

SUMMONS

(CITACION JUDICIAL)

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

NOTICE TO DEFENDANT: (AVISO AL DEMANDADO):

GOLDEN GATE BELL, LLC, a California limited liability company; (Additional Parties Attachment form is attached)

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

HARRY HA, in his representative capacity on behalf to the State of California as a Private Attorney General and on behalf of himself and fellow current and former aggrieved employees,

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): San Francisco Superior Court

Civic Center Courthouse - 400 McAllister Street, San Francisco, CA 94102

CASE NUMBER:
(Número del Caso):

CGC-24-618494

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):

Jean-Claude Lapuyade, Esq.; T: (619) 599-8292; JCL Law Firm, APC - 5440 Morehouse Drive, Suite 3600, San Diego, CA 92121

DATE: September 27, 2024
(Fecha) **09/30/2024**

Clerk, by **SAHAR ENAYATI**, Deputy
(Secretario) (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):

SHORT TITLE: Harry Ha v. Golden Gate Bell, LLC, et al.	CASE NUMBER:
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INSTRUCTIONS FOR USE

- This form may be used as an attachment to any summons if space does not permit the listing of all parties on the summons.
- If this attachment is used, insert the following statement in the plaintiff or defendant box on the summons: "Additional Parties Attachment form is attached."

List additional parties (Check only one box. Use a separate page for each type of party.):

☐ Plaintiff
 ☒ Defendant
 ☐ Cross-Complainant
 ☐ Cross-Defendant

GOLDEN GATE BELL RESTAURANT HOLDINGS, LLC, a California limited liability company; DOLAN FOSTER ENTERPRISES, LLC, a California limited liability company; DIVERSIFIED RESTAURANT GROUP, LLC, a California limited liability company; DIVERSIFIED RESTAURANT GROUP RSC, LLC, a Nevada limited liability company; and DOES 1-50, Inclusive,

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Attorneys for PLAINTIFF

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF SAN FRANCISCO

HARRY HA, in his representative capacity on behalf to the State of California as a Private Attorney General and on behalf of himself and fellow current and former aggrieved employees,

Plaintiff,

v.

GOLDEN GATE BELL, LLC, a California limited liability company; GOLDEN GATE BELL RESTAURANT HOLDINGS, LLC, a California limited liability company; DOLAN FOSTER ENTERPRISES, LLC, a California limited liability company; DIVERSIFIED RESTAURANT GROUP, LLC, a California limited liability company; DIVERSIFIED RESTAURANT GROUP RSC, LLC, a Nevada limited liability company; and DOES 1-50, Inclusive,

Defendants.

Case No:

REPRESENTATIVE ACTION
COMPLAINT FOR:

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

ELECTRONICALLY
FILED
Superior Court of California,
County of San Francisco

09/30/2024
Clerk of the Court
BY: SAHAR ENAYATI
Deputy Clerk

CGC-24-618494

1 Plaintiff HARRY HA (“Plaintiff”), in his representative capacity and on behalf of himself,
2 the State of California, and fellow current and former AGGRIEVED EMPLOYEES, defined *supra*,
3 against DEFENDANT GOLDEN GATE BELL, LLC, (“Defendant Golden Gate”), DEFENDANT
4 GOLDEN GATE BELL RESTAURANT HOLDINGS, LLC, (“Defendant Golden Gate
5 Holdings”), DEFENDANT DOLAN FOSTER ENTERPRISES, LLC, (“Defendant Dolan”),
6 DEFENDANT DIVERSIFIED RESTAURANT GROUP, LLC, (“Defendant Diversified”) and
7 DEFENDANT DIVERSIFIED RESTAURANT GROUP RSC, LLC, (“Defendant Diversified
8 RSC”) (collectively “DEFENDANT” and/or “DEFENDANTS”) alleges on information and belief,
9 except for his own acts and knowledge which are based on personal knowledge, the following:

10 **INTRODUCTION**

11 1. PLAINTIFF brings this representative action pursuant to the Private Attorneys
12 General Act of 2004, California Labor Code § 2698, *et seq.* (“PAGA”) on behalf of the LWDA
13 and other current and former aggrieved employees of DEFENDANTS for engaging in a pattern
14 and practice of wage and hour violations under the California Labor Code. PLAINTIFF is not
15 seeking any individual relief.

16 2. PLAINTIFF is informed and believes, and thereon alleges, that DEFENDANTS
17 decreased their employment-related costs by systematically violating California wage and hour
18 laws.

19 3. DEFENDANTS’ systematic pattern of wage and hour and IWC Wage Order
20 violations toward PLAINTIFF and other aggrieved employees in California include, *inter alia*:

- 21 a. Failure to provide compliant meal and rest periods;
- 22 b. Failure to allow employees to take duty-free meal and rest periods;
- 23 c. Failure to pay all minimum, sick pay, regular and overtime wages;
- 24 d. Failure to correctly calculate the regular rate of pay;
- 25 e. Failure to pay within seven (7) days of the close of payroll;
- 26 f. Failure to pay for all hours worked;
- 27 g. Failure to maintain true and accurate records;
- 28 h. Failure to reimburse for required business expenses;

1 i. Failure to provide accurate itemized wage statements; and

2 j. Failure to timely pay wages due during, and upon termination of employment.

3 4. PLAINTIFF brings this representative action against DEFENDANTS on behalf of
4 the LWDA and all other aggrieved employees of DEFENDANTS in California seeking all civil
5 penalties and unpaid wages permitted pursuant to California Labor Code § 2699, *et seq.*

6 5. PLAINTIFF reserves the right to name additional representatives throughout the
7 State of California.

8 **THE PARTIES**

9 6. Defendant GOLDEN GATE BELL, LLC (“Defendant Golden Gate”) is a
10 California limited liability company that at all relevant times mentioned herein conducted and
11 continues to conduct substantial and regular business throughout California.

12 7. Defendant GOLDEN GATE BELL RESTAURANT HOLDINGS, LLC
13 (“Defendant Golden Gate Holdings”) is a California limited liability company that at all relevant
14 times mentioned herein conducted and continues to conduct substantial and regular business
15 throughout California.

16 8. Defendant DOLAN FOSTER ENTERPRISES, LLC (“Defendant Dolan”) is a
17 California limited liability company that at all relevant times mentioned herein conducted and
18 continues to conduct substantial and regular business throughout California.

19 9. Defendant DIVERSIFIED RESTAURANT GROUP, LLC (“Defendant
20 Diversified”) is a California limited liability company that at all relevant times mentioned herein
21 conducted and continues to conduct substantial and regular business throughout California.

22 10. Defendant DIVERSIFIED RESTAURANT GROUP RSC, LLC (“Defendant
23 Diversified RSC”) is a Nevada limited liability company that at all relevant times mentioned
24 herein conducted and continues to conduct substantial and regular business throughout California.

25 11. Defendant Golden Gate, and/or Defendant Golden Gate Holdings, and/or
26 Defendant Dolan, and/or Defendant Diversified, and/or Defendant Diversified RSC were the joint
27 employers of PLAINTIFF as evidenced by the documents issued to PLAINTIFF and by the
28

1 company PLAINTIFF performed work for respectively and are therefore jointly responsible as
2 employers for the conduct alleged herein as “DEFENDANT” and/or “DEFENDANTS.”

3 12. DEFENDANTS own and operate fast food franchises, such as Taco Bell, in
4 California, including in the county of San Francisco.

5 13. PLAINTIFF was employed by DEFENDANTS in California from August of 2014
6 to December of 2023 as a non-exempt employee, paid on an hourly basis, and entitled to the
7 legally required meal and rest periods and payment of minimum and overtime wages due for all
8 time worked.

9 14. PLAINTIFF, and such persons that may be added from time to time who satisfy
10 the requirements and exhaust the administrative procedures under the Private Attorney General
11 Act, bring this Representative Action on behalf of the State of California with respect to himself
12 and all individuals who are or previously were employed by Defendants in California and
13 classified as non-exempt employees (“AGGRIEVED EMPLOYEES”) during the time period of
14 June 12, 2023, and the present (“PAGA Period”).

15 15. PLAINTIFF is an “AGGRIEVED EMPLOYEE” within the meaning of Labor
16 Code § 2699(c) because he was employed by DEFENDANTS and suffered one or more of the
17 alleged Labor Code violations committed by DEFENDANT.

18 16. PLAINTIFF and all other AGGRIEVED EMPLOYEES are, and at all relevant
19 times were, employees of DEFENDANT, within the meanings set forth in the California Labor
20 Code and the applicable Industrial Welfare Commission Wage Order.

21 17. Each of the fictitiously named Defendants participated in the acts alleged in this
22 Complaint. The true names and capacities of the Defendants named as DOES 1 THROUGH 50,
23 inclusive, are presently unknown to PLAINTIFF. PLAINTIFF will amend this Complaint, setting
24 forth the true names and capacities of these fictitiously named Defendants when their true names
25 are ascertained. PLAINTIFF is informed and believes, and on that basis alleges, that each of the
26 fictitious Defendants have participated in the acts alleged in this Complaint.

27 18. DEFENDANTS, including DOES 1 THROUGH 50 (hereinafter collectively
28 “DEFENDANTS”), were PLAINTIFF’S employers or persons acting on behalf of PLAINTIFF’S

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

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

11 **JURISDICTION AND VENUE**

12 20. This Court has jurisdiction over this Action pursuant to California Code of Civil
13 Procedure, Section 410.10 and California Business & Professions Code, Section 17203. This
14 Court has jurisdiction over AGGRIEVED EMPLOYEES' claims for civil penalties under the
15 Private Attorney General Act of 2004, California Labor Code §2698, *et seq.*

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

21 **THE CONDUCT**

22 22. In violation of the applicable sections of the California Labor Code and the
23 requirements of the Industrial Welfare Commission ("IWC") Wage Order, DEFENDANTS as a
24 matter of company policy, practice, and procedure, intentionally, knowingly, and systematically
25 failed to provide legally compliant meal and rest periods, failed to accurately compensate
26 PLAINTIFF and AGGRIEVED EMPLOYEES for missed meal and rest periods, failed to pay
27 PLAINTIFF and AGGRIEVED EMPLOYEES for all time worked, failed to compensate
28 PLAINTIFF for off-the-clock work, failed to pay PLAINTIFF and AGGRIEVED EMPLOYEES

1 overtime at the correct rate of pay, failed to compensate PLAINTIFF and AGGRIEVED
2 EMPLOYEES meal rest premiums at the correct rate, failed to reimburse PLAINTIFF and
3 AGGRIEVED EMPLOYEES for necessary business expenses, and failed to issue to PLAINTIFF
4 and AGGRIEVED EMPLOYEES with accurate itemized wage statements showing, among other
5 things, all applicable hourly rates in effect during the pay periods and the corresponding amount
6 of time worked at each hourly rate, and other requirements of Labor Code §226(a)(1-9).
7 DEFENDANT's uniform policies and practices are intended to purposefully avoid the accurate
8 and full payment for all time worked earned as required by California law which allows
9 DEFENDANTS to illegally profit and gain an unfair advantage over competitors who comply
10 with the law. To the extent equitable tolling operates to toll claims by the AGGRIEVED
11 EMPLOYEES against DEFENDANTS, the PAGA PERIOD should be adjusted accordingly.

