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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
 FOR THE COUNTY OF SOLANO**

SHEHRAZ MOHAMMAD SARFRAZ-
 SATTAR, individually, and on behalf of all
 others similarly situated, and on behalf of the
 State of California and other aggrieved persons,

Plaintiff,

v.

PACIFIC GAS AND ELECTRIC COMPANY, a
 California company; and DOES 1 through 10,
 inclusive,

Defendants.

ELECTRONICALLY FILED
 Superior Court of California,
 County of Solano
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By: J. Abueg, Deputy Clerk

Case No. CU23-04680
 Consolidated with Case No. CU23-04681

**AMENDED CONSOLIDATED CLASS &
 PAGA REPRESENTATIVE ACTION
 COMPLAINT:**

1. Failure to Pay Minimum Wages (Cal. Lab. Code §§ 1194, 1194.2, and 1197);
2. Failure to Provide Meal Periods (Cal. Lab. Code §§ 226.7, 512);
3. Failure to Authorize and Permit Rest Periods (Cal. Lab. Code §§ 226.7);
4. Failure to Timely Pay Final Wages at Termination (Cal. Lab. Code §§ 201-203);
5. Failure to Provide Accurate Itemized Wage Statements (Cal. Lab. Code § 226);
6. Failure to Indemnify Employees for Expenditures (Cal. Lab. Code § 2802);
7. Unfair Business Practices (Cal. Bus. & Prof. Code §§ 17200, *et seq.*); and
8. Civil Penalties Under PAGA [Cal. Lab. Code § 2699, *et seq.*].

DEMAND FOR JURY TRIAL

1 Plaintiff Shehraz Mohammad Sarfraz-Sattar (“Plaintiff”), on information and belief, alleges
2 as follows:

3 **INTRODUCTION & PRELIMINARY STATEMENT**

4 1. Plaintiff brings this action against Defendant Pacific Gas and Electric Company,
5 and DOES 1 through 10 (hereinafter collectively referred to as “Defendants”) for California Labor
6 Code violations and unfair business practices stemming from Defendants’ failure to pay for all
7 hours worked, failure to provide meal periods, failure to authorize and permit rest periods, failure
8 to timely pay final wages, failure to furnish accurate wage statements, and failure to indemnify
9 employees for expenditures.

10 2. Plaintiff brings the First through Eighth Causes of Action individually and as a class
11 action on behalf of Plaintiff and certain current and former employees of Defendants (hereinafter
12 collectively referred to as the “Class” or “Class Members,” and defined more fully below). The
13 Class consists of Plaintiff and all other persons who have been employed by any Defendant in
14 California as an hourly-paid or non-exempt employee during the statute of limitations period
15 applicable to the claims pleaded here.

16 3. Plaintiff brings the Ninth Cause of Action as a representative action under the
17 California Private Attorneys General Act (“PAGA”) to recover civil penalties that are owed to
18 Plaintiff, the State of California, and past and present non-exempt employees employed by
19 Defendants in the State of California during the statute of limitations period for their PAGA claim
20 (hereinafter referred to as the “Aggrieved Employees”).

21 4. Defendants own/owned and operate/operated an industry, business, and
22 establishment within the State of California, including Solano County. As such, and based upon
23 all the facts and circumstances incident to Defendants’ business in California, Defendants are
24 subject to the California Labor Code, Wage Orders issued by the Industrial Welfare Commission
25 (“IWC”), and the California Business & Professions Code.

26 5. Despite these requirements, throughout the statutory period, Defendants have, at
27 times:

28 (a) Failed to pay employees, or some of them, for all hours worked in

compliance with the California Labor Code and IWC Wage Orders;

- (b) Failed to provide employees, or some of them, with timely and duty-free meal periods in compliance with the California Labor Code and IWC Wage Orders, failed to maintain accurate records of all meal periods taken or missed, and failed to pay an additional hour's pay for each workday a meal period violation occurred;
- (c) Failed to authorize and permit employees, or some of them, to take timely and duty-free rest periods in compliance with the California Labor Code and IWC Wage Orders, and failed to pay an additional hour's pay for each workday a rest period violation occurred;
- (d) Willfully failed to pay employees, or some of them, all minimum wages, meal period premium wages, and rest period premium wages due within the time period specified by California law when employment terminates;
- (e) Failed to provide employees, or some of them, with accurate, itemized wage statements containing all the information required by the California Labor Code and IWC Wage Orders; and
- (f) Failed to indemnify employees, or some of them, for expenditures incurred in direct discharge of duties of employment.

6. On information and belief, Defendants were on actual and constructive notice of the improprieties alleged herein and intentionally refused to rectify their unlawful conduct. Defendants' violations, as alleged above, during all relevant times herein were willful and deliberate.

7. At all relevant times, Defendants were and are legally responsible for all of the unlawful conduct, policies, acts and omissions as described in each and all of the foregoing paragraphs as the employers of Plaintiff, the Class, and the Aggrieved Employees. Further, Defendants are responsible for each of the unlawful acts or omissions complained of herein under the doctrine of "respondeat superior."

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THE PARTIES

A. Plaintiff

8. Plaintiff Shehraz Mohammad Sarfraz-Sattar is a resident of Fairfield, California who worked for Defendants in Solano County, California as an hourly-paid, non-exempt employee from approximately November 2012 to approximately September 2022.

9. Plaintiff reserves the right to seek leave to amend this complaint to add new Plaintiffs, if necessary, in order to establish suitable representative(s) pursuant to *La Sala v. American Savings and Loan Association* (1971) 5 Cal.3d 864, 872, and other applicable law.

