

FILED
SUPERIOR COURT OF CALIFORNIA
COUNTY OF SAN BERNARDINO
SAN BERNARDINO DISTRICT

MAR 29 2022

BY Alma Vallejo Garcia
ALMA VALLEJO GARCIA, DEPUTY

Brian J. Mankin, Esq. [CSB No. 216228]
brian@lmlfirm.com
Peter J. Carlson, Esq. [CSB No. 295611]
peter@lmlfirm.com
LAUBY, MANKIN & LAUBY LLP
4590 Allstate Drive
Riverside, CA 92501
Tel: (951) 320-1444
Fax: (951) 320-1445

Attorneys for Plaintiff, on a representative basis and on behalf of all others similarly situated

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN BERNARDINO

ANTHONY BAGLIETTO, individually, on a
representative basis, and on behalf of all
others similarly situated;

Plaintiff,

vs.

ENVISION FOODS, LLC, a California
Limited Liability Company; JIB HOLDINGS
I, LLC, a California Limited Liability
Company; DESERT JACK, LLC, a California
Limited Liability Company; TNH
PARTNERS, LLC, a California Limited
Liability Company; ALLIED RESTAURANT
MANAGEMENT, LLC, a California Limited
Liability Company; ENV MANAGEMENT,
LLC, a California Limited Liability
Company; and DOES 1 through 20, inclusive;

Defendants.

Case No.: Case No.: CIVSB2201221
[Assigned to Hon. Judge David Cohn, Dept
S26, for all purposes]

FIRST AMENDED COMPLAINT

CLASS ACTION CLAIMS

- (1) Failure to Pay Minimum Wages;
- (2) Failure to Pay Overtime Wages;
- (3) Failure to Provide Meal Periods;
- (4) Failure to Provide Rest Breaks;
- (5) Failure to Timely Pay Final Wages;
- (6) Failure to Provide Accurate Itemized Wage Statements;
- (7) Unfair and Unlawful Competition;

PAGA CLAIMS

- (8) Failure to Pay Minimum Wages;
- (9) Failure to Pay Overtime Wages;
- (10) Failure to Provide Meal Periods;
- (11) Failure to Provide Rest Breaks;
- (12) Failure to Timely Pay Wages;
- (13) Failure to Timely Pay Final Wages; and
- (14) Failure to Provide Accurate Itemized Wage Statements

JURY TRIAL DEMANDED

1 Plaintiff Anthony Baglietto (“Plaintiff”) on behalf of himself, on a representative basis,
2 and on behalf of others similarly situated, complains and alleges as follows.

3 **I. INTRODUCTION AND GENERAL ALLEGATIONS**

4 1. Plaintiff brings this action against his former employer(s), Defendants Envision
5 Foods, LLC, JIB Holdings I, LLC, Desert Jack, LLC, TNH Partners, LLC, Allied Restaurant
6 Management, LLC, and ENV Management, LLC, and DOES 1 through 20, inclusive,
7 (collectively, “Defendants”) on behalf of all current and former nonexempt employees employed
8 by Defendants in California (the “Class” or “Represented Employees”), for Labor Code
9 violations stemming from Defendants’ failure to pay all wages owed, including minimum,
10 regular, and overtime wages, failure to provide meal periods, failure to provide rest breaks,
11 failure to timely pay wages upon separation of employment, and failure to provide accurate
12 itemized wage statements.

13 2. Plaintiff was employed by Defendants from approximately 2018 through July
14 2021.

15 3. Plaintiff alleges on information and belief that the Represented Employees were
16 subjected to the same policies, working conditions, and corresponding wage and hour violations
17 to which Plaintiff was subjected during employment.

18 4. Plaintiff and the Represented Employees were not provided all minimum, regular,
19 and overtime wages due to Defendants’ failure to accurately record and compensate for all hours
20 worked. For example, Defendants required Plaintiff and the Represented Employees to undergo
21 mandatory COVID-19 screening prior to clocking in for payroll purposes. Also, Plaintiff and the
22 Represented Employees were frequently required to perform routine and recurring tasks for
23 Defendants at the beginning of the shift (before being allowed to clock in) and at the end of the
24 shift (after being allowed to clock out). However, because this time was spent under
25 Defendants’ control but before being allowed to clock in, it was uncompensated in violation of
26 California law and led to minimum and overtime wage violations. See *Troester v. Starbucks*
27 *Corporation* (2018) 5 Cal.5th 829 (California law “do[es] not allow employers to require
28 employees to routinely work for minutes off the clock without compensation”).