12 **A. Meal Period Violations**

13 23. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANTS
14 were required to pay PLAINTIFF and AGGRIEVED EMPLOYEES for all their time worked,
15 meaning the time during which an employee is subject to the control of an employer, including
16 all the time the employee is suffered or permitted to work. From time to time during the PAGA
17 PERIOD, DEFENDANTS required PLAINTIFF and AGGRIEVED EMPLOYEES to work
18 without paying them for all the time they were under DEFENDANT's control. Specifically, there
19 were many days where PLAINTIFF received their meal breaks late. As a result, PLAINTIFF and
20 other AGGRIEVED EMPLOYEES forfeited minimum wage and overtime compensation by
21 regularly working without their time being accurately recorded and without compensation at the
22 applicable minimum wage and overtime rates. DEFENDANT's uniform policy and practice not
23 to pay PLAINTIFF and other AGGRIEVED EMPLOYEES for all time worked is evidenced by
24 DEFENDANTS' business records.

25 24. From time to time during the PAGA PERIOD, as a result of their rigorous work
26 schedules and DEFENDANT's inadequate staffing practices, PLAINTIFF and other
27 AGGRIEVED EMPLOYEES are from time to time unable to take thirty (30) minutes off duty
28 meal breaks and were not fully relieved of duty for their meal periods. PLAINTIFF and other

1 AGGRIEVED EMPLOYEES are required to perform work as ordered by DEFENDANTS for
2 more than five (5) hours during some shifts without receiving a meal break. Further,
3 DEFENDANT fails to provide PLAINTIFF and AGGRIEVED EMPLOYEES with a second off-
4 duty meal period for some workdays in which these employees are required by DEFENDANT to
5 work ten (10) hours of work. The nature of the work performed by PLAINTIFF and other
6 AGGRIEVED EMPLOYEES does not qualify for the limited and narrowly construed “on-duty”
7 meal period exception. When they were provided with meal periods, PLAINTIFF and other
8 AGGRIEVED EMPLOYEES were, from time to time, required to remain on duty and on call.
9 DEFENDANT’s failure to provide PLAINTIFF and the AGGRIEVED EMPLOYEES with
10 legally required meal breaks is evidenced by DEFENDANTS’ business records. PLAINTIFF and
11 AGGRIEVED EMPLOYEES therefore forfeit meal breaks without additional compensation and
12 in accordance with DEFENDANTS’ strict corporate policy and practice.

13 **B. Rest Period Violations**

14 25. From time to time during the PAGA PERIOD, PLAINTIFF and other
15 AGGRIEVED EMPLOYEES were also required to work in excess of four (4) hours without being
16 provided ten (10) minute rest periods as a result of their rigorous work requirements and
17 DEFENDANT’s inadequate staffing. Further, for the same reasons, these employees were denied
18 their first rest periods of at least ten (10) minutes for some shifts worked of at least two (2) to four
19 (4) hours from time to time, a first and second rest period of at least ten (10) minutes for some
20 shifts worked of between six (6) and eight (8) hours from time to time, and a first, second and
21 third rest period of at least ten (10) minutes for some shifts worked of ten (10) hours or more from
22 time to time. When they were provided with rest breaks, PLAINTIFF and other AGGRIEVED
23 EMPLOYEES were, from time to time, required to remain on duty and/or on call. PLAINTIF and
24 other AGGRIEVED EMPLOYEES were also not provided with one-hour wages *in lieu* thereof.
25 As a result of their rigorous work schedules and DEFENDANTS’ inadequate staffing,
26 PLAINTIFF and other AGGRIEVED EMPLOYEES were from time to time denied their proper
27 rest periods by DEFENDANTS and DEFENDANTS’ managers.

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1 **C. Unreimbursed Business Expenses**

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

13 27. In the course of their employment, DEFENDANTS required PLAINTIFF and
14 other AGGRIEVED EMPLOYEES to use their personal cell phones and vehicles as a result of
15 and in furtherance of their job duties. Specifically, PLAINTIFF and other AGGRIEVED
16 EMPLOYEES were required to use their personal cell phones and vehicles in order to perform
17 work related tasks. However, DEFENDANTS unlawfully failed to reimburse PLAINTIFF and
18 other AGGRIEVED EMPLOYEES for the use of their personal cell phones and vehicles. As a
19 result, in the course of their employment with DEFENDANTS, PLAINTIFF and other
20 AGGRIEVED EMPLOYEES incurred unreimbursed business expenses that included, but were
21 not limited to, costs related to the use of their personal cell phones and vehicles, all on behalf of
22 and for the benefit of DEFENDANTS.

23 **D. Wage Statement Violations**

24 28. California Labor Code Section 226 required an employer to furnish its employees
25 an accurate itemized wage statement in writing showing (1) gross wages earned, (2) total hours
26 worked, (3) the number of piece-rate units earned and any applicable piece-rate, (4) all deductions,
27 (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the
28 name of the employee and only the last four digits of the employee's social security number or an

1 employee identification number other than a social security number, (8) the name and address of
2 the legal entity that is the employer, and (9) all applicable hourly rates in effect during the pay
3 period and the corresponding number of hours worked at each hourly rate by the employee.

4 29. From time to time during the PAGA PERIOD, when PLAINTIFF and other
5 AGGRIEVED EMPLOYEES missed meal and rest breaks, or were paid inaccurately for missed
6 meal and rest period premiums, or were not paid for all hours worked, DEFENDANTS also failed
7 to provide PLAINTIFF and other AGGRIEVED EMPLOYEES with complete and accurate wage
8 statements which failed to show, among other things, all deductions, the total hours worked and
9 all applicable hourly rates in effect during the pay period and the corresponding amount of time
10 worked at each hourly rate, correct rates of pay for penalty payments or missed meal and rest
11 periods.

12 30. In addition to the foregoing, DEFENDANTS, from time to time, failed to provide
13 PLAINTIFF and the AGGRIEVED EMPLOYEES with wage statements that comply with Cal.
14 Lab. Code § 226.

15 31. As a result, DEFENDANTS issued PLAINTIFF and AGGRIEVED
16 EMPLOYEES with wage statements that violate Cal. Lab. Code § 226. Further, DEFENDANTS'
17 violations are knowing and intentional, were not isolated due to an unintentional payroll error due
18 to clerical or inadvertent mistake.

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

20 32. During the PAGA PERIOD, from time-to-time DEFENDANTS failed and
21 continue to fail to accurately pay PLAINTIFF and AGGRIEVED EMPLOYEES for all hours
22 worked.

23 33. During the PAGA PERIOD, from time-to-time DEFENDANTS required
24 PLAINTIFF and AGGRIEVED EMPLOYEES to perform pre-shift or post-shift work, including
25 but not limited to, opening and closing keyholder duties and undergoing pre-shift Covid-19 health
26 screenings such as temperature checks. This resulted in PLAINTIFF and AGGRIEVED
27 EMPLOYEES having to work while off-the-clock.
28

1 34. DEFENDANTS directed and directly benefited from the undercompensated off-
2 the-clock work performed by PLAINTIFF and the other AGGRIEVED EMPLOYEES.

3 35. DEFENDANTS controlled the work schedules, duties, and protocols, applications,
4 assignments, and employment conditions of PLAINTIFF and AGGRIEVED EMPLOYEES.

5 36. DEFENDANTS were able to track the amount of time PLAINTIFF and
6 AGGRIEVED EMPLOYEES spent working; however, DEFENDANTS failed to document,
7 track, or pay PLAINTIFF and AGGRIEVED EMPLOYEES all wages earned and owed for all
8 the work they performed.

9 37. PLAINTIFF and AGGRIEVED EMPLOYEES were non-exempt employees,
10 subject to the requirements of the California Labor Code.

11 38. DEFENDANTS' policies and practices deprived PLAINTIFF and the other
12 AGGRIEVED EMPLOYEES of all minimum regular, overtime, and double time wages owed for
13 the off-the-clock work activities. Because PLAINTIFF and AGGRIEVED EMPLOYEES
14 typically worked over forty (40) hours in a workweek, and more than eight (8) hours per day,
15 DEFENDANTS' policies and practices also deprived them of overtime pay.

16 39. DEFENDANTS knew or should have known that PLAINTIFF and AGGRIEVED
17 EMPLOYEES off-the-clock work was compensable under the law.

18 40. As a result, PLAINTIFF and AGGRIEVED EMPLOYEES forfeited wages due to
19 them for all hours worked at DEFENDANTS' direction, control, and benefit for the time spent
20 working while off-the-clock, including but not limited to, opening and closing keyholder duties
21 and undergoing pre-shift Covid-19 health screenings such as temperature checks.
22 DEFENDANTS' uniform policy and practice to not pay PLAINTIFF and AGGRIEVED
23 EMPLOYEES wages for all hours worked in accordance with applicable law is evidenced by
24 DEFENDANTS' business records.

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

27 41. From time to time during the PAGA PERIOD, DEFENDANTS failed and
28 continue to fail to accurately calculate and pay PLAINTIFF and the other AGGRIEVED

1 EMPLOYEES for their overtime and double time hours worked, meal and rest period premiums,
2 and redeemed sick pay. As a result, PLAINTIFF and the other AGGRIEVED EMPLOYEES
3 forfeited wages due to them for working overtime without compensation at the correct overtime
4 and double time rates, meal, and rest period premiums, and redeemed sick pay rates.
5 DEFENDANTS' uniform policy and practice not to pay the AGGRIEVED EMPLOYEES at the
6 correct rate for all overtime and double time worked, meal and rest period premiums, and sick
7 pay in accordance with applicable law is evidenced by DEFENDANTS' business records.

8 42. State law provides that employees must be paid overtime at one-and-one-half times
9 their "regular rate of pay." PLAINTIFF and other AGGRIEVED EMPLOYEES were
10 compensated at an hourly rate plus incentive pay that was tied to specific elements of an
11 employee's performance.