B. Defendants

10. Plaintiff is informed and believes, and based upon that information and belief alleges, that Defendant Pacific Gas and Electric Company is, and at all times herein mentioned, was:

- (a) A business entity conducting business in numerous counties throughout the State of California, including Solano County; and,
- (b) The former employer of Plaintiff, and the current and/or former employer of the putative Class and of the Aggrieved Employees because Defendant Pacific Gas and Electric Company suffered and permitted Plaintiff, the Class, and the Aggrieved Employees to work; and/or exercised control over their wages, hours, or working conditions; and/or engaged Plaintiff, the Class, and the Aggrieved Employees, thereby creating a common law employment relationship.

11. Plaintiff does not know the true names or capacities of the persons or entities sued herein as Does 1-10, inclusive, and therefore sues said Defendants by such fictitious names. Each of the Doe Defendants was in some manner legally responsible for the damages suffered by Plaintiff, the Class, and the Aggrieved Employees as alleged herein. Plaintiff will amend this complaint to set forth the true names and capacities of these Defendants when they have been ascertained, together with appropriate charging allegations, as may be necessary.

12. At all times mentioned herein, the Defendants named as Does 1-10, inclusive, and

each of them, were residents of, doing business in, availed themselves of the jurisdiction of, and/or injured a significant number of the Plaintiff, the Class, and the Aggrieved Employees in the State of California.

13. Plaintiff is informed and believes and thereon alleges that at all relevant times each Defendant, directly or indirectly, or through agents or other persons, employed Plaintiff and the other employees described in the class definitions below, and exercised control over their wages, hours, and working conditions. Plaintiff is informed and believes and thereon alleges that, at all relevant times, each Defendant was the principal, agent, partner, joint venturer, officer, director, controlling shareholder, subsidiary, affiliate, parent corporation, successor in interest and/or predecessor in interest of some or all of the other Defendants, and was engaged with some or all of the other Defendants in a joint enterprise for profit, and bore such other relationships to some or all of the other Defendants so as to be liable for their conduct with respect to the matters alleged below. Plaintiff is informed and believes and thereon alleges that each Defendant acted pursuant to and within the scope of the relationships alleged above, that each Defendant knew or should have known about, and authorized, ratified, adopted, approved, controlled, aided and abetted the conduct of all other Defendants.

ALLEGATIONS COMMON TO ALL CAUSES OF ACTION

14. Plaintiff worked for Defendants in Solano County, California as an hourly-paid, non-exempt employee from approximately November 2021 to approximately September 2022. During Plaintiff's employment for Defendants, Defendants paid Plaintiff an hourly wage.

15. Throughout Plaintiff's employment, Defendants, at times, failed to pay for all hours worked, failed to provide Plaintiff with legally compliant meal periods, failed to authorize and permit Plaintiff to take rest periods, failed to timely pay all final wages to Plaintiff when Defendants terminated Plaintiff's employment, failed to furnish accurate wage statements to Plaintiff, and failed to indemnify Plaintiff for expenditures. As discussed below, Plaintiff's experience working for Defendants was typical and illustrative.

16. Throughout the statutory period, Defendants, at times, failed to pay Plaintiff, the Class, and the Aggrieved Employees, or some of them, for all hours worked. Defendants would,

1 at times, manufacture time keeping records to falsely show that Plaintiff, the Class, and the
2 Aggrieved Employees, or some of them, took meal periods when in fact they worked “off-the-
3 clock,” uncompensated. The effect is that Plaintiff, the Class, and the Aggrieved Employees, or
4 some of them, worked through meal periods “off-the-clock,” and continued to work after they had
5 clocked out for the workday. Defendants paid Plaintiff, the Class, and the Aggrieved Employees,
6 or some of them, less than all their work time. In failing to pay for all hours worked, Defendants
7 also failed to maintain accurate records of the hours Plaintiff, the Class, and the Aggrieved
8 Employees, or some of them, worked.

9 17. Throughout the statutory period, Defendants wrongfully failed to provide Plaintiff,
10 the Class, and the Aggrieved Employees, or some of them, with legally compliant meal periods.
11 Defendants required Plaintiff, the Class, and the Aggrieved Employees, or some of them, to work
12 in excess of five consecutive hours a day without providing a 30-minute, uninterrupted, and duty-
13 free meal period for every five hours of work, or without compensating Plaintiff, the Class, and
14 the Aggrieved Employees, or some of them, for all missed meal periods that were not provided by
15 the end of the fifth hour of work or tenth hour of work. Instead, Defendants continued to assert
16 control over Plaintiff, the Class, and the Aggrieved Employees, or some of them, by requiring,
17 pressuring, or encouraging them to perform work tasks which could not be completed without
18 working in lieu of taking mandatory meal periods, or by denying Plaintiff, the Class, and the
19 Aggrieved Employees, or some of them, permission to take a meal period. Defendants also failed,
20 at times, to permit Plaintiff to take a second meal period when Plaintiff worked at least ten hours
21 of work in a workday. As described above, Defendants would manufacture time keeping records
22 to falsely show that Plaintiff, the Class, and the Aggrieved Employees, or some of them, took meal
23 periods by the fifth hour of work or took meal periods when in fact they worked off-the-clock,
24 uncompensated. Accordingly, Defendants failed to provide meal periods to Plaintiff, the Class,
25 and the Aggrieved Employees, or some of them, in compliance with California law.