1 5. Furthermore, Defendants failed to pay proper overtime to Plaintiff and the
2 Represented Employees. For example, Defendants paid Plaintiff and the Represented
3 Employees on an hourly basis but also paid additional earned compensation and/or bonuses.
4 However, during workweeks where the Represented Employees worked overtime hours and
5 earned additional nondiscretionary compensation and/or bonuses, Defendants failed to properly
6 include that compensation in the calculations for the regular rate of pay – violating the well-
7 established rule that overtime must always be paid at time and one-half the regular rate of pay.

8 6. Plaintiff and the Represented Employees were also denied 30-minute off-duty
9 meal periods, as mandated by California law. As a result of Defendants’ policies and practices,
10 the Represented Employees were subjected to meal period violations when they were: (1) unable
11 to take a meal period due to workload, (2) forced to take an on-duty meal period while under the
12 control of the Company, (3) forced to take a shortened meal period, (4) forced to take a meal
13 period after the 5th hour of work, and (5) not provided mandated second meal periods for shifts
14 in excess of 10 hours.

15 7. Defendants also failed to provide Plaintiff and the Represented Employees with
16 10 minutes of net rest break time for every 4 hours worked, or major fraction thereof, as
17 mandated by California law. Defendants did not schedule rest breaks for Plaintiff and the
18 Represented Employees, and the Represented Employees were often not authorized and/or
19 permitted to take mandated rest breaks due to being overwhelmed by their hectic workload.
20 Furthermore, on occasions when Plaintiff and the Represented Employees worked longer shifts,
21 Defendants failed to authorize and/or permit mandated third rest breaks.

22 8. Additionally, Plaintiff and the Represented Employees were subjected to rest
23 break violations on every shift because Defendants maintained a policy and practice that required
24 them to remain on-premises during the rest break. This violates California law, which makes
25 clear that “[d]uring required rest periods, employers must relieve their employees of all duties
26 and relinquish any control over how employees spend their break time.” *Augustus v. ABM*
27 *Security Services, Inc.* (2016) 2 Cal.5th 257, 260. And these violations are further confirmed by
28 the fact that, due to Defendants’ policies, the Represented Employees could not “use their time

1 as [they] would like” during rest breaks. See *Ridgeway v. Walmart Inc.* (9th Cir. 2020) 946 F.3d
2 1066, 1080.

3 9. Plaintiff also alleges that he and the Represented Employees were not paid all
4 wages due and owing each pay period (Labor Code § 204) and upon separation of employment
5 within the time required by Labor Code §§ 201 – 203. Plaintiff further alleges that Defendants
6 engaged in the practice of failing to pay all wages due and owing to Plaintiff and the Represented
7 Employees at the time their employment ended with Defendants, including, but not limited to
8 minimum, regular, and overtime wages, wage premiums, among others.

9 10. Plaintiff further alleges that Defendants failed to provide accurate itemized wage
10 statements that fully complied with the requirements of Labor Code § 226(a).

11 11. Plaintiff alleges that Defendants’ violations of the wage and hour components of
12 the Labor Code and IWC Wage Orders enabled them to decrease expenses and to increase their
13 level of productivity and profits, thereby allowing Defendants to gain an unfair advantage over
14 its competitors.

15 12. At all material times, Defendants and DOES 1 through 20 were and/or are the
16 Represented Employees’ employers or persons acting on behalf of the Represented Employees’
17 employer, within the meaning of California Labor Code § 558, who violated or caused to be
18 violated, a section of Part 2, Chapter 1 of the California Labor Code or any provision regulating
19 hours and days of work in an IWC Wage Order and, as such, are subject to penalties for each
20 underpaid employee as set forth in Labor Code § 558 and under California law.

21 13. Plaintiff brings this lawsuit seeking declaratory, injunctive, equitable, and
22 monetary relief against Defendants and each of them, on behalf of himself and the Represented
23 Employees to recover, among other things, unpaid wages and benefits, interest, attorneys’ fees,
24 penalties, costs and expenses pursuant to California Labor Code §§ 200, 201, 202, 203, 204, 208,
25 210, 218.6, 226, 226.3, 226.7, 510, 512, 558, 1194, 1194.2, 1197, 1197.1, 1198, and 1199,
26 among possibly other sections inadvertently omitted. Plaintiff also reserves the right to name
27 additional representatives throughout the State of California.

28 ///

1 **II. JURISDICTION**

2 14. This Court has jurisdiction over the claims for relief of Plaintiff and the
3 Represented Employees pursuant to the Labor Code and the IWC Wage Orders.

