitable relief, pursuant to Cal. Bus. & Prof. Code § 17203, including
17 restitution of wages wrongfully withheld.

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

22 74. By the conduct alleged herein, DEFENDANT'S practices were also unfair and
23 deceptive in that DEFENDANT'S uniform policies, practices and procedures failed to provide
24 mandatory meal and/or rest breaks to PLAINTIFF and the CALIFORNIA CLASS members as
25 required by Cal. Lab. Code §§ 226.7 and 512.

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

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

3 76. PLAINTIFF further demands on behalf of himself and on behalf of each
4 CALIFORNIA CLASS member, one (1) hour of pay for each workday in which a rest period was
5 not timely provided as required by law.

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

12 78. 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 79. PLAINTIFF and the other members of the CALIFORNIA CLASS are entitled to,
18 and 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
20 CALIFORNIA CLASS have been deprived, by means of the above described unlawful and unfair
21 business practices, including earned but unpaid wages for all time worked.

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

26 81. 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
4 unlawful and unfair business practices.

5 **SECOND CAUSE OF ACTION**

6 **Failure To Pay Minimum Wages**

7 **(Cal. Lab. Code §§ 1194, 1197 and 1197.1)**

8 **Alleged by PLAINTIFF and the CALIFORNIA CLASS against ALL Defendants)**

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

12 83. PLAINTIFF and the other members of the CALIFORNIA CLASS bring a claim for
13 DEFENDANT'S willful and intentional violations of the California Labor Code and the Industrial
14 Welfare Commission requirements for DEFENDANT'S failure to accurately calculate and pay
15 minimum wages to PLAINTIFF and CALIFORNIA CLASS Members.

16 84. Pursuant to Cal. Lab. Code § 204, other applicable laws and regulations, and public
17 policy, an employer must timely pay its employees for all hours worked.

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

20 86. 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 87. DEFENDANT maintained a uniform wage practice of paying PLAINTIFF and the
23 other members of the CALIFORNIA CLASS without regard to the correct amount of time they
24 work. As set forth herein, DEFENDANT'S uniform 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 CLASS.

27 88. DEFENDANT'S uniform pattern of unlawful wage and hour practices manifested,
28 without limitation, applicable to the CALIFORNIA CLASS as a whole, as a result of

1 implementing a uniform policy and practice that denies accurate compensation to PLAINTIFF
2 and the other members of the CALIFORNIA CLASS in regard to minimum wage pay.

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

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

12 91. During the CLASS PERIOD, PLAINTIFF and the other members of the
13 CALIFORNIA CLASS were paid less for time worked than they were entitled to, constituting a
14 failure to pay all earned wages.

15 92. By virtue of DEFENDANT'S unlawful failure to accurately pay all earned
16 compensation to PLAINTIFF and the other members of the CALIFORNIA CLASS for the true
17 time they worked, PLAINTIFF and the other members of the CALIFORNIA CLASS have
18 suffered and will continue to suffer an economic injury in amounts which are presently unknown
19 to them, and which will be ascertained according to proof at trial.

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

27 94. In performing the acts and practices herein alleged in violation of California labor
28 laws, and refusing to compensate the members of the CALIFORNIA CLASS for all time worked

1 and provide them with the requisite compensation, DEFENDANT acted and continues to act
2 intentionally, oppressively, and maliciously toward PLAINTIFF and the other members of the
3 CALIFORNIA CLASS with a conscious and utter disregard for their legal rights, or the
4 consequences to them, and with the despicable intent of depriving them of their property and legal
5 rights, and otherwise causing them injury in order to increase company profits at the expense of
6 these employees.

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

18 **THIRD CAUSE OF ACTION**

19 **Failure To Pay Overtime Compensation**

20 **(Cal. Lab. Code §§ 204, 510, 1194 and 1198)**

21 **(Alleged by PLAINTIFF and the CALIFORNIA CLASS against ALL Defendants)**

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

25 97. PLAINTIFF and the other members of the CALIFORNIA CLASS bring a claim for
26 DEFENDANT'S willful and intentional violations of the California Labor Code and the Industrial
27 Welfare Commission requirements for DEFENDANT'S failure to pay these employees for all
28

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

3 98. Pursuant to Cal. Lab. Code § 204, other applicable laws and regulations, and public
4 policy, an employer must timely pay its employees for all hours worked.

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

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

12 101. During the CLASS PERIOD, PLAINTIFF and CALIFORNIA CLASS Members
13 were required by DEFENDANT to work for DEFENDANT and were not paid for all the time
14 they worked, including overtime work.

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

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

28 ///

1 104. As a direct result of DEFENDANT’S unlawful wage practices as alleged herein,
2 PLAINTIFF and the other members of the CALIFORNIA CLASS did not receive the correct
3 overtime compensation for their time worked for DEFENDANT.

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

12 106. During the CLASS PERIOD, PLAINTIFF and the other members of the
13 CALIFORNIA CLASS were paid less for overtime worked than they were entitled to, constituting
14 a failure to pay all earned wages.