26 18. Throughout the statutory period, Defendants have, at times, wrongfully failed to
27 authorize and permit Plaintiff, the Class, and the Aggrieved Employees, or some of them, to take
28 legally compliant rest periods. Defendants required Plaintiff, the Class, and the Aggrieved

Employees, or some of them, to work in excess of four consecutive hours a day without Defendants authorizing and permitting them to take a 10-minute, uninterrupted, duty-free rest period for every four hours of work (or major fraction of four hours), or without compensating Plaintiff, the Class, and the Aggrieved Employees, or some of them, for rest periods that were not authorized or permitted. Instead, Defendants continued to assert control over Plaintiff, the Class, and the Aggrieved Employees, or some of them, by requiring, pressuring, or encouraging them to perform work tasks which could not be completed without working in lieu of taking mandatory rest periods, or by denying Plaintiff, the Class, and the Aggrieved Employees, or some of them, permission to take a rest period. Accordingly, Defendants failed to authorize and permit Plaintiff, the Class, and the Aggrieved Employees, or some of them, to take rest periods in compliance with California law.

19. Throughout the statutory period, Defendants, at times, willfully failed and refused to timely pay Plaintiff, the Class, and the Aggrieved Employees, or some of them, all final wages due at their termination of employment. In addition, Plaintiff's final paychecks did not include payment for all expenditures, minimum wage, meal period premium wages, and rest period premium wages owed to Plaintiff by Defendants at the conclusion of Plaintiff's employment. On information and belief, Defendants' failure to timely pay Plaintiff's final wages when Plaintiff's employment terminated was not a single, isolated incident, but was instead consistent with Defendants' practices that applied, at times, to Plaintiff, the Class, and the Aggrieved Employees.

20. Throughout the statutory period, Defendants failed, at times, to furnish Plaintiff, the Class, and the Aggrieved Employees, or some of them, with accurate, itemized wage statements showing all applicable hourly rates, and all gross and net wages earned (including correct hours worked, correct wages for meal periods that were not provided in accordance with California law, and correct wages for rest periods that were not authorized and permitted to take in accordance with California law). As a result of these violations of California Labor Code § 226(a), the Plaintiff, the Class, and the Aggrieved Employees, or some of them, suffered injury because, among other things:

- (a) the violations led them to believe that they were not entitled to be paid minimum wage, meal period premium wages, and rest period premium

wages, even though they were entitled;

- (b) the violations led them to believe that they had been paid wages, meal period premium wages, and rest period premium wages, even though they had not been;
- (c) the violations led them to believe they were not entitled to be paid minimum wage, meal period premium wages, and rest period premium wages at the correct California rate even though they were entitled;
- (d) the violations led them to believe they had been paid wages, meal period premium wages, and rest period premium wages at the correct California rate even though they had not been;
- (e) the violations hindered them from determining the amounts of wages, meal period premium wages, and rest period premium wages owed to them;
- (f) in connection with their employment before and during this action, and in connection with prosecuting this action, the violations caused them to have to perform mathematical computations to determine the amounts of wages owed to them, computations they would not have to make if the wage statements contained the required accurate information;
- (g) by understating the wages truly due to them, the violations caused them to lose entitlement and/or accrual of the full amount of Social Security, disability, unemployment, and other governmental benefits;
- (h) the wage statements inaccurately understated the wages, hours, and wage rates to which Plaintiff, the Class, and the Aggrieved Employees, or some of them, were entitled, and Plaintiff, the Class, and the Aggrieved Employees, or some of them, were paid less than the wages and wage rates to which they were entitled.

Thus, Plaintiff, the Class, and the Aggrieved Employees, or some of them, are owed the amounts provided for in California Labor Code § 226(e).

21. Throughout the statutory period, Defendants have wrongfully required Plaintiff, the Class, and the Aggrieved Employees, or some of them, to pay expenses that they incurred in direct discharge of their duties for Defendants. Plaintiff, the Class, and the Aggrieved Employees, or some of them, paid out-of-pocket for necessary employment-related expenses.

22. Plaintiff, the Class, and the Aggrieved Employees, or some of them, incurred substantial expenses as a direct result of performing their job duties for Defendants, but Defendants failed to indemnify Plaintiff, the Class, and the Aggrieved Employees, or some of them, for these employment-related expenses.

CLASS ACTION ALLEGATIONS

23. Plaintiff brings certain claims individually, as well as on behalf of each and all other persons similarly situated, and thus, seeks class certification under California Code of Civil Procedure § 382.

24. All claims alleged herein arise under California law for which Plaintiff seeks relief authorized by California law.

25. The proposed Class consists of and is defined as:

All persons who worked for any Defendant in California as an hourly-paid or non-exempt employee at any time during the period beginning four years and 178 days before the filing of the initial complaint in this action and ending when notice to the Class is sent.¹

26. At all material times, Plaintiff was a member of the Class.

27. Plaintiff undertakes this concerted activity to improve the wages and working conditions of all Class Members.

28. There is a well-defined community of interest in the litigation and the Class is readily ascertainable:

- (a) Numerosity: The members of the Class (and each subclass, if any) are so numerous that joinder of all members would be unfeasible and impractical. The membership of the entire Class is unknown to Plaintiff at this time;

¹ In response to the COVID-19 pandemic, the Judicial Council of California adopted Emergency Rule 9(a) (California Rules of Court), whereby “statutes of limitations and repose for civil causes of action that exceed 180 days are tolled from April 6, 2020 to October 1, 2020.”

1 however, the Class is estimated to be greater than forty (40) individuals and
2 the identity of such membership is readily ascertainable by inspection of
3 Defendants' records.

4 (b) Typicality: Plaintiff is qualified to, and will, fairly and adequately protect
5 the interests of each Class Member with whom there is a shared, well-
6 defined community of interest, and Plaintiff's claims (or defenses, if any)
7 are typical of all Class Members' claims as demonstrated herein.