4 **III. VENUE**

5 15. Venue as to each Defendant is proper in this Court pursuant to Code of Civil
6 Procedure § 395(a). Defendants transact business in San Bernardino County and the unlawful
7 acts alleged herein have a direct effect on Plaintiff and the Represented Employees in San
8 Bernardino County. Furthermore, Defendants employed or employ Plaintiff and Represented
9 Employees in San Bernardino County.

10 **IV. PARTIES**

11 **Plaintiff**

12 16. Plaintiff and Class Representative Anthony Baglietto was employed by
13 Defendants from approximately 2018 through July 2021 and performed work for Defendants in
14 San Bernardino County.

15 **Defendants**

16 17. Plaintiff is informed and believes and thereon alleges that Defendant Envision
17 Foods, LLC is a California limited liability company authorized to and doing business in San
18 Bernardino County, California. Plaintiff is also informed and believes that Defendant Envision
19 Foods, LLC is and/or was the legal employer of Plaintiff and the Represented Employees during
20 the applicable statutory periods.

21 18. Plaintiff is informed and believes and thereon alleges that Defendant JIB
22 Holdings I, LLC is a California limited liability company authorized to and doing business in
23 San Bernardino County, California. Plaintiff is also informed and believes that Defendant JIB
24 Holdings I, LLC is and/or was the legal employer of Plaintiff and the Represented Employees
25 during the applicable statutory periods.

26 19. Plaintiff is informed and believes and thereon alleges that Defendant Desert Jack,
27 LLC is a California limited liability company authorized to and doing business in San
28 Bernardino County, California. Plaintiff is also informed and believes that Defendant Desert

1 Jack, LLC is and/or was the legal employer of Plaintiff and the Represented Employees during
2 the applicable statutory periods.

3 20. Plaintiff is informed and believes and thereon alleges that TNH Partners, LLC is a
4 California limited liability company authorized to and doing business in San Bernardino County,
5 California. Plaintiff is also informed and believes that Defendant TNH Partners, LLC is and/or
6 was the legal employer of Plaintiff and the Represented Employees during the applicable
7 statutory periods.

8 21. Plaintiff is informed and believes and thereon alleges that Defendant Allied
9 Restaurant, LLC is a California limited liability company authorized to and doing business in
10 San Bernardino County, California. Plaintiff is also informed and believes that Defendant Allied
11 Restaurant Management, LLC is and/or was the legal employer of Plaintiff and the Represented
12 Employees during the applicable statutory periods.

13 22. Plaintiff is informed and believes and thereon alleges that Defendant ENV
14 Management, LLC is a California limited liability company authorized to and doing business in
15 San Bernardino County, California. Plaintiff is also informed and believes that Defendant ENV
16 Management, LLC is and/or was the legal employer of Plaintiff and the Represented Employees
17 during the applicable statutory periods.

18 23. Plaintiff is ignorant of the true names, capacities, relationships, and extent of
19 participation in the conduct herein alleged, of Defendants sued herein as DOES 1 through 20,
20 inclusive, but on information and belief alleges that those Defendants are legally responsible for
21 the payment of penalties and damages to Plaintiff and all Represented Employees by virtue of
22 Defendants' unlawful actions and practices and therefore sue these Defendants by such fictitious
23 names. Plaintiff will amend this complaint to allege the true names and capacities of the DOE
24 Defendants when ascertained.

25 24. Plaintiff is informed and believes and thereon alleges that he and the Represented
26 Employees worked under the joint direction and control of Defendants and that Defendants, and
27 each of them, acted in all respects pertinent to this action as the agent of the other Defendants,
28 carried out a joint scheme, business plan or policy in all respect pertinent hereto, and the acts of

1 each Defendant are legally attributable to the other Defendants. On information and belief, a
2 unity of interest and ownership between each Defendant exists such that all Defendants acted as
3 a single employer of Plaintiff and other Represented Employees.

4 25. Furthermore, Plaintiff is informed and believes and thereon alleges that
5 Defendants, and each of them, are an integrated enterprise and should be treated as a single
6 employer because these entities share an interrelation of operations, with common human
7 resources and personnel policies and shared common offices and facilities. Additionally,
8 Defendants also have a shared website, common management, a centralized control of labor
9 operations, and common ownership or financial control.

10 26. Plaintiff is informed and believes and thereon alleges that, in conducting
11 themselves in the manner described herein, Defendants, and each of them, were acting in active
12 concert with one another such that the acts of each were and are fully attributable to the others in
13 all material respects. Plaintiff is further informed and believes that at all relevant times
14 Defendants and each of them are now, and at all material times herein mentioned were, the
15 agents, servants, employees, partners, affiliates, and/or representatives of each of their remaining
16 co-Defendants, and were, at all times herein mentioned, acting within the course, scope, and
17 purpose of such relationship(s) and with the knowledge, consent and/or ratification of each of
18 their remaining co-Defendants.