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

21 108. By virtue of DEFENDANT’S unlawful failure to accurately pay all earned
22 compensation to PLAINTIFF and the other members of the CALIFORNIA CLASS for the true
23 amount of overtime they worked, PLAINTIFF and the other members of the CALIFORNIA
24 CLASS have suffered and will continue to suffer an economic injury in amounts which are
25 presently unknown to them, and which will be ascertained according to proof at trial.

26 109. DEFENDANT knew or should have known that PLAINTIFF and the other
27 members of the CALIFORNIA CLASS were undercompensated for their time worked.
28 DEFENDANT systematically elected, either through intentional malfeasance or gross

1 nonfeasance, to not pay them for their labor as a matter of uniform company policy, practice and
2 procedure, and DEFENDANT perpetrated this systematic scheme by refusing to pay PLAINTIFF
3 and the other members of the CALIFORNIA CLASS the correct overtime wages for their
4 overtime worked.

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

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

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

FIFTH CAUSE OF ACTION

Failure To Provide Required Rest Periods

(Cal. Lab. Code §§ 226.7 & 512)

(Alleged by PLAINTIFF and the CALIFORNIA CLASS against all Defendants)

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

117. From time to time, PLAINTIFF and other CALIFORNIA CLASS Members were required 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, a first and second rest period of at least ten (10) minutes for some shifts worked of between six (6) and eight (8) hours, and a first, second and third rest period of at least ten (10) minutes for some shifts worked of ten (10) hours or more. PLAINTIFF and other CALIFORNIA CLASS Members were also not provided with one-hour wages *in lieu* thereof. As a result of their rigorous work schedules, PLAINTIFF and other CALIFORNIA CLASS Members were periodically denied their proper rest periods by DEFENDANT and DEFENDANT'S managers. In addition, DEFENDANT failed to compensate PLAINTIFF and other CALIFORNIA CLASS Members for their rest periods as required by the applicable Wage Order and Labor Code. As a result, DEFENDANT'S failure to provide PLAINTIFF and the CALIFORNIA CLASS Members with all the legally required paid rest periods is evidenced by DEFENDANT'S business records.

118. DEFENDANT further violated California Labor Code §§ 226.7 and the applicable IWC Wage Order by failing to compensate PLAINTIFF and CALIFORNIA CLASS Members who were not provided a rest period, in accordance with the applicable Wage Order, one

1 additional hour of compensation at each employee's regular rate of pay for each workday that rest
2 period was not provided.

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

6 **SIXTH CAUSE OF ACTION**

7 **Failure To Reimburse Employees for Required Expenses**

8 **(Cal. Lab. Code §§ 2802)**

9 **(Alleged by PLAINTIFF and the CALIFORNIA CLASS against all Defendants)**

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

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

14 An employer shall indemnify his or her employee for all necessary expenditures or
15 losses incurred by the employee in direct consequence of the discharge of his or her
16 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.

17 122. From time to time during the CLASS PERIOD, DEFENDANT violated Cal. Lab.
18 Code § 2802, by failing to indemnify and reimburse PLAINTIFF and the CALIFORNIA CLASS
19 members for required expenses incurred in the discharge of their job duties for DEFENDANT'S
20 benefit. DEFENDANT failed to reimburse PLAINTIFF and the CALIFORNIA CLASS members
21 for expenses which included, but were not limited to, personal expenses incurred for the use of
22 their personal cell phones, all on behalf of and for the benefit of DEFENDANT. Specifically,
23 DEFENDANT required PLAINTIFF and other CALIFORNIA CLASS Members to use their
24 personal cell phones to execute their essential job duties on behalf of DEFENDANT.
25 DEFENDANTS' uniform policy, practice and procedure was to not reimburse PLAINTIFF and
26 the CALIFORNIA CLASS members for expenses resulting from the use of their personal cell
27 phones for DEFENDANT within the course and scope of their employment for DEFENDANT.
28 These expenses were necessary to complete their principal job duties. DEFENDANT is estopped

1 by DEFENDANT’S conduct to assert any waiver of this expectation. Although these expenses
2 were necessary expenses incurred by PLAINTIFF and the CALIFORNIA CLASS members,
3 DEFENDANT failed to indemnify and reimburse PLAINTIFF and the CALIFORNIA CLASS
4 members for these expenses as an employer is required to do under the laws and regulations of
5 California.

6 123. PLAINTIFF therefore demands reimbursement for expenditures or losses incurred
7 by him and the CALIFORNIA CLASS members in the discharge of their job duties for
8 DEFENDANT, or their obedience to the directions of DEFENDANT, with interest at the statutory
9 rate and costs under Cal. Lab. Code § 2802.