8 (c) Adequacy: Plaintiff is qualified to, and will, fairly and adequately protect
9 the interests of each Class Member with whom there is a shared, well-
10 defined community of interest and typicality of claims, as demonstrated
11 herein. Plaintiff has no conflicts with or interests antagonistic to any Class
12 Member. Plaintiff's attorneys, the proposed class counsel, are versed in the
13 rules governing class action discovery, certification, and settlement.
14 Plaintiff has incurred, and throughout the duration of this action, will
15 continue to incur costs and attorneys' fees that have been, are, and will be
16 necessarily expended for the prosecution of this action for the substantial
17 benefit of each class member.

18 (d) Superiority: A Class Action is superior to other available methods for the
19 fair and efficient adjudication of the controversy, including consideration of:

- 20 1) The interests of the members of the Class in individually controlling
21 the prosecution or defense of separate actions;
22 2) The extent and nature of any litigation concerning the controversy
23 already commenced by or against members of the Class;
24 3) The desirability or undesirability of concentrating the litigation of the
25 claims in the particular forum; and,
26 4) The difficulties likely to be encountered in the management of a class
27 action.

28 (e) Public Policy Considerations: The public policy of the State of California is

1 to resolve the California Labor Code claims of many employees through a
2 class action. Indeed, current employees are often afraid to assert their rights
3 out of fear of direct or indirect retaliation. Former employees are also fearful
4 of bringing actions because they believe their former employers might
5 damage their future endeavors through negative references and/or other
6 means. Class actions provide the class members who are not named in the
7 complaint with a type of anonymity that allows for the vindication of their
8 rights at the same time as their privacy is protected.

9 29. There are common questions of law and fact as to the Class (and each subclass, if
10 any) that predominate over questions affecting only individual members, including without
11 limitation, whether, as alleged herein, Defendants have:

- 12 (a) Failed to pay Class Members for all hours worked;
- 13 (b) Failed to provide meal periods and pay meal period premium wages to Class
14 Members;
- 15 (c) Failed to authorize and permit rest periods and pay rest period premium
16 wages to Class Members;
- 17 (d) Failed to provide Class Members with timely final wages;
- 18 (e) Failed to provide Class Members with accurate wage statements;
- 19 (f) Failed to indemnify Class Members for expenditures; and
- 20 (g) Violated California Business & Professions Code §§ 17200 *et. seq.* as a
21 result of their illegal conduct as described above.

22 30. This Court should permit this action to be maintained as a class action pursuant to
23 California Code of Civil Procedure § 382 because:

- 24 (a) The questions of law and fact common to the Class predominate over any
25 question affecting only individual Class Members;
- 26 (b) A class action is superior to any other available method for the fair and
27 efficient adjudication of the claims of the Class Members;
- 28 (c) The members of the Class are so numerous that it is impractical to bring all

members of the class before the Court;

- (d) Plaintiff, and the other members of the Class, will not be able to obtain effective and economic legal redress unless the action is maintained as a class action;
- (e) There is a community of interest in obtaining appropriate legal and equitable relief for the statutory violations, and in obtaining adequate compensation for the damages and injuries for which Defendants are responsible in an amount sufficient to adequately compensate the members of the Class for the injuries sustained;
- (f) Without class certification, the prosecution of separate actions by individual members of the Class would create a risk of:
 - 1) Inconsistent or varying adjudications with respect to individual members of the Class which would establish incompatible standards of conduct for Defendants; and/or,
 - 2) Adjudications with respect to the individual members which would, as a practical matter, be dispositive of the interests of other members not parties to the adjudications, or would substantially impair or impede their ability to protect their interests, including but not limited to the potential for exhausting the funds available from those parties who are, or may be, responsible Defendants; and,
- (g) Defendants have acted or refused to act on grounds generally applicable to the Class, thereby making final injunctive relief appropriate with respect to the class as a whole.

31. Plaintiff contemplates the eventual issuance of notice to the proposed members of the Class that would set forth the subject and nature of the instant action. The Defendants' own business records may be utilized for assistance in the preparation and issuance of the contemplated notices. To the extent that any further notices may be required, Plaintiff contemplates the use of additional techniques and forms commonly used in class actions, such as published notice, e-mail

notice, website notice, first-class mail, or combinations thereof, or by other methods suitable to the Class and deemed necessary and/or appropriate by the Court.

FIRST CAUSE OF ACTION

(Against All Defendants for Failure to Pay Wages for All Hours Worked)

32. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 32 in this Complaint.

33. “Hours worked” is the time during which an employee is subject to the control of an employer and includes all the time the employee is suffered or permitted to work, whether or not required to do so.

34. At all relevant times herein mentioned, Defendants, at times, knowingly failed to pay to Plaintiff, the Class, and the Aggrieved Employees, or some of them, compensation for all hours they worked. By their failure to pay compensation for each hour worked as alleged above, Defendants willfully violated the provisions of California Labor Code § 1194, and any additional applicable Wage Orders, which require such compensation to non-exempt employees.

35. Accordingly, Plaintiff, the Class, and the Aggrieved Employees are entitled to recover wages for all non-overtime hours worked for Defendants.

36. By and through the conduct described above, Plaintiff, the Class, and the Aggrieved Employees have been deprived of their rights to be paid wages earned by virtue of their employment with Defendants.

37. By virtue of the Defendants’ unlawful failure to pay additional compensation to Plaintiff, the Class, and the Aggrieved Employees for their non-overtime hours worked without pay, Plaintiff, the Class, and the Aggrieved Employees suffered, and will continue to suffer, damages in amounts which are presently unknown to Plaintiff, the Class, and the Aggrieved Employees and which will be ascertained according to proof at trial.