12 43. The second component of PLAINTIFF's and other AGGRIEVED EMPLOYEES'
13 compensation was DEFENDANTS' non-discretionary incentive program that paid PLAINTIFF
14 and other AGGRIEVED EMPLOYEES incentive wages based on their performance for
15 DEFENDANTS. The non-discretionary bonus program provided all employees paid on an hourly
16 basis with bonus compensation when the employees met the various performance goals set by
17 DEFENDANTS.

18 44. However, from time to time, when calculating the regular rate of pay in those pay
19 periods where PLAINTIFF and other AGGRIEVED EMPLOYEES worked overtime, double
20 time, paid meal and rest period premium payments, and/or redeemed sick pay, and earned non-
21 discretionary bonuses, DEFENDANTS failed to accurately include the non-discretionary bonus
22 compensation as part of the employee's "regular rate of pay" and/or calculated all hours worked
23 rather than just all non-overtime hours worked. Management and supervisors described the
24 incentive/bonus program to potential and new employees as part of the compensation package.
25 As a matter of law, the incentive compensation received by PLAINTIFF and other AGGRIEVED
26 EMPLOYEES must be included in the "regular rate of pay." The failure to do so has resulted in
27 a systematic underpayment of overtime and double time compensation, meal, and rest period
28 premium payments, and redeemed sick pay to PLAINTIFF and other AGGRIEVED

1 EMPLOYEES by DEFENDANTS. Specifically, California Labor Code Section 246 mandates
2 that paid sick time for non-exempt employees shall be calculated in the same manner as the regular
3 rate of pay for the workweek in which the non-exempt employee uses paid sick time, whether or
4 not the employee actually works overtime in that workweek. DEFENDANTS' conduct, as
5 articulated herein, by failing to include the incentive compensation as part of the "regular rate of
6 pay" for purposes of sick pay compensation was in violation of Cal. Lab. Code § 246 the
7 underpayment of which is recoverable under Cal. Lab. Code Sections 201, 202, 203, and/or 204.

8 45. In violation of the applicable sections of the California Labor Code and the
9 requirements of the Industrial Welfare Commission ("IWC") Wage Order, DEFENDANTS as a
10 matter of company policy, practice, and procedure, intentionally and knowingly failed to
11 compensate PLAINTIFF and AGGRIEVED EMPLOYEES at the correct rate of pay for all
12 overtime and double time worked, meal and rest period premiums, and redeemed sick pay as
13 required by California law which allowed DEFENDANTS to illegally profit and gain an unfair
14 advantage over competitors who complied with the law. To the extent equitable tolling operates
15 to toll claims by the AGGRIEVED EMPLOYEES against DEFENDANTS, the PAGA PERIOD
16 should be adjusted accordingly.

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

18 46. Pursuant to California Labor Code section 204, PLAINTIFF and the
19 AGGRIEVED EMPLOYEES were entitled to timely payment of wages during their employment.
20 PLAINTIFF and the AGGRIEVED EMPLOYEES, from time to time, did not receive payment
21 of all wages, including, but not limited to, overtime wages, minimum wages, meal period
22 premium wages, and rest period premium wages within permissible time period.

23 47. Pursuant to Cal. Lab. Code § 201, "If an employer discharges an employee, the
24 wages earned and unpaid at the time of discharge are due and payable immediately." Pursuant to
25 Cal. Lab. Code § 202, if an employee quits his or her employment, "his or her wages shall become
26 due and payable not later than 72 hours thereafter, unless the employee has given 72 hours
27 previous notice of his or her intention to quit, in which case the employee is entitled to his or her
28 wages at the time of quitting." PLAINTIFF and the AGGRIEVED EMPLOYEES were, from

1 time to time, not timely provided the wages earned and unpaid at the time of their discharge and/or
2 at the time of quitting, in violation of Cal. Lab. Code §§ 201 and 202.

3 48. As such, PLAINTIFF demands up to thirty days of pay as penalty for not timely
4 paying all wages due at time of termination for all AGGRIEVED EMPLOYEES whose
5 employment ended during the PAGA PERIOD.

6 **H. Unlawful Deductions**

7 49. DEFENDANTS, from time-to-time unlawfully deducted wages from PLAINTIFF
8 and AGGRIEVED EMPLOYEES' pay without explanations and without authorization to do so
9 or notice to PLAINTIFF and the AGGRIEVED EMPLOYEES. As a result, DEFENDANTS
10 violated Labor Code § 221.

11 **I. Timekeeping Manipulation**

12 50. During the PAGA PERIOD, DEFENDANTS, from time-to-time, did not have an
13 immutable timekeeping system to accurately record and pay PLAINTIFF and AGGRIEVED
14 EMPLOYEES for the actual time PLAINTIFF and AGGRIEVED EMPLOYEES worked each
15 day, including regular time, overtime hours, sick pay, meal and rest breaks. As a result,
16 DEFENDANTS was able to and did in fact, unlawfully, and unilaterally alter the time recorded
17 in DEFENDANTS' timekeeping system for PLAINTIFF and AGGRIEVED EMPLOYEES in
18 order to avoid paying these employees for all hours worked, applicable overtime compensation,
19 applicable sick pay, missed meal breaks and missed rest breaks.

20 51. As a result, PLAINTIFF and AGGRIEVED EMPLOYEES, from time-to-time,
21 forfeited time worked by working without their time being accurately recorded and without
22 compensation at the applicable pay rates.

23 52. The mutability of the timekeeping system also allowed DEFENDANTS to alter
24 employee time records by recording fictitious thirty (30) minute meal breaks in DEFENDANTS'
25 timekeeping system so as to create the appearance that PLAINTIFF and AGGRIEVED
26 EMPLOYEES clocked out for thirty (30) minute meal break when in fact the employees were
27 not at all times provided an off-duty meal break. This practice is a direct result of
28

1 DEFENDANTS' uniform policy and practice of denying employees uninterrupted thirty (30)
2 minute off-duty meal breaks each day or otherwise compensate them for missed meal breaks.

3 53. As a result, PLAINTIFF and AGGRIEVED EMPLOYEES forfeited wages due to
4 them for all hours worked at DEFENDANTS' direction, control and benefit for the time the
5 timekeeping system was inoperable. DEFENDANTS' uniform policy and practice to not pay
6 PLAINTIFF and AGGRIEVED EMPLOYEES wages for all hours worked in accordance with
7 applicable law is evidenced by DEFENDANTS' business records.

8 **J. Unlawful Rounding Practices**

9 54. During the PAGA PERIOD, DEFENDANTS did not have in place an immutable
10 timekeeping system to accurately record and pay PLAINTIFF and other AGGRIEVED
11 EMPLOYEES for the actual time these employees worked each day, including overtime hours.
12 Specifically, DEFENDANTS had in place an unlawful rounding policy and practice that resulted
13 in PLAINTIFF and AGGRIEVED EMPLOYEES being undercompensated for all of their time
14 worked. As a result, DEFENDANTS was able to and did in fact unlawfully, and unilaterally
15 round the time recorded in DEFENDANTS' timekeeping system for PLAINTIFF and
16 AGGRIEVED EMPLOYEES in order to avoid paying these employees for all their time worked,
17 including the applicable overtime compensation for overtime worked. As a result, PLAINTIFF
18 and other AGGRIEVED EMPLOYEES, from time to time, forfeited compensation for their time
19 worked by working without their time being accurately recorded and without compensation at
20 the applicable overtime rates.

21 55. Further, the mutability of DEFENDANTS' timekeeping system and unlawful
22 rounding policy and practice resulted in PLAINTIFF and AGGRIEVED EMPLOYEES' time
23 being inaccurately recorded. As a result, from time to time, DEFENDANTS' unlawful rounding
24 policy and practice caused PLAINTIFF and AGGRIEVED EMPLOYEES to perform work as
25 ordered by DEFENDANTS for more than five (5) hours during a shift without receiving an off-
26 duty meal break.

27 **K. Sick Pay Violations**

28 56. Cal. Labor Code Section 246 (a)(1) mandates that "An employee who, on or after

1 July 1, 2015, works in California for the same employer for 30 or more days within a year from
2 the commencement of employment is entitled to paid sick days as specified in this section.”
3 Further, Cal. Labor Code Sections 246(b)-(d) provide for the sick day accrual requirements. From
4 time to time, DEFENDANTS failed to have a policy or practice in place that provided
5 PLAINTIFF and AGGRIEVED EMPLOYEES with sick days and/or paid sick leave. As of
6 January 1, 2024, DEFENDANTS failed to adhere to the law in that they failed to provide and
7 allow employees to use at least 40 hours or five days of paid sick leave per year.

8 57. California Labor Code Section 246(i) requires an employer to furnish its
9 employees with written wage statements setting forth the amount of paid sick leave available.
10 From time to time, DEFENDANTS violated Cal. Lab. Code § 246 by failing to furnish
11 PLAINTIFF and AGGRIEVED EMPLOYEES with wage statements setting forth the amount of
12 paid sick leave available.

13 **FIRST CAUSE OF ACTION**

14 **VIOLATION OF THE PRIVATE ATTORNEYS GENERAL ACT**

15 **(Cal. Lab. Code §§2698 et seq.)**

16 **(Alleged by PLAINTIFF against DEFENDANTS)**

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

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

1 60. PLAINTIFF and such persons that may be added from time to time who satisfy
2 the requirements and exhaust the administrative procedures under the Private Attorney General
3 Act, bring this Representative Action on behalf of the State of California with respect to himself
4 and all individuals who are or previously were employed by Defendants in California and
5 classified as non-exempt employees (“AGGRIEVED EMPLOYEES”) during the time period of
6 June 12, 2023, and the present (“PAGA Period”).

7 61. At all relevant times, for the reasons described herein, and others, PLAINTIFF and
8 the AGGRIEVED EMPLOYEES were aggrieved employees of DEFENDANTS within the
9 meaning of Labor Code Section 2699(c).

10 62. Labor Code Sections 2699(a) and (g) authorize an AGGRIEVED EMPLOYEE,
11 like PLAINTIFF, on behalf of themselves and other current or former employees, to bring a civil
12 action to recover civil penalties pursuant to the procedures specified in Labor Code Section
13 2699.3

14 63. PLAINTIFF complied with the procedures for bringing suit specified in Labor
15 Code Section 2699.3. By certified letter, return receipt requested, dated June 12, 2024,
16 PLAINTIFF gave written notice to the Labor and Workforce Development Agency (“LWDA”)
17 and to DEFENDANTS of the specific provisions of the Labor Code alleged to have been
18 violated, including the facts and theories to support the alleged violations. See **Exhibit #1**.