10 **SEVENTH CAUSE OF ACTION**

11 **Failure To Provide Accurate Itemized Statements**

12 **(Cal. Lab. Code § 226)**

13 **(Alleged by PLAINTIFF and the CALIFORNIA CLASS against all Defendants)**

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

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

- 19 a. Gross wages earned,
- 20 b. total hours worked by the employee, except for any employee whose compensation
21 is solely based on a salary and who is exempt from payment of overtime under
22 subdivision (a) of Section 515 or any applicable order of the Industrial Welfare
23 Commission,
- 24 c. the number of piece-rate units earned and any applicable piece rate if the employee
25 is paid on a piece-rate basis,
- 26 d. all deductions, provided that all deductions made on written orders of the employee
27 may be aggregated and shown as one item,
- 28 e. net wages earned,

- f. the inclusive dates of the period for which the employee is paid,
- g. 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 of an employee identification number other than social security number may be shown on the itemized statement,
- h. the name and address of the legal entity that is the employer, and
- i. all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee.

126. When DEFENDANT did not accurately record PLAINTIFF'S and other CALIFORNIA CLASS Members' missed meal and rest breaks, or were paid inaccurately for missed meal and rest period premiums, or were not paid for all hours worked, DEFENDANT also failed to provide PLAINTIFF and other CALIFORNIA CLASS Members with complete and accurate wage statements which failed to show the complete requirements under California Labor Code sections 226(a)(1)-(9), including but not limited to, all deductions, the total hours worked and all applicable hourly rates in effect during the pay period and the corresponding amount of time worked at each hourly rate, correct rates of pay for penalty payments or missed meal and rest periods.

127. In addition to the foregoing, DEFENDANT failed to provide itemized wage statements to PLAINTIFF and members of the CALIFORNIA CLASS that complied with the requirements of California Labor Code Section 226(a)(1)-(9).

128. DEFENDANT knowingly and intentionally failed to comply with Cal. Lab. Code § 226, causing injury and damages to PLAINTIFF and the other members of the CALIFORNIA CLASS. These damages include, but are not limited to, costs expended calculating the correct wages for all missed meal and rest breaks and the amount of employment taxes which were not properly paid to state and federal tax authorities. These damages are difficult to estimate. Therefore, PLAINTIFF and the other members of the CALIFORNIA CLASS may elect to recover liquidated damages of fifty dollars (\$50.00) for the initial pay period in which the violation occurred, and one hundred dollars (\$100.00) for each violation in a subsequent pay period

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

4 **EIGHTH CAUSE OF ACTION**

5 **Failure To Pay Wages When Due**

6 **(Cal. Lab. Code § 203)**

7 **(Alleged by PLAINTIFF and the CALIFORNIA CLASS against all Defendants)**

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

11 130. Cal. Lab. Code § 200 provides that:

12 As used in this article:

- 13 (d) "Wages" includes all amounts for labor performed by employees of every
14 description, whether the amount is fixed or ascertained by the standard of time,
15 task, piece, Commission basis, or other method of calculation.
16 (e) "Labor" includes labor, work, or service whether rendered or performed under
17 contract, subcontract, partnership, station plan, or other agreement if the to be
18 paid for is performed personally by the person demanding payment.

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

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

23 If an employee not having a written contract for a definite period quits his or her
24 employment, his or her wages shall become due and payable not later than 72 hours
25 thereafter, unless the employee has given 72 hours previous notice of his or her intention
26 to quit, in which case the employee is entitled to his or her wages at the time of quitting.
27 Notwithstanding any other provision of law, an employee who quits without providing a
28 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.

29 133. There was no definite term in PLAINTIFF'S or any CALIFORNIA CLASS
Members' employment contract.

30 134. Cal. Lab. Code § 203 provides:

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

6 135. The employment of many CALIFORNIA CLASS Members was terminated, and
7 DEFENDANT has not tendered payment of wages to these employees who missed meal and rest
8 breaks, as required by law.

9 136. Therefore, as provided by Cal Lab. Code § 203, on behalf of himself and the
10 members of the CALIFORNIA CLASS whose employment has ended, PLAINTIFF demands up
11 to thirty (30) days of pay as penalty for not paying all wages due at time of termination for all
12 employees who terminated employment during the CLASS PERIOD and demand an accounting
13 and payment of all wages due, plus interest and statutory costs as allowed by law.
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1 **PRAYER FOR RELIEF**

2 WHEREFORE, PLAINTIFF prays for a judgment against each Defendant, jointly and
3 severally, as follows:

4 1. On behalf of the CALIFORNIA CLASS:

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

15 2. On behalf of the CALIFORNIA CLASS:

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

violation of Cal. Lab. Code § 226;

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

f. The amount of the expenses PLAINTIFF and each member of the CALIFORNIA CLASS incurred in the course of their job duties, plus interest, and costs of suit.

3. On all claims:

a. An award of interest, including prejudgment interest at the legal rate;

b. Such other and further relief as the Court deems just and equitable; and

c. An award of penalties, attorneys' fees, and costs of suit, as allowable under the law, including, but not limited to, pursuant to Labor Code § 218.5, § 226, and/or § 1194.

DATED: May 22, 2024

JCL LAW FIRM, APC

By: 

Jean-Claude Lapuyade
Attorney for PLAINTIFF

DEMAND FOR A JURY TRIAL

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

DATED: May 22, 2024

JCL LAW FIRM, APC

By: 

Jean-Claude Lapuyade
Attorney for PLAINTIFF