38. By failing to keep adequate time records required by California Labor Code § 1174(d), Defendants have made it difficult to calculate the full extent of minimum wage compensation due to Plaintiff, the Class, and the Aggrieved Employees.

39. Pursuant to California Labor Code § 1194.2, Plaintiff, the Class, and the Aggrieved

1 Employees are entitled to recover liquidated damages (double damages) for Defendants' failure to
2 pay minimum wages.

3 40. Plaintiff, the Class, and the Aggrieved Employees are also entitled to seek recovery
4 of all unpaid minimum wages, interest, and reasonable attorneys' fees and costs pursuant to
5 California Labor Code §§ 218.5, 218.6, and 1194(a).

6 **SECOND CAUSE OF ACTION**

7 **(Against All Defendants for Failure to Provide Meal Periods)**

8 41. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs
9 1 through 32 in this Complaint.

10 42. Under California law, Defendants have an affirmative obligation to relieve the
11 Plaintiff, the Class, and the Aggrieved Employees of all duty in order to take their first daily meal
12 periods no later than at the end of Plaintiff, the Class, and the Aggrieved Employees' fifth hour of
13 work in a workday, and to take their second meal periods no later than at the end of the tenth hour
14 of work in the workday. California Labor Code § 512, and Section 11 of the applicable Wage
15 Orders require that an employer provide unpaid meal periods of at least thirty (30) minutes for
16 each five-hour period worked. It is a violation of California Labor Code § 226.7 for an employer
17 to require any employee to work during any meal period mandated under any Wage Order.

18 43. Despite these legal requirements, Defendants, at times, failed to provide Plaintiff,
19 the Class, and the Aggrieved Employees, or some of them, with both meal periods as required by
20 California law. By their failure to permit and authorize Plaintiff, the Class, and the Aggrieved
21 Employees, or some of them, to take all meal periods as alleged above (or due to the fact that
22 Defendants made it impossible or impracticable to take these uninterrupted meal periods),
23 Defendants willfully violated the provisions of California Labor Code § 226.7 and the applicable
24 Wage Orders.

25 44. Under California law, Plaintiff, the Class, and the Aggrieved Employees are entitled
26 to be paid one hour of additional wages for each workday he or she was not provided with all
27 required meal period(s), plus interest thereon.
28

THIRD CAUSE OF ACTION

(Against All Defendants for Failure to Authorize and Permit Rest Periods)

45. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 32 in this Complaint.

46. Defendants are required by California law to authorize and permit breaks of ten uninterrupted minutes for each four hours of work or major fraction of four hours (i.e. more than two hours). California Labor Code § 512, the applicable Wage Orders require that the employer permit and authorize all employees to take paid rest periods of ten minutes each for each 4-hour period worked. Thus, for example, if an employee's work time is six hours and ten minutes, the employee is entitled to two rest breaks. Each failure to authorize rest breaks as so required is itself a violation of California's rest break laws. It is a violation of California Labor Code § 226.7 for an employer to require any employee to work during any rest period mandated under any Wage Order.

47. Despite these legal requirements, Defendants at times failed to authorize Plaintiff, the Class, and the Aggrieved Employees, or some of them, to take rest breaks, regardless of whether employees worked more than four hours in a workday. By their failure to permit and authorize Plaintiff, the Class, and the Aggrieved Employees to take rest periods as alleged above (or due to the fact that Defendants made it impossible or impracticable to take these uninterrupted rest periods), Defendants willfully violated the provisions of California Labor Code § 226.7 and the applicable Wage Orders.

48. Under California law, Plaintiff, the Class, and the Aggrieved Employees are entitled to be paid one hour of premium wages rate for each workday he or she was not provided with all required rest break(s), plus interest thereon.

FOURTH CAUSE OF ACTION

(Against All Defendants for Failure to Pay Wages of Discharged Employees – Waiting Time Penalties)

49. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 32 in this Complaint.

1 50. At all times herein set forth, California Labor Code §§ 201 and 202 provide that if
2 an employer discharges an employee, the wages earned and unpaid at the time of discharge are due
3 and payable immediately, and that if an employee voluntarily leaves his or her employment, his or
4 her wages shall become due and payable not later than seventy-two (72) hours thereafter, unless
5 the employee has given seventy-two (72) hours previous notice of his or her intention to quit, in
6 which case the employee is entitled to his or her wages at the time of quitting.

7 51. Within the applicable statute of limitations, the employment of many other members
8 of the Class, and of the Aggrieved Employees, ended, i.e. was terminated by quitting or discharge,
9 and the employment of others will be. However, during the relevant time period, Defendants at
10 times failed, and continue to fail, to pay terminated Class Members, and Aggrieved Employees,
11 without abatement, all wages required to be paid by California Labor Code §§ 201 and 202 either
12 at the time of discharge, or within seventy-two (72) hours of their leaving Defendants' employ.

13 52. Defendants' failure to pay those Class members and Aggrieved Employees who are
14 no longer employed by Defendants their wages earned and unpaid at the time of discharge, or
15 within seventy-two (72) hours of their leaving Defendants' employ, is in violation of California
16 Labor Code §§ 201 and 202.

17 53. California Labor Code § 203 provides that if an employer willfully fails to pay
18 wages owed, in accordance with §§ 201 and 202, then the wages of the employee shall continue as
19 a penalty wage from the due date, and at the same rate until paid or until an action is commenced;
20 but the wages shall not continue for more than thirty (30) days.

21 54. The Class and Aggrieved Employees are entitled to recover from Defendants their
22 additionally accruing wages for each day they were not paid, at their regular hourly rate of pay, up
23 to thirty (30) days maximum pursuant to California Labor Code § 203.