19 64. As of the date of this complaint, more than sixty-five (65) days after serving the
20 LWDA with notice of DEFENDANTS’ violations, the LWDA has not provided any notice by
21 certified mail of its intent to investigate the DEFENDANTS’ alleged violations as mandated by
22 Labor Code Section 2699.3(a)(2)(A). Accordingly, pursuant to Labor Code Section
23 2699.3(a)(2)A, PLAINTIFF may commence and is authorized to pursue this cause of action.

24 65. Pursuant to Labor Code Sections 2699(a) and (f), PLAINTIFF and the
25 AGGRIEVED EMPLOYEES are entitled to civil penalties for DEFENDANTS’ violations of
26 Labor Code Section 201, 201.3, 202, 203, 204, 210, 218.5, 218.6, 221, 226, 226.2, 226.3, 226.7,
27 227.3, 246, 510, 512, 558, 1174(d), 1174.5, 1194, 1197, 1197.1, 1197.14, 1198, 1198.5, 1199,
28 2802 and 2804 in the following amounts:

- a. For violation of Labor Code Sections 201, 202, 203, and 204, one hundred dollars (\$100) for each AGGRIEVED EMPLOYEE per pay period for the initial violation and two hundred dollars (\$200) for AGGRIEVED EMPLOYEE per pay period for each subsequent violation [penalty per Labor Code Section 2699(f)(2)];
- b. For violations of Labor Code Section 226(a), a civil penalty in the amount of two hundred fifty dollars (\$250) for each AGGRIEVED EMPLOYEE for any initial violation and one thousand dollars for each subsequent violation [penalty per Labor Code Section 226.3];
- c. For violations of Labor Code Sections 204, a civil penalty in the amount of one hundred dollars (\$100) for each AGGRIEVED EMPLOYEE for any initial violation and two hundred dollars (\$200) for AGGRIEVED EMPLOYEE for each subsequent violation [penalty per Labor Code Section 210];
- d. For violations of Labor Code Sections 226.7, 510 and 512, a civil penalty in the amount of fifty dollars (\$50) for each underpaid AGGRIEVED EMPLOYEE for the initial violation and hundred dollars (\$100) for each underpaid AGGRIEVED EMPLOYEE for each subsequent violation [penalty per Labor Code Section 558];
- e. For violations of Labor Code Section 2269(a), a civil penalty in the amount of two hundred fifty dollars (\$250) per AGGRIEVED EMPLOYEE per violation in an initial citation and one thousand dollars (\$1,000) per AGGRIEVED EMPLOYEE for each subsequent violation [penalty per Labor Code Section 226.3];
- f. For violations of Labor Code Section 1174(d), a civil penalty in the amount of five hundred (\$500) dollars for per AGGRIEVED EMPLOYEE [penalty per Labor Code Section 1174.5].
- g. For violations of Labor Code Sections 1194, 1194.2, 1197, 1198 and 1199, a civil penalty in the amount of one hundred dollars (\$100) per AGGRIEVED

1 EMPLOYEE per pay period for the initial violation and two hundred dollars
2 fifty (\$250) per AGGRIEVED EMPLOYEE per pay period for each subsequent
3 violation [penalty per Labor Code Section].

4 66. For all provisions of the Labor Code for which civil penalty is not specifically
5 provided, Labor Code § 2699(f) imposes upon Defendant a penalty of one hundred dollars (\$100)
6 for each AGGRIEVED EMPLOYEE per pay period for the initial violation and two hundred
7 dollars (\$200) for each AGGRIEVED EMPLOYEE per pay period for each subsequent
8 violation. PLAINTIFF and the AGGRIEVED EMPLOYEES are entitled to an award of
9 reasonable attorney's fees and costs in connection with their claims for civil penalties pursuant
10 to Labor Code Section 2699(g)(1).

11 67. To the extent that any of the conduct and violations alleged herein did not affect
12 PLAINTIFF during the PAGA PERIOD, PLAINTIFF seek penalties for those violations that
13 affected other AGGRIEVED EMPLOYEES. (*Carrington v. Starbucks Corp.* (2018) 30
14 Cal.App.5th 504, 519; See also *Huff v. Securitas Security Services USA, Inc.* (2018) 23 Cal. App.
15 5th 745, 751 ["PAGA allows an "aggrieved employee"—a person affected by at least one Labor
16 Code violation committed by an employer—to pursue penalties for all the Labor Code violations
17 committed by that employer."], Emphasis added, reh'g denied (June 13, 2018).).

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1. For reasonable attorney's fees and costs of suit to the extent permitted by law, including pursuant to Labor Code § 2699, *et seq.*;
2. For civil penalties to the extent permitted by law pursuant to the Labor Code under the Private Attorneys General Act; and
3. For such other relief as the Court deems just and proper.

ZAKAY LAW GROUP, APLC
JCL LAW FIRM, APC

Attorneys for PLAINTIFF

EXHIBIT 1

June 12, 2024

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

GOLDEN GATE BELL, LLC

c/o C T Corporation System
330 N. Brand Blvd., Ste. 700
Glendale, CA 91203

Via Certified U.S. Mail with Return Receipt No. 9589 0710 5270 1756 9907 72

GOLDEN GATE BELL RESTAURANT HOLDINGS, LLC

c/o C T Corporation System
330 N. Brand Blvd., Ste. 700
Glendale, CA 91203

Via Certified U.S. Mail with Return Receipt No. 9589 0710 5270 1756 9908 33

DOLAN FOSTER ENTERPRISES, LLC

c/o H Richard Low
5635 W Las Positas Blvd., Ste 406
Pleasanton, CA 94588

Via Certified U.S. Mail with Return Receipt No. 9589 0710 5270 1756 9908 40

DIVERSIFIED RESTAURANT GROUP, LLC

c/o Diversified Restaurant Group, LLC
465 First Street West
Sonoma, CA 95476

Via Certified U.S. Mail with Return Receipt No. 9589 0710 5270 1756 9908 57

DIVERSIFIED RESTAURANT GROUP RSC, LLC

c/o C T Corporation System
330 N. Brand Blvd., Ste. 700
Glendale, CA 91203

Via Certified U.S. Mail with Return Receipt No. 9589 0710 5270 1756 9908 89

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, Violation of Applicable Industrial Welfare Commission Wage Order(s), and Pursuant to California Labor Code Section 2699.5

Dear Sir/Madam:

Our offices represent Plaintiff HARRY HA (“Plaintiff”), and other aggrieved employees in a proposed lawsuit against Defendant GOLDEN GATE BELL (Defendant “Golden Gate”), Defendant GOLDEN GATE BELL RESTAURANT HOLDINGS, LLC (“Defendant Golden Gate Holdings”), Defendant DOLAN FOSTER ENTERPRISES (Defendant “Dolan”), DIVERSIFIED RESTAURANT GROUP, LLC (Defendant “Diversified”), and Defendant DIVERSIFIED RESTAURANT GROUP RSC, LLC (“Defendant Diversified RSC”) (collectively, hereinafter, “Defendants”). Plaintiff was employed by Defendants from August of 2014 to December of 2023 as a non-exempt employee, paid on an hourly basis, and entitled to payment of all wages and the legally required meal and rest breaks, among other things. Defendants, 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, Defendants failed to timely pay Plaintiff and other aggrieved employees for earned wages and failed to provide Plaintiff and other aggrieved employees with compliant meal and rest breaks.

As a consequence of the aforementioned violations, Plaintiff further contends that Defendants failed to provide accurate wage statements to him and other aggrieved employees, which 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, and 2804, violates the applicable Industrial Welfare Commission Wage Order(s), and is therefore actionable under California Labor Code section 2699.5.

Plaintiff seeks to represent a group of aggrieved employees defined as all current and former non-exempt employees who worked for Defendant Golden Gate and/or Defendant Golden Gate Holdings and/or Defendant Dolan and/or Defendant Diversified and/or Defendant Diversified RSC 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 incorporates the allegations of the attached Complaint into this letter as if fully set forth herein. If the agency needs any further information, please do not hesitate to ask.

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, Defendants are on notice that Plaintiff continues his 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 Defendants 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 Statue 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

A handwritten signature in black ink, appearing to read 'JC Lapuyade', with a stylized flourish at the end.

Jean-Claude Lapuyade, Esq.

JCL LAW FIRM, APC

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Facsimile: (858) 404-9203
shani@zakaylaw.com

Attorneys for PLAINTIFF

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF ALAMEDA

HARRY HA, an individual, on behalf of
himself, and on behalf of all persons similarly
situated,

Plaintiff,

v.

GOLDEN GATE BELL, LLC, a California
limited liability company; GOLDEN GATE
BELL RESTAURANT HOLDINGS, LLC, a
California limited liability company; DOLAN
FOSTER ENTERPRISES, LLC, a California
limited liability company; DIVERSIFIED
RESTAURANT GROUP, LLC, a California
limited liability company; DIVERSIFIED
RESTAURANT GROUP RSC, LLC, a Nevada
limited liability company; 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 PROVIDE ACCURATE
2 ITEMIZED STATEMENTS IN
3 VIOLATION OF CAL. LAB. CODE § 226;
4 7) FAILURE TO PROVIDE WAGES WHEN
5 DUE IN VIOLATION OF CAL. LAB.
6 CODE §§ 201, 202 AND 203;
7 8) FAILURE TO REIMBURSE EMPLOYEES
8 FOR REQUIRED EXPENSES IN
9 VIOLATION OF CAL. LAB. CODE § 2802.

10 **DEMAND FOR A JURY TRIAL**

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

14 **PRELIMINARY ALLEGATIONS**

15 1. Defendant GOLDEN GATE BELL, LLC (“Defendant Golden Gate”) is a
16 California limited liability company that at all relevant times mentioned herein conducted and
17 continues to conduct substantial and regular business throughout California.

18 2. Defendant GOLDEN GATE BELL RESTAURANT HOLDINGS, LLC
19 (“Defendant Golden Gate Holdings”) is a California limited liability company that at all relevant
20 times mentioned herein conducted and continues to conduct substantial and regular business
21 throughout California.

22 3. Defendant DOLAN FOSTER ENTERPRISES, LLC (“Defendant Dolan”) is a
23 California limited liability company that at all relevant times mentioned herein conducted and
24 continues to conduct substantial and regular business throughout California.