24 55. Pursuant to California Labor Code §§ 218.5, 218.6 and 1194, the Class and
25 Aggrieved Employees are also entitled to an award of reasonable attorneys' fees, interest,
26 expenses, and costs incurred in this action.

27 ///

28 ///

FIFTH CAUSE OF ACTION

**(Against All Defendants for Failure to Provide and Maintain Accurate and
Compliant Wage Records)**

56. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 32 in this Complaint.

57. At all material times set forth herein, California Labor Code § 226(a) provides that every employer shall furnish each of his or her employees an accurate itemized wage statement in writing showing nine pieces of information, including: (1) gross wages earned, (2) total hours worked by the employee, (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis, (4) all deductions, provided that all deductions made on written orders of the employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the employee and the last four digits of his or her social security number or an employee identification number other than a social security number, (8) the name and address of the legal entity that is the employer, and (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee.

58. Defendants have, at times, intentionally and willfully failed to provide employees with complete and accurate wage statements. The deficiencies include, among other things, the failure to correctly identify the gross wages earned by Plaintiff, the Class, and the Aggrieved Employees, or some of them, the failure to list the true “total hours worked by the employee,” and the failure to list the true net wages earned.

59. As a result of Defendants’ violation of California Labor Code § 226(a), Plaintiff, the Class, and the Aggrieved Employees have suffered injury and damage to their statutorily protected rights.

60. Specifically, Plaintiff, the members of the Class, and the Aggrieved Employees have been injured by Defendants’ intentional violation of California Labor Code § 226(a) because they were denied both their legal right to receive, and their protected interest in receiving, accurate, itemized wage statements under California Labor Code § 226(a).

61. Calculation of the true wage entitlement for Plaintiff, the Class, and the Aggrieved Employees is difficult and time consuming. As a result of this unlawful burden, Plaintiff, the Class, and the Aggrieved Employees were also injured as a result of having to bring this action to attempt to obtain correct wage information following Defendants' refusal to comply with many of the mandates of California's Labor Code and related laws and regulations.

62. Plaintiff, the Class, and the Aggrieved Employees are entitled to recover from Defendants the greater of their actual damages caused by Defendants' failure to comply with California Labor Code § 226(a), or an aggregate penalty not exceeding four thousand dollars (\$4,000) per employee.

63. Plaintiff, the Class, and the Aggrieved Employees are also entitled to injunctive relief, as well as an award of attorney's fees and costs to ensure compliance with this section, pursuant to California Labor Code § 226(h).

SIXTH CAUSE OF ACTION

(Against All Defendants for Failure to Indemnify Employees for Expenditures)

64. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 32 in this Complaint.

65. As set forth above, Plaintiff, the Class, and the Aggrieved Employees, or some of them, were required to incur substantial necessary expenditures and losses in direct consequence of the discharge of their duties or of their obedience to directions of Defendants.

66. Defendants violated California Labor Code § 2802, by failing to pay and indemnify Plaintiff, the Class, and the Aggrieved Employees, or some of them, for necessary expenditures and losses incurred in direct consequence of the discharge of their duties or of their obedience to directions of Defendants.

67. As a result, Plaintiff, the Class, and the Aggrieved Employees were damaged at least in the amounts of the expenses they paid, or which were deducted by Defendants from their wages.

68. Plaintiff, the Class, and the Aggrieved Employees are entitled to reasonable attorney's fees, expenses, and costs of suit pursuant to California Labor Code § 2802(c) and interest pursuant to California Labor Code § 2802(b).

SEVENTH CAUSE OF ACTION

(Against All Defendants for Violation of California Business & Professions Code

§§ 17200, et seq.)

69. Plaintiff incorporates by reference and re-alleges as if fully stated herein paragraphs 1 through 32 in this Complaint.

70. Defendants, and each of them, are “persons” as defined under California Business & Professions Code § 17201.

71. Defendants’ conduct, as alleged herein, has been, and continues to be, unfair, unlawful, and harmful to Plaintiff, other Class members, Aggrieved Employees, and to the general public. Plaintiff seeks to enforce important rights affecting the public interest within the meaning of Code of Civil Procedure § 1021.5.

72. Defendants’ activities, as alleged herein, are violations of California law, and constitute unlawful business acts and practices in violation of California Business & Professions Code §§ 17200, *et seq.*

73. A violation of California Business & Professions Code §§ 17200, *et seq.* may be predicated on the violation of any state or federal law. All of the acts described herein as violations of, among other things, the California Labor Code, are unlawful and in violation of public policy; and in addition are immoral, unethical, oppressive, fraudulent and unscrupulous, and thereby constitute unfair, unlawful and/or fraudulent business practices in violation of California Business & Professions Code §§ 17200, *et seq.*

Failure to Pay Wages

74. Defendants’ failure to pay wages and other benefits in violation of the California Labor Code constitutes unlawful and/or unfair activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

Failure to Provide Meal Periods

75. Defendants’ failure to provide meal periods in accordance with California Labor Code §§ 226.7 and 512, and the IWC Wage Orders, as alleged above, constitutes unlawful and/or unfair activity prohibited by California Business & Professions Code §§ 17200, *et seq.*

1 **Failure to Authorize and Permit Rest Periods**

2 76. Defendants' failure to authorize and permit rest periods in accordance with
3 California Labor Code § 226.7 and the IWC Wage Orders, as alleged above, constitutes unlawful
4 and/or unfair activity prohibited by Business and Professions Code §§ 17200, *et seq.*

5 **Failure to Indemnify Business Expenses**

6 77. Defendants' failure to reimburse expenses incurred in accordance with California
7 Labor Code § 2802, as alleged above, constitutes unlawful and/or unfair activity prohibited by
8 California Business & Professions Code §§ 17200, *et seq.*

9 78. By and through their unfair, unlawful and/or fraudulent business practices described
10 herein, Defendants, have obtained valuable property, money and services from Plaintiff, and all
11 persons similarly situated, and have deprived Plaintiff, and all persons similarly situated, of
12 valuable rights and benefits guaranteed by law, all to their detriment.

13 79. Plaintiff and the Class Members suffered monetary injury as a direct result of
14 Defendants' wrongful conduct.

15 80. Plaintiff, individually, and on behalf of members of the putative Class, and
16 Aggrieved Employees, is entitled to, and does, seek such relief as may be necessary to disgorge
17 money and/or property which the Defendants have wrongfully acquired, or of which Plaintiff, the
18 Class, and the Aggrieved Employees have been deprived, by means of the above-described unfair,
19 unlawful and/or fraudulent business practices. Plaintiff, the Class, and the Aggrieved Employees
20 are not obligated to establish individual knowledge of the wrongful practices of Defendants in
21 order to recover restitution.

22 81. Plaintiff, individually, and on behalf of members of the putative class, is further
23 entitled to and does seek a declaration that the above-described business practices are unfair,
24 unlawful and/or fraudulent, and injunctive relief restraining the Defendants, and each of them,
25 from engaging in any of the above-described unfair, unlawful and/or fraudulent business practices
26 in the future.

27 82. Plaintiff, individually, and on behalf of members of the putative class, has no plain,
28 speedy, and/or adequate remedy at law to redress the injuries which the Class Members and

1 Aggrieved Employees suffered as a consequence of the Defendants' unfair, unlawful and/or
2 fraudulent business practices. As a result of the unfair, unlawful and/or fraudulent business
3 practices described above, Plaintiff, individually, and on behalf of members of the putative Class,
4 and Aggrieved Employees, has suffered and will continue to suffer irreparable harm unless the
5 Defendants are restrained from continuing to engage in said unfair, unlawful and/or fraudulent
6 business practices.

7 83. Plaintiff also alleges that if Defendants are not enjoined from the conduct set forth
8 herein above, they will continue to avoid paying the appropriate taxes, insurance and other
9 withholdings.

10 84. Pursuant to California Business & Professions Code §§ 17200, *et seq.*, Plaintiff,
11 putative Class Members, and the Aggrieved Employees are entitled to restitution of the wages
12 withheld and retained by Defendants during a period that commences four years and 178 days prior
13 to the filing of this complaint; a permanent injunction requiring Defendants to pay all outstanding
14 wages due to Plaintiff, Class Members, and the Aggrieved Employees; an award of attorneys' fees
15 pursuant to California Code of Civil Procedure § 1021.5 and other applicable laws; and an award
16 of costs.

17 **EIGHTH CAUSE OF ACTION**

18 **(By Plaintiff Against All Defendants for Civil Penalties Under the Private Attorneys** 19 **General Act of 2004, Cal. Lab. Code § 2698, et seq.)**

20 85. Plaintiff incorporates by reference and re-alleges all preceding paragraphs as though
21 fully set forth herein.

22 86. At all times herein mentioned, Defendants were subject to the Labor Code of the State
23 of California and the applicable IWC Orders.

24 87. California Labor Code § 2699(a) specifically provides for a private right of action
25 to recover penalties for violations of the Labor Code: "Notwithstanding any other provision of law,
26 any provision of this code that provides for a civil penalty to be assessed and collected by the Labor
27 and Workforce Development Agency or any of its departments, divisions, commissions, boards,
28 agencies, or employees, for a violation of this code, may, as an alternative, be recovered through a

civil action brought by an aggrieved employee on behalf of herself or himself and other current or former employees pursuant to the procedures specified in Section 2699.3.”

88. Plaintiff gave written notice by online filing pursuant to California Labor Code § 2699.3 to the Labor and Workforce Development Agency and by certified mail to Defendants of the specific provisions of the Labor Code that Defendants have violated against Plaintiff and certain current and former Aggrieved Employees, or some of them, including the facts and theories to support the violations. Plaintiff also paid the filing fee. The Labor and Workforce Development Agency has not indicated that it intends to investigate Defendants’ Labor Code violations discussed in the notice. Plaintiff hereby commences a civil action to recover penalties under Labor Code § 2699 pursuant to § 2699.3 for the violations of the Labor Code described in this Complaint. These penalties include, but are not limited to, penalties under California Labor Code §§ 210, 226.3, 1174.5, 1197.1, and 2699.

89. Based on the conduct described in this Complaint, Plaintiff is entitled to an award of civil penalties individually, on behalf of the State of California and certain similarly Aggrieved Employees of Defendants. The exact amount of the applicable penalties, in all, is in an amount to be shown according to proof at trial. These penalties are in addition to all other remedies permitted by law.

90. In addition, Plaintiff seeks an award of reasonable attorneys’ fees and costs pursuant to Labor Code § 2699(g)(1), which states, “Any employee who prevails in any action shall be entitled to an award of reasonable attorney’s fees and costs.”

PRAYER FOR RELIEF

Plaintiff, individually, and on behalf of all others similarly situated only with respect to the class claims, prays for relief and judgment against Defendants, jointly and severally, as follows:

Class Certification

1. That this action be certified as a class action with respect to the First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, and Ninth Causes of Action;
2. That Plaintiff be appointed as the representative of the Class; and,
3. That counsel for Plaintiff be appointed as Class Counsel.