25 4. Defendant DIVERSIFIED RESTAURANT GROUP, LLC (“Defendant
26 Diversified”) is a California limited liability company that at all relevant times mentioned herein
27 conducted and continues to conduct substantial and regular business throughout California.

28 5. Defendant DIVERSIFIED RESTAURANT GROUP RSC, LLC (“Defendant
Diversified RSC”) is a Nevada limited liability company that at all relevant times mentioned
herein conducted and continues to conduct substantial and regular business throughout California.

1 6. Defendant Golden Gate, Defendant Golden Gate Holdings, Defendant Dolan,
2 Defendant Diversified, and Defendant Diversified RSC were the joint employers of PLAINTIFF
3 as evidenced by the documents issued to PLAINTIFF and by the company PLAINTIFF performed
4 work for respectively and are therefore jointly responsible as employers for the conduct alleged
5 herein as “DEFENDANTS” and/or “DEFENDANT.”

6 7. DEFENDANTS operate fast food restaurant franchises such as Taco Bell in
7 California, including in the county of Alameda, where PLAINTIFF worked.

8 8. PLAINTIFF was employed by DEFENDANTS in California from August of 2014
9 to December of 2023 as a non-exempt employee, paid on an hourly basis, and entitled to the
10 legally required meal and rest periods and payment of minimum and overtime wages due for all
11 time worked.

12 9. PLAINTIFF brings this Class Action on behalf of himself and a California class,
13 defined as all persons who are or previously were employed by Defendant Golden Gate and/or
14 Defendant Golden Gate Holdings and/or Defendant Dolan and/or Defendant Diversified and/or
15 Defendant Diversified RSC in California and classified as non-exempt employees (the
16 “CALIFORNIA CLASS”) at any time during the period beginning four (4) years prior to the filing
17 of this Complaint and ending on the date as determined by the Court (the “CLASS PERIOD”).
18 The amount in controversy for the aggregate claim of the CALIFORNIA CLASS Members is
19 under five million dollars (\$5,000,000.00).

20 10. PLAINTIFF brings this Class Action on behalf of himself and a CALIFORNIA
21 CLASS in order to fully compensate the CALIFORNIA CLASS for their losses incurred during
22 the CLASS PERIOD caused by DEFENDANTS’ uniform policy and practice which failed to
23 lawfully compensate these employees. DEFENDANTS’ uniform policy and practice alleged
24 herein was an unlawful, unfair, and deceptive business practice whereby DEFENDANTS retained
25 and continue to retain wages due PLAINTIFF and the other members of the CALIFORNIA
26 CLASS. PLAINTIFF and the other members of the CALIFORNIA CLASS seek an injunction
27 enjoining such conduct by DEFENDANTS in the future, relief for the named PLAINTIFF and
28 the other members of the CALIFORNIA CLASS who have been economically injured by

1 DEFENDANTS' past and current unlawful conduct, and all other appropriate legal and equitable
2 relief.

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

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

20 13. DEFENDANTS were PLAINTIFF's employers or persons acting on behalf of
21 PLAINTIFF's employer, within the meaning of California Labor Code § 558, who violated or
22 caused to be violated, a section of Part 2, Chapter 1 of the California Labor Code or any provision
23 regulating hours and days of work in any order of the Industrial Welfare Commission and, as
24 such, are subject to civil penalties for each underpaid employee, as set forth in Labor Code § 558,
25 at all relevant times.

26 14. DEFENDANTS were PLAINTIFF's employers or persons acting on behalf of
27 PLAINTIFF's employer either individually or as an officer, agent, or employee of another person,
28 within the meaning of California Labor Code § 1197.1, who paid or caused to be paid to any

1 employee a wage less than the minimum fixed by California state law, and as such, are subject to
2 civil penalties for each underpaid employee.

3 15. DEFENDANTS' uniform policies and practices alleged herein were unlawful,
4 unfair, and deceptive business practices whereby DEFENDANTS retained and continue to retain
5 wages due to PLAINTIFF and other members of the CALIFORNIA CLASS.

6 16. PLAINTIFF and other members of the CALIFORNIA CLASS seek an injunction
7 enjoining such conduct by DEFENDANTS in the future, relief for the named PLAINTIFF and
8 other members of the CALIFORNIA CLASS who has been economically injured by
9 DEFENDANTS' past and current unlawful conduct, and all other appropriate legal and equitable
10 relief.

11 **JURISDICTION AND VENUE**

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

16 18. Venue is proper in this Court pursuant to California Code of Civil Procedure,
17 Sections 395 and 395.5, because DEFENDANTS operate in locations across California, employ
18 the CALIFORNIA CLASS across California, including in this County, and committed the
19 wrongful conduct herein alleged in this County against the CALIFORNIA CLASS.

20 **THE CONDUCT**

21 19. In violation of the applicable sections of the California Labor Code and the
22 requirements of the Industrial Welfare Commission ("IWC") Wage Order, DEFENDANTS as a
23 matter of company policy, practice, and procedure, intentionally, knowingly, and systematically
24 failed to provide legally compliant meal and rest periods, failed to accurately compensate
25 PLAINTIFF and the other members of the CALIFORNIA CLASS for missed meal and rest
26 periods, failed to pay PLAINTIFF and the other members of the CALIFORNIA CLASS for all
27 time worked, failed compensate PLAINTIFF and the other members of the CALIFORNIA
28 CLASS for off-the-clock work, failed to pay PLAINTIFF and the other members of the

1 CALIFORNIA CLASS overtime at the correct regular rate of pay, failed to compensate
2 PLAINTIFF and other members of the CALIFORNIA CLASS meal and rest premiums at the
3 regular rate of pay, failed to pay PLAINTIFF and other CALIFORNIA CLASS Members
4 redeemed sick pay at the regular rate of pay, failed to reimburse PLAINTIFF and other
5 CALIFORNIA CLASS Members for business expenses, and failed to issue to PLAINTIFF and
6 the members of the CALIFORNIA CLASS with accurate itemized wage statements showing,
7 among other things, all applicable hourly rates in effect during the pay periods and the
8 corresponding amount of time worked at each hourly rate. DEFENDANTS' uniform policies and
9 practices are intended to purposefully avoid the accurate and full payment for all time worked as
10 required by California law which allows DEFENDANTS to illegally profit and gain an unfair
11 advantage over competitors who comply with the law. To the extent equitable tolling operates to
12 toll claims by the CALIFORNIA CLASS against DEFENDANTS, the CLASS PERIOD should
13 be adjusted accordingly.

14 **A. Meal Period Violations**

15 20. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANTS
16 were required to pay PLAINTIFF and CALIFORNIA CLASS Members for all their time worked,
17 meaning the time during which an employee is subject to the control of an employer, including
18 all the time the employee is suffered or permitted to work. From time to time during the CLASS
19 PERIOD, DEFENDANTS required PLAINTIFF and CALIFORNIA CLASS Members to work
20 without paying them for all the time they were under DEFENDANTS' control. Specifically,
21 DEFENDANTS required PLAINTIFF to work while clocked out during what was supposed to
22 be PLAINTIFF's off-duty meal break. Indeed, there were many days where PLAINTIFF did not
23 even receive a partial lunch. As a result, PLAINTIFF and other CALIFORNIA CLASS Members
24 forfeited minimum wage and overtime compensation by regularly working without their time
25 being accurately recorded and without compensation at the applicable minimum wage and
26 overtime rates. DEFENDANTS' uniform policy and practice not to pay PLAINTIFF and other
27 CALIFORNIA CLASS Members for all time worked is evidenced by DEFENDANTS' business
28 records.

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

B. Rest Period Violations

22. From time to time during the CLASS PERIOD, PLAINTIFF and other CALIFORNIA CLASS Members were also required to work in excess of four (4) hours without being provided ten (10) minute rest periods as a result of their rigorous work requirements and DEFENDANTS' inadequate staffing. Further, for the same reasons, these employees were denied their first rest periods of at least ten (10) minutes for some shifts worked of at least two (2) to four (4) hours from time to time, a first and second rest period of at least ten (10) minutes for some shifts worked of between six (6) and eight (8) hours from time to time, and a first, second and third rest period of at least ten (10) minutes for some shifts worked of ten (10) hours or more from time to time. When they were provided with rest breaks, PLAINTIFF and other CALIFORNIA

1 CLASS Members were, from time to time, required to remain on duty and/or on call. PLAINTIFF
2 and other CALIFORNIA CLASS Members were also not provided with one-hour wages *in lieu*
3 thereof. As a result of their rigorous work schedules and DEFENDANTS' inadequate staffing,
4 PLAINTIFF and other CALIFORNIA CLASS Members were from time to time denied their
5 proper rest periods by DEFENDANTS and DEFENDANTS' managers.

6 **C. Unreimbursed Business Expenses**

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

18 24. In the course of their employment, DEFENDANTS required PLAINTIFF and
19 other CALIFORNIA CLASS Members to incur personal expenses for the use of their personal
20 cell phones and vehicles as a result of and in furtherance of their job duties. Specifically,
21 PLAINTIFF and other CALIFORNIA CLASS Members were required to use their personal cell
22 phones and vehicles in order to perform work related tasks. However, DEFENDANTS
23 unlawfully failed to reimburse PLAINTIFF and other CALIFORNIA CLASS Members for the
24 use of their personal cell phones and vehicles. As a result, in the course of their employment with
25 DEFENDANTS, the PLAINTIFF and other CALIFORNIA CLASS Members incurred
26 unreimbursed business expenses that included, but were not limited to, costs related to the use of
27 their personal cell phones and vehicles, all on behalf of and for the benefit of DEFENDANTS.

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1 **D. Wage Statement Violations**

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

10 26. From time to time during the CLASS PERIOD, when PLAINTIFF and other
11 CALIFORNIA CLASS Members missed meal and rest breaks, or were paid inaccurately for
12 missed meal and rest period premiums, or were not paid for all hours worked, DEFENDANTS
13 also failed to provide PLAINTIFF and other CALIFORNIA CLASS Members with complete and
14 accurate wage statements which failed to show, among other things, all deductions, the total hours
15 worked and all applicable hourly rates in effect during the pay period and the corresponding
16 amount of time worked at each hourly rate, correct rates of pay for penalty payments or missed
17 meal and rest periods.

18 27. In addition to the foregoing, DEFENDANTS, from time to time, failed to provide
19 PLAINTIFF and the CALIFORNIA CLASS Members with wage statements that comply with
20 Cal. Lab. Code § 226.

21 28. As a result, DEFENDANTS issued PLAINTIFF and other members of the
22 CALIFORNIA CLASS with wage statements that violate Cal. Lab. Code § 226. Further,
23 DEFENDANTS' violations are knowing and intentional, were not isolated due to an unintentional
24 payroll error due to clerical or inadvertent mistake.

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

26 29. During the CLASS PERIOD, from time-to-time DEFENDANTS failed and
27 continue to fail to accurately pay PLAINTIFF and other members of the CALIFORNIA CLASS
28 for all hours worked.

1 30. During the CLASS PERIOD, from time-to-time DEFENDANTS required
2 PLAINTIFF and other members of the CALIFORNIA CLASS to perform pre-shift or post-shift
3 work, including but not limited to, opening and closing keyholder duties and undergoing pre-shift
4 Covid-19 health screenings such as temperature checks. This resulted in PLAINTIFF and other
5 members of the CALIFORNIA CLASS having to work while off-the-clock.

6 31. DEFENDANTS directed and directly benefited from the undercompensated off-
7 the-clock work performed by PLAINTIFF and the other CALIFORNIA CLASS Members.

8 32. DEFENDANTS controlled the work schedules, duties, and protocols, applications,
9 assignments, and employment conditions of PLAINTIFF and the other members of the
10 CALIFORNIA CLASS.

11 33. DEFENDANTS were able to track the amount of time PLAINTIFF and the other
12 members of the CALIFORNIA CLASS spent working; however, DEFENDANTS failed to
13 document, track, or pay PLAINTIFF and the other members of the CALIFORNIA CLASS all
14 wages earned and owed for all the work they performed.

15 34. PLAINTIFF and the other members of the CALIFORNIA CLASS were non-
16 exempt employees, subject to the requirements of the California Labor Code.

17 35. DEFENDANTS' policies and practices deprived PLAINTIFF and the other
18 CALIFORNIA CLASS Members of all minimum regular, overtime, and double time wages owed
19 for the off-the-clock work activities. Because PLAINTIFF and the other members of the
20 CALIFORNIA CLASS typically worked over forty (40) hours in a workweek, and more than
21 eight (8) hours per day, DEFENDANTS' policies and practices also deprived them of overtime
22 pay.

23 36. DEFENDANTS knew or should have known that PLAINTIFF and the other
24 members of the CALIFORNIA CLASS off-the-clock work was compensable under the law.

25 37. As a result, PLAINTIFF and the other members of the CALIFORNIA CLASS
26 forfeited wages due to them for all hours worked at DEFENDANTS' direction, control, and
27 benefit for the time spent working while off-the-clock, including but not limited to, opening and
28 closing keyholder duties and undergoing pre-shift Covid-19 health screenings such as temperature

1 checks. DEFENDANTS' uniform policy and practice to not pay PLAINTIFF and the members
2 of the CALIFORNIA CLASS wages for all hours worked in accordance with applicable law is
3 evidenced by DEFENDANTS' business records.

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

6 38. From time to time during the CLASS PERIOD, DEFENDANTS failed and
7 continue to fail to accurately calculate and pay PLAINTIFF and the other CALIFORNIA CLASS
8 Members for their overtime and double time hours worked, meal and rest period premiums, and
9 redeemed sick pay. As a result, PLAINTIFF and the other CALIFORNIA CLASS Members
10 forfeited wages due to them for working overtime without compensation at the correct overtime
11 and double time rates, meal and rest period premiums, and redeemed sick pay rates.
12 DEFENDANTS' uniform policy and practice not to pay the CALIFORNIA CLASS Members at
13 the correct rate for all overtime and double time worked, meal and rest period premiums, and sick
14 pay in accordance with applicable law is evidenced by DEFENDANTS' business records.

15 39. State law provides that employees must be paid overtime at one-and-one-half times
16 their "regular rate of pay." PLAINTIFF and other CALIFORNIA CLASS Members were
17 compensated at an hourly rate plus incentive pay that was tied to specific elements of an
18 employee's performance.

19 40. The second component of PLAINTIFF's and other CALIFORNIA CLASS
20 Members' compensation was DEFENDANTS' non-discretionary incentive program that paid
21 PLAINTIFF and other CALIFORNIA CLASS Members incentive wages based on their
22 performance for DEFENDANTS. The non-discretionary bonus program provided all employees
23 paid on an hourly basis with bonus compensation when the employees met the various
24 performance goals set by DEFENDANTS.

25 41. However, from time to time, when calculating the regular rate of pay in those pay
26 periods where PLAINTIFF and other CALIFORNIA CLASS Members worked overtime, double
27 time, paid meal and rest period premium payments, and/or redeemed sick pay, and earned non-
28 discretionary bonuses, DEFENDANTS failed to accurately include the non-discretionary bonus

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

15 42. In violation of the applicable sections of the California Labor Code and the
16 requirements of the Industrial Welfare Commission ("IWC") Wage Order, DEFENDANTS as a
17 matter of company policy, practice, and procedure, intentionally and knowingly failed to
18 compensate PLAINTIFF and the other members of the CALIFORNIA CLASS at the correct rate
19 of pay for all overtime and double time worked, meal and rest period premiums, and redeemed
20 sick pay as required by California law which allowed DEFENDANTS to illegally profit and gain
21 an unfair advantage over competitors who complied with the law. To the extent equitable tolling
22 operates to toll claims by the CALIFORNIA CLASS Members against DEFENDANTS, the
23 CLASS PERIOD should be adjusted accordingly.

24 **G. Unlawful Deductions**

25 43. DEFENDANTS, from time-to-time unlawfully deducted wages from PLAINTIFF
26 and CALIFORNIA CLASS Members' pay without explanations and without authorization to do
27 so or notice to PLAINTIFF and the CALIFORNIA CLASS Members. As a result,
28 DEFENDANTS violated Labor Code § 221.

1 **H. Timekeeping Manipulation**

2 44. During the CLASS PERIOD, DEFENDANTS, from time-to-time, did not have an
3 immutable timekeeping system to accurately record and pay PLAINTIFF and other members of
4 the CALIFORNIA CLASS for the actual time PLAINTIFF and other members of the
5 CALIFORNIA CLASS worked each day, including regular time, overtime hours, sick pay, meal
6 and rest breaks. As a result, DEFENDANT was able to and did in fact, unlawfully, and
7 unilaterally alter the time recorded in DEFENDANTS' timekeeping system for PLAINTIFF and
8 other members of the CALIFORNIA CLASS in order to avoid paying these employees for all
9 hours worked, applicable overtime compensation, applicable sick pay, missed meal breaks and
10 missed rest breaks.

11 45. As a result, PLAINTIFF and other members of the CALIFORNIA CLASS, from
12 time-to-time, forfeited time worked by working without their time being accurately recorded and
13 without compensation at the applicable pay rates.

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

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

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1 **I. Unlawful Rounding Practices**

2 48. During the CALIFORNIA CLASS PERIOD, DEFENDANTS did not have in
3 place an immutable timekeeping system to accurately record and pay PLAINTIFFS and other
4 CALIFORNIA CLASS Members for the actual time these employees worked each day,
5 including overtime hours. Specifically, DEFENDANTS had in place an unlawful rounding
6 policy and practice that resulted in PLAINTIFFS and CALIFORNIA CLASS Members being
7 undercompensated for all of their time worked. As a result, DEFENDANTS were able to and did
8 in fact unlawfully, and unilaterally round the time recorded in DEFENDANTS' timekeeping
9 system for PLAINTIFFS and the members of the CALIFORNIA CLASS in order to avoid paying
10 these employees for all their time worked, including the applicable overtime compensation for
11 overtime worked. As a result, PLAINTIFFS and other CALIFORNIA CLASS Members, from
12 time to time, forfeited compensation for their time worked by working without their time being
13 accurately recorded and without compensation at the applicable overtime rates.

14 49. Further, the mutability of DEFENDANTS' timekeeping system and unlawful
15 rounding policy and practice resulted in PLAINTIFFS and CALIFORNIA CLASS Members'
16 time being inaccurately recorded. As a result, from time to time, DEFENDANTS' unlawful
17 rounding policy and practice caused PLAINTIFFS and CALIFORNIA CLASS Members to
18 perform work as ordered by DEFENDANTS for more than five (5) hours during a shift without
19 receiving an off-duty meal break.

20 **J. Violations for Untimely Payment of Wages**

21 50. Pursuant to California Labor Code section 204, PLAINTIFF and the
22 CALIFORNIA CLASS members were entitled to timely payment of wages during their
23 employment. PLAINTIFF and the CALIFORNIA CLASS members, from time to time, did not
24 receive payment of all wages, including, but not limited to, overtime wages, minimum wages,
25 meal period premium wages, and rest period premium wages within permissible time period.

26 51. Pursuant to Cal. Lab. Code § 201, "If an employer discharges an employee, the
27 wages earned and unpaid at the time of discharge are due and payable immediately." Pursuant
28 to Cal. Lab. Code § 202, if an employee quits his or her employment, "his or her wages shall

1 become due and payable not later than 72 hours thereafter, unless the employee has given 72
2 hours previous notice of his or her intention to quit, in which case the employee is entitled to his
3 or her wages at the time of quitting.” PLAINTIFF and the CALIFORNIA CLASS Members
4 were, from time to time, not timely provided the wages earned and unpaid at the time of their
5 discharge and/or at the time of quitting, in violation of Cal. Lab. Code §§ 201 and 202.

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

9 **K. Sick Pay Violations**

10 53. Cal. Labor Code Section 246 (a)(1) mandates that “An employee who, on or after
11 July 1, 2015, works in California for the same employer for 30 or more days within a year from
12 the commencement of employment is entitled to paid sick days as specified in this section.”
13 Further, Cal. Labor Code Sections 246(b)-(d) provide for the sick day accrual requirements. From
14 time to time, DEFENDANTS failed to have a policy or practice in place that provided
15 PLAINTIFF and other members of the CALIFORNIA CLASS with sick days and/or paid sick
16 leave. As of January 1, 2024, Defendants failed to adhere to the law in that they failed to provide
17 and allow employees to use at least 40 hours or five days of paid sick leave per year.

18 54. California Labor Code Section 246(i) requires an employer to furnish its
19 employees with written wage statements setting forth the amount of paid sick leave available.
20 From time to time, DEFENDANTS violated Cal. Lab. Code § 246 by failing to furnish
21 PLAINTIFF and other members of the CALIFORNIA CLASS with wage statements setting forth
22 the amount of paid sick leave available.