As to the First Cause of Action

4. That the Court declare, adjudge, and decree that Defendants violated California Labor Code § 1194 and applicable IWC Wage Orders by willfully failing to pay all minimum wages due;

5. For unpaid wages as may be appropriate;

6. For pre-judgment interest on any unpaid compensation commencing from the date such amounts were due;

7. For liquidated damages;

8. For reasonable attorneys' fees and for costs of suit incurred herein pursuant to California Labor Code § 1194(a); and,

9. For such other and further relief as the Court may deem equitable and appropriate.

As to the Second Cause of Action

10. That the Court declare, adjudge, and decree that Defendants violated California Labor Code §§ 226.7 and 512, and the IWC Wage Orders;

11. For unpaid meal period premium wages as may be appropriate;

12. For pre-judgment interest on any unpaid compensation commencing from the date such amounts were due;

13. For reasonable attorneys' fees under California Code of Civil Procedure § 1021.5, and for costs of suit incurred herein; and,

14. For such other and further relief as the Court may deem equitable and appropriate.

As to the Third Cause of Action

15. That the Court declare, adjudge, and decree that Defendants violated California Labor Code §§ 226.7 and 512, and the IWC Wage Orders;

16. For unpaid rest period premium wages as may be appropriate;

17. For pre-judgment interest on any unpaid compensation commencing from the date such amounts were due;

18. For reasonable attorneys' fees under California Code of Civil Procedure § 1021.5, and for costs of suit incurred herein; and,

19. For such other and further relief as the Court may deem equitable and appropriate.

As to the Fourth Cause of Action

20. That the Court declare, adjudge and decree that Defendants violated California Labor Code §§ 201, 202, and 203 by willfully failing to pay all compensation owed at the time of termination of the employment;

21. For statutory wage penalties pursuant to California Labor Code § 203 for former employees who have left Defendants' employ;

22. For pre-judgment interest on any unpaid wages from the date such amounts were due;

23. For reasonable attorneys' fees and for costs of suit incurred herein; and,

24. For such other and further relief as the Court may deem equitable and appropriate.

As to the Fifth Cause of Action

25. That the Court declare, adjudge, and decree that Defendants violated the record keeping provisions of California Labor Code § 226(a) and applicable IWC Wage Orders, and willfully failed to provide accurate itemized wage statements thereto;

26. For all actual damages, according to proof;

27. For statutory penalties pursuant to California Labor Code § 226(e);

28. For injunctive relief to ensure compliance with this section, pursuant to California Labor Code § 226(h);

29. For reasonable attorneys' fees and for costs of suit incurred herein; and,

30. For such other and further relief as the Court may deem equitable and appropriate.

As to the Sixth Cause of Action

31. That the Court declare, adjudge, and decree that Defendants violated California Labor Code § 2802 by willfully failing to indemnify employees for expenditures;

32. For unpaid wages or unreimbursed business expenses as may be appropriate;

33. For pre-judgment interest on any unpaid compensation commencing from the date such amounts were due;

34. For reasonable attorneys' fees and for costs of suit incurred herein; and,

35. For such other and further relief as the Court may deem equitable and appropriate.

As to the Seventh Cause of Action

36. That the Court declare, adjudge, and decree that Defendants violated California Business & Professions Code §§ 17200, *et seq.* by failing to pay for all hours worked, failing to provide meal periods, and failing to authorize and permit rest periods;

37. For restitution of unpaid wages to Plaintiff and all Class Members and prejudgment interest from the day such amounts were due and payable;

38. For the appointment of a receiver to receive, manage and distribute any and all funds disgorged from Defendants and determined to have been wrongfully acquired by Defendants as a result of violations of California Business & Professions Code §§ 17200 *et seq.*;

39. For reasonable attorneys' fees and costs of suit incurred herein pursuant to California Code of Civil Procedure § 1021.5;

40. For injunctive relief to ensure compliance with this section, pursuant to California Business & Professions Code §§ 17200, *et seq.*; and,

41. For such other and further relief as the Court may deem equitable and appropriate.

As to the Eighth Cause of Action

42. That the Court declare, adjudge, and decree that Defendants violated the California Labor Code by failing to pay wages for all hours worked, failing to provide meal periods and pay the correct amount of meal period premium wages, failing to authorize and permit rest periods and pay the correct amount of rest period premium wages, failing to maintain accurate records of hours worked and meal periods, failing to pay all final wages to terminated employees, failing to furnish accurate wage statements, and failing to indemnify employees for expenditures;

43. For all actual, consequential and incidental losses and damages, according to proof;

44. For all civil penalties pursuant to California Labor Code §§ 2699, *et seq.*, and all other applicable Labor Code provisions;

45. For reasonable attorneys' fees and costs of suit incurred herein pursuant to California Labor Code § 2699; and,

46. For such other and further relief as the Court may deem equitable and appropriate

As to all Causes of Action

47. For any additional relief that the Court deems just and proper.

Respectfully submitted,

Dated: October 17, 2025

WILSHIRE LAW FIRM

By: 

John G. Yslas
Aram Boyadjian
Jeffrey C. Bils
Andrew Sandoval

Attorneys for Plaintiff

DEMAND FOR JURY TRIAL

Plaintiff demands a trial by jury as to all causes of action triable by jury.

Dated: October 17, 2025

WILSHIRE LAW FIRM

By: 

John G. Yslas
Aram Boyadjian
Jeffrey C. Bils
Andrew Sandoval

Attorneys for Plaintiff

Shehraz Mohammad Sarfraz-Sattar v. Pacific Gas and Electric Company
Solano Case No.: CU23-04680

PROOF OF SERVICE