23 55. Specifically, as to PLAINTIFF, PLAINTIFF was from time to time unable to take
24 off duty meal and rest breaks and was not fully relieved of duty for his rest and meal periods.
25 PLAINTIFF was required to perform work as ordered by DEFENDANTS for more than five (5)
26 hours during a shift without receiving an off-duty meal break. Further, DEFENDANTS failed to
27 provide PLAINTIFF with a second off-duty meal period each workday in which he was required
28 by DEFENDANTS to work ten (10) hours of work. When DEFENDANTS provided

1 PLAINTIFF with a rest break, they required PLAINTIFF to remain on-duty and on-call for the
2 rest break. DEFENDANTS policy caused PLAINTIFF to remain on-call and on-duty during
3 what was supposed to be his off-duty meal periods. PLAINTIFF therefore forfeited meal and
4 rest breaks without additional compensation and in accordance with DEFENDANTS' strict
5 corporate policy and practice. Moreover, DEFENDANTS also provided PLAINTIFF with
6 paystubs that failed to comply with Cal. Lab. Code § 226. Further, DEFENDANTS also failed
7 to reimburse PLAINTIFF for required business expenses related to the personal expenses
8 incurred for the use of their personal cell phone, on behalf of and in furtherance of his
9 employment with DEFENDANTS. To date, DEFENDANTS have not fully paid PLAINTIFF
10 the minimum, overtime and double time compensation still owed to him or any penalty wages
11 owed to him under Cal. Lab. Code § 203. The amount in controversy for PLAINTIFF
12 individually does not exceed the sum or value of \$75,000.

13 **CLASS ACTION ALLEGATIONS**

14 56. PLAINTIFF brings this Class Action on behalf of himself, and a California class
15 defined as all persons who are or previously were employed by Defendant Golden Gate and/or
16 Defendant Golden Gate Holdings and/or Defendant Dolan and/or Defendant Diversified and/or
17 Defendant Diversified RSC in California and classified as non-exempt employees (the
18 "CALIFORNIA CLASS") at any time during the period beginning four (4) years prior to the
19 filing of this Complaint and ending on the date as determined by the Court (the "CLASS
20 PERIOD").

21 57. PLAINTIFF and the other CALIFORNIA CLASS Members have uniformly been
22 deprived of wages and penalties from unpaid wages earned and due, including but not limited to
23 unpaid minimum wages, unpaid overtime compensation, unpaid meal and rest period premiums,
24 illegal meal and rest period policies, failed to reimburse for business expenses, failed compensate
25 for off-the-clock work, failure to provide accurate itemized wage statements, failure to maintain
26 required records, and interest, statutory and civil penalties, attorney's fees, costs, and expenses.

27 58. The members of the class are so numerous that joinder of all class members is
28 impractical.

1 59. Common questions of law and fact regarding DEFENDANTS' conduct, including
2 but not limited to, off-the-clock work, unpaid meal and rest period premiums, failure to accurately
3 calculate the regular rate of pay for overtime compensation, failure to accurately calculate the
4 regular rate of compensation for missed meal and rest period premiums, failing to provide legally
5 compliant meal and rest periods, failure to reimburse for business expenses, failure to provide
6 accurate itemized wage statements accurate, and failure to ensure they are paid at least minimum
7 wage and overtime, exist as to all members of the class and predominate over any questions
8 affecting solely any individual members of the class. Among the questions of law and fact
9 common to the class are:

- 10 a. Whether DEFENDANT maintained legally compliant meal period policies and
11 practices;
- 12 b. Whether DEFENDANT maintained legally compliant rest period policies and
13 practices;
- 14 c. Whether DEFENDANT failed to pay PLAINTIFF and the CALIFORNIA CLASS
15 Members accurate premium payments for missed meal and rest periods;
- 16 d. Whether DEFENDANT failed to pay PLAINTIFF and the CALIFORNIA CLASS
17 Members accurate overtime wages;
- 18 e. Whether DEFENDANT failed to pay PLAINTIFF and the CALIFORNIA CLASS
19 Members at least minimum wage for all hours worked;
- 20 f. Whether DEFENDANT failed to compensate PLAINTIFF and the CALIFORNIA
21 CLASS Members for required business expenses;
- 22 g. Whether DEFENDANT issued legally compliant wage statements;
- 23 h. Whether DEFENDANT committed an act of unfair competition by systematically
24 failing to record and pay PLAINTIFF and the other members of the CALIFORNIA
25 CLASS for all time worked;
- 26 i. Whether DEFENDANT committed an act of unfair competition by systematically
27 failing to record all meal and rest breaks missed by PLAINTIFF and other
28 CALIFORNIA CLASS Members, even though DEFENDANT enjoyed the benefit

of this work, required employees to perform this work and permits or suffers to permit this work;

- j. Whether DEFENDANT committed an act of unfair competition in violation of the UCL, by failing to provide the PLAINTIFF and the other members of the CALIFORNIA CLASS with the legally required meal and rest periods.

60. PLAINTIFF is a member of the CALIFORNIA CLASS and suffered damages as a result of DEFENDANTS' conduct and actions alleged herein.

61. PLAINTIFF's claims are typical of the claims of the CALIFORNIA CLASS, and PLAINTIFF has the same interests as the other members of the class.

62. PLAINTIFF will fairly and adequately represent and protect the interests of the CALIFORNIA CLASS Members.

63. PLAINTIFF retained able class counsel with extensive experience in class action litigation.

64. Further, PLAINTIFF's interests are coincident with, and not antagonistic to, the interest of the other CALIFORNIA CLASS Members.

65. There is a strong community of interest among PLAINTIFF and the members of the CALIFORNIA CLASS to, inter alia, ensure that the combined assets of DEFENDANTS are sufficient to adequately compensate the members of the CALIFORNIA CLASS for the injuries sustained.

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

67. A class action is superior to other available methods for the fair and efficient adjudication of this controversy because joinder of all class members is impractical. Moreover, since the damages suffered by individual members of the class may be relatively small, the expense and burden of individual litigation makes it practically impossible for the members of the class individually to redress the wrongs done to them. Without class certification and determination of declaratory, injunctive, statutory, and other legal questions within the class

1 format, prosecution of separate actions by individual members of the CALIFORNIA CLASS will
2 create the risk of:

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

10 68. Class treatment provides manageable judicial treatment calculated to bring an
11 efficient and rapid conclusion to all litigation of all wage and hour related claims arising out of
12 the conduct of DEFENDANT.

13 **FIRST CAUSE OF ACTION**

14 **Unlawful Business Practices**

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

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

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

20 70. DEFENDANT is a “person” as that term is defined under Cal. Bus. And Prof.
21 Code § 17021.

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

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

1 money or property, real or personal, which may have been acquired by means of such
2 unfair competition. (Cal. Bus. & Prof. Code § 17203).

3 72. By the conduct alleged herein, DEFENDANTS have engaged and continue to
4 engage in a business practice which violates California law, including but not limited to, the
5 applicable Wage Order(s), the California Code of Regulations and the California Labor Code
6 including Sections 201, 202, 203, 204, 210, 226.7, 510, 512, 558, 1194, 1197, 1197.1, 1198, and
7 2802, for which this Court should issue declaratory and other equitable relief pursuant to Cal.
8 Bus. & Prof. Code § 17203 as may be necessary to prevent and remedy the conduct held to
9 constitute unfair competition, including restitution of wages wrongfully withheld.

10 73. By the conduct alleged herein, DEFENDANTS' practices were unlawful and
11 unfair in that these practices violated public policy, were immoral, unethical, oppressive
12 unscrupulous or substantially injurious to employees, and were without valid justification or
13 utility for which this Court should issue equitable and injunctive relief pursuant to Section 17203
14 of the California Business & Professions Code, including restitution of wages wrongfully
15 withheld.

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

25 75. By the conduct alleged herein, DEFENDANTS' practices were also unlawful,
26 unfair, and deceptive in that DEFENDANTS' employment practices caused PLAINTIFF and the
27 other members of the CALIFORNIA CLASS to be underpaid during their employment with
28 DEFENDANTS.

1 76. By the conduct alleged herein, DEFENDANTS' practices were also unfair and
2 deceptive in that DEFENDANTS' uniform policies, practices and procedures failed to provide
3 mandatory meal and/or rest breaks to PLAINTIFF and the CALIFORNIA CLASS members as
4 required by Cal. Lab. Code §§ 226.7 and 512.

5 77. Therefore, PLAINTIFF demands on behalf of himself and on behalf of each
6 CALIFORNIA CLASS member, one (1) hour of pay for each workday in which an off-duty meal
7 period was not timely provided for each five (5) hours of work, and/or one (1) hour of pay for
8 each workday in which a second off-duty meal period was not timely provided for each ten (10)
9 hours of work.

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

13 79. By and through the unlawful and unfair business practices described herein,
14 DEFENDANTS have obtained valuable property, money and services from PLAINTIFF and the
15 other members of the CALIFORNIA CLASS, including earned wages for all time worked, and
16 has deprived them of valuable rights and benefits guaranteed by law and contract, all to the
17 detriment of these employees and to the benefit of DEFENDANTS so as to allow DEFENDANTS
18 to unfairly compete against competitors who comply with the law.

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

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

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

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

12 **SECOND CAUSE OF ACTION**

13 **Failure To Pay Minimum Wages**

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

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

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

19 84. PLAINTIFF and the other members of the CALIFORNIA CLASS bring a claim
20 for DEFENDANTS' willful and intentional violations of the California Labor Code and the
21 Industrial Welfare Commission requirements for DEFENDANTS' failure to accurately calculate
22 and pay minimum wages to PLAINTIFF and CALIFORNIA CLASS Members.

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

25 86. Cal. Lab. Code § 1197 provides the minimum wage for employees fixed by the
26 commission is the minimum wage to be paid to employees, and the payment of a less wage than
27 the minimum so fixed is unlawful.
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1 87. Cal. Lab. Code § 1194 establishes an employee's right to recover unpaid wages,
2 including minimum wage compensation and interest thereon, together with the costs of suit.

3 88. DEFENDANTS maintained a uniform wage practice of paying PLAINTIFF and
4 the other members of the CALIFORNIA CLASS without regard to the correct amount of time
5 they work. As set forth herein, DEFENDANTS' uniform policy and practice was to unlawfully
6 and intentionally deny timely payment of wages due to PLAINTIFF and the other members of
7 the CALIFORNIA CLASS.

8 89. DEFENDANTS' uniform pattern of unlawful wage and hour practices manifested,
9 without limitation, applicable to the CALIFORNIA CLASS as a whole, as a result of
10 implementing a uniform policy and practice that denies accurate compensation to PLAINTIFF
11 and the other members of the CALIFORNIA CLASS in regard to minimum wage pay.

12 90. In committing these violations of the California Labor Code, DEFENDANTS
13 inaccurately calculated the correct time worked and consequently underpaid the actual time
14 worked by PLAINTIFF and other members of the CALIFORNIA CLASS. DEFENDANTS acted
15 in an illegal attempt to avoid the payment of all earned wages, and other benefits in violation of
16 the California Labor Code, the Industrial Welfare Commission requirements and other applicable
17 laws and regulations.

18 91. As a direct result of DEFENDANTS' unlawful wage practices as alleged herein,
19 PLAINTIFF and the other members of the CALIFORNIA CLASS did not receive the correct
20 minimum wage compensation for their time worked for DEFENDANTS.

21 92. During the CLASS PERIOD, PLAINTIFF and the other members of the
22 CALIFORNIA CLASS were paid less for time worked that they were entitled to, constituting a
23 failure to pay all earned wages.

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

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

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

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

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1 **THIRD CAUSE OF ACTION**

2 **Failure To Pay Overtime Compensation**

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

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

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

8 98. PLAINTIFF and the other members of the CALIFORNIA CLASS bring a claim
9 for DEFENDANTS' willful and intentional violations of the California Labor Code and the
10 Industrial Welfare Commission requirements for DEFENDANTS' failure to pay these employees
11 for all overtime worked, including, work performed in excess of eight (8) hours in a workday,
12 and/or twelve (12) hours in a workday, and/or forty (40) hours in any workweek.

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

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

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

22 102. During the CLASS PERIOD, PLAINTIFF and CALIFORNIA CLASS Members
23 were required by DEFENDANTS to work for DEFENDANTS and were not paid for all the time
24 they worked, including overtime work.

25 103. DEFENDANTS' uniform pattern of unlawful wage and hour practices manifested,
26 without limitation, applicable to the CALIFORNIA CLASS as a whole, as a result of
27 implementing a uniform policy and practice that failed to accurately record overtime worked by
28 PLAINTIFF and other CALIFORNIA CLASS Members and denied accurate compensation to

1 PLAINTIFF and the other members of the CALIFORNIA CLASS for overtime worked,
2 including, the overtime work performed in excess of eight (8) hours in a workday, and/or twelve
3 (12) hours in a workday, and/or forty (40) hours in any workweek.

4 104. In committing these violations of the California Labor Code, DEFENDANTS
5 inaccurately recorded overtime worked and consequently underpaid the overtime worked by
6 PLAINTIFF and other CALIFORNIA CLASS Members. DEFENDANTS acted in an illegal
7 attempt to avoid the payment of all earned wages, and other benefits in violation of the California
8 Labor Code, the Industrial Welfare Commission requirements and other applicable laws and
9 regulations.

10 105. As a direct result of DEFENDANTS' unlawful wage practices as alleged herein,
11 PLAINTIFF and the other members of the CALIFORNIA CLASS did not receive the correct
12 overtime compensation for their time worked for DEFENDANTS.

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

21 107. During the CLASS PERIOD, PLAINTIFF and the other members of the
22 CALIFORNIA CLASS were paid less for overtime worked than they were entitled to, constituting
23 a failure to pay all earned wages.

24 108. DEFENDANTS failed to accurately pay PLAINTIFF and the other members of
25 the CALIFORNIA CLASS overtime wages for the time they worked which was in excess of the
26 maximum hours permissible by law as required by Cal. Lab. Code §§ 510, 1194, & 1198, even
27 though PLAINTIFF and the other members of the CALIFORNIA CLASS were regularly required
28 to work, and did in fact work overtime, and did in fact work overtime as to which DEFENDANTS

1 failed to accurately record and pay as evidenced by DEFENDANTS' business records and
2 witnessed by employees.

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

8 110. DEFENDANTS knew or should have known that PLAINTIFF and the other
9 members of the CALIFORNIA CLASS were undercompensated for their time worked.
10 DEFENDANTS systematically elected, either through intentional malfeasance or gross
11 nonfeasance, to not pay them for their labor as a matter of uniform company policy, practice and
12 procedure, and DEFENDANTS perpetrated this systematic scheme by refusing to pay
13 PLAINTIFF and the other members of the CALIFORNIA CLASS the correct overtime wages for
14 their overtime worked.

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

23 112. Therefore, PLAINTIFF and the other members of the CALIFORNIA CLASS
24 request recovery of overtime wages, according to proof, interest, statutory costs, as well as the
25 assessment of any statutory penalties against DEFENDANTS, in a sum as provided by the
26 California Labor Code and/or other applicable statutes. To the extent overtime compensation is
27 determined to be owed to the CALIFORNIA CLASS Members who have terminated their
28 employment, DEFENDANTS' conduct also violates Labor Code §§ 201 and/or 202, and therefore

1 these individuals are also be entitled to waiting time penalties under Cal. Lab. Code § 203, which
2 penalties are sought herein. DEFENDANTS' conduct as alleged herein was willful, intentional,
3 and not in good faith. Further, PLAINTIFF and other CALIFORNIA CLASS Members are
4 entitled to seek and recover statutory costs.

5 **FOURTH CAUSE OF ACTION**

6 **Failure To Provide Required Meal Periods**

7 **(Cal. Lab. Code §§ 226.7 & 512)**

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

9 113. 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.

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

26 115. DEFENDANTS further violated California Labor Code §§ 226.7 and the
27 applicable IWC Wage Order by failing to compensate PLAINTIFF and CALIFORNIA CLASS
28 Members who were not provided a meal period, in accordance with the applicable Wage Order,

one additional hour of compensation at each employee's regular rate of pay for each workday that a meal period was not provided.

116. 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)

117. 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.

118. 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 DEFENDANTS and DEFENDANTS' managers. In addition, DEFENDANTS 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, DEFENDANTS' failure to provide PLAINTIFFS and the CALIFORNIA CLASS Members with all the legally required paid rest periods is evidenced by DEFENDANTS' business records.

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

120. 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.

SIXTH CAUSE OF ACTION

Failure To Provide Accurate Itemized Statements

(Cal. Lab. Code § 226)

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

121. 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.

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

- a. Gross wages earned,
- b. (2) total hours worked by the employee, except for any employee whose compensation is solely based on a salary and who is exempt from payment of overtime under subdivision (a) of Section 515 or any applicable order of the Industrial Welfare Commission,
- c. the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis,
- d. all deductions, provided that all deductions made on written orders of the employee may be aggregated and shown as one item,
- 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.

123. When DEFENDANTS did not accurately record PLAINTIFF's and other CALIFORNIA CLASS Members' missed meal and rest breaks, or were paid inaccurate missed meal and rest break premiums, or were not paid for all hours worked, DEFENDANTS violated Cal. Lab. Code § 226 in that DEFENDANTS failed to provide PLAINTIFF and other CALIFORNIA CLASS Members with complete and accurate wage statements which failed to show, among other things, all deductions, the accurate gross wages earned, net wages earned, 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, and correct rates of pay for penalty payments or missed meal and rest periods.

124. Further, from time to time, DEFENDANTS issued wage statements that included items such as vacation pay, meal break penalties, sick pay and double-counted shift differential payments into the calculation for total hours worked, in violation of Cal. Lab. Code § 226(a)(2).

125. In addition to the foregoing, DEFENDANTS 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.

126. DEFENDANTS 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 **SEVENTH 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)**

8 127. 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.

11 128. 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.

19 129. 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."

22 130. 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.

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

30 132. 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
the same rate until paid or until an action therefor is commenced; but the wages shall not
continue for more than 30 days.

4 133. The employment of PLAINTIFF and many CALIFORNIA CLASS Members
5 terminated, and DEFENDANTS have not tendered payment of wages to these employees who
6 missed meal and rest breaks, as required by law.

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

12 **EIGHTH CAUSE OF ACTION**

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

14 **(Cal. Lab. Code §§ 2802)**

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

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

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

20 An employer shall indemnify his or her employee for all necessary expenditures or
21 losses incurred by the employee in direct consequence of the discharge of his or her
22 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.

23 137. From time to time during the CLASS PERIOD, DEFENDANTS violated Cal. Lab.
24 Code § 2802, by failing to indemnify and reimburse PLAINTIFF and the CALIFORNIA CLASS
25 members for required expenses incurred in the discharge of their job duties for DEFENDANTS'
26 benefit. DEFENDANTS failed to reimburse PLAINTIFF and the CALIFORNIA CLASS
27 members for expenses which included, but were not limited to, the use of their personal cell
28 phones and vehicles all on behalf of and for the benefit of DEFENDANTS. Specifically,

1 PLAINTIFF and other CALIFORNIA CLASS Members were required by DEFENDANTS to
2 use their personal cell phones and vehicles to execute their essential job duties on behalf of
3 DEFENDANTS. DEFENDANTS' uniform policy, practice and procedure was to not reimburse
4 PLAINTIFF and the CALIFORNIA CLASS members for expenses resulting from the use of
5 their personal cell phones and vehicles within the course and scope of their employment for
6 DEFENDANTS. These expenses were necessary to complete their principal job duties.
7 DEFENDANTS are estopped by DEFENDANTS' conduct to assert any waiver of this
8 expectation. Although these expenses were necessary expenses incurred by PLAINTIFF and the
9 CALIFORNIA CLASS members, DEFENDANTS failed to indemnify and reimburse
10 PLAINTIFF and the CALIFORNIA CLASS members for these expenses as an employer is
11 required to do under the laws and regulations of California.

12 138. PLAINTIFF therefore demands reimbursement for expenditures or losses incurred
13 by him and the CALIFORNIA CLASS members in the discharge of their job duties for
14 DEFENDANTS, or their obedience to the directions of DEFENDANTS, with interest at the
15 statutory rate and costs under Cal. Lab. Code § 2802.
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PRAYER FOR RELIEF

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

1. On behalf of the CALIFORNIA CLASS:

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

2. On behalf of the CALIFORNIA CLASS:

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

violation of Cal. Lab. Code § 226

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:

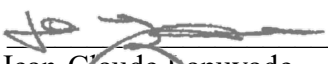
a. An award of interest, including prejudgment interest at the legal rate;

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, § 246 and/or § 1194.

DATED: June 12, 2024

JCL LAW FIRM, APC

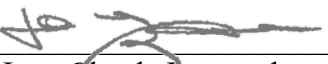
By: 
Jean-Claude Lapuyade
Attorney for PLAINTIFF

DEMAND FOR A JURY TRIAL

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

DATED: June 12, 2024

JCL LAW FIRM, APC

By: 
Jean-Claude Lapuyade
Attorney for PLAINTIFF