19 27. Plaintiff is further informed and believes that at all relevant times, Defendants
20 have been inadequately capitalized to conduct business, have failed to follow appropriate
21 corporate formalities, and have simply been a shell and instrumentality through which
22 Defendants DOES 11 through 20, inclusive, have conducted their personal affairs. Accordingly,
23 the corporate veil should be pierced, and any liability attached to Defendants should be imposed
24 jointly and severally against Defendants DOES 11 through 20. Adherence to the fiction of the
25 separate existence of these corporate entities would permit abuse of the corporate privilege,
26 thereby sanctioning fraud and promoting injustice.

27 ///

28 ///

1 **V. CLASS ACTION ALLEGATIONS**

2 28. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully
3 alleged herein.

4 29. Plaintiff brings this action on behalf of himself and all others similarly situated as
5 a class action, pursuant to Code of Civil Procedure § 382.

6 30. The relevant time period for this class action is defined as the period beginning
7 four years prior to the filing of this action until class certification (the “Relevant Time Period”).

8 31. The Class, also referred to as the “Represented Employees,” that Plaintiff seeks to
9 represent is defined as follows:

10 All current and former nonexempt employees employed by
11 Defendants in California during the Relevant Time Period.

12 32. Plaintiff also seeks to represent the following subclasses:

13 **Meal Break Subclass**

14 All Represented Employees who worked a shift in excess of
15 5 hours during the Relevant Time Period.

16 **Rest Break Subclass**

17 All Represented Employees who worked a shift of at least
18 3.5 hours during the Relevant Time Period.

19 **Waiting Time Penalties Subclass**

20 All Represented Employees who separated from their
21 employment with Defendants during the period three years
22 before the filing of this action and ending when final
23 judgment is entered.

24 **Wage Statement Penalties Subclass**

25 All Represented Employees during the period one year
26 before the filing of this action and ending when final
27 judgment is entered.

28 ///

1 33. Plaintiff reserves the right to amend or modify the class description with greater
2 specificity or further division into subclasses or limitation to particular issues as appropriate.

3 34. Plaintiff, as Class Representative, is a member of the class and subclasses that he
4 seeks to represent.

5 35. This action has been brought and may properly be maintained as a class action
6 under Code of Civil Procedure § 382 because there is a well-defined community of interest in the
7 litigation and the proposed class is easily ascertainable from Defendants' records.

8 36. **Numerosity:** The potential members of the Class as defined are so numerous that
9 a joinder of all Represented Employees is impracticable. Although the exact number is currently
10 unknown to Plaintiff, this information is easily ascertainable from Defendants' records.

11 37. **Commonality:** There are questions of law and fact common to the class which
12 predominate over any questions affecting only individual members of the class, including
13 without limitation:

14 i. Whether Defendants violated the California Labor Code and applicable
15 IWC Wage Order by failing to pay wages to Plaintiff and the Represented Employees for all
16 hours worked;

17 ii. Whether Defendants violated the California Labor Code and applicable
18 IWC Wage Order by failing to pay proper overtime wages to Plaintiff and the Represented
19 Employees for hours above 8 and/or 12 per day and/or 40 per week;

20 iii. Whether Defendants violated the California Labor Code and applicable
21 IWC Wage Order by failing to provide compliant meal periods to Plaintiff and the Meal Break
22 Subclass and whether Defendants failed to compensate Plaintiff and the Meal Break Subclass
23 with one additional hour of wages at the regular rate of pay for each instance when a compliant
24 meal period was not provided;

25 iv. Whether Defendants violated the California Labor Code and applicable
26 IWC Wage Order by failing to provide compliant rest breaks to Plaintiff and the Rest Break
27 Subclass and whether Defendants failed to compensate Plaintiff and the Rest Break Subclass
28 with one additional hour of wages at the regular rate of pay for each instance when a paid rest

break was not provided;

v. Whether Defendants violated the California Labor Code by failing to timely pay all wages due upon separation of employment between Defendants and Plaintiff and the Waiting Time Penalties Subclass, whether such separation was voluntary or involuntary;

vi. Whether Defendants violated the California Labor Code by failing to provide Plaintiff and the Wage Statement Penalties Subclass with complete, accurate, itemized wage statements;

vii. Whether Defendants violated California Business & Professions Code §§ 17200 *et seq.* due to the: failure to pay all wages owed, failure to provide mandated paid rest breaks, failure to provide mandated meal periods, and failure to timely pay final wages; and

viii. Whether Plaintiff and Represented Employees are entitled to equitable relief pursuant to California Business & Professions Code §§ 17200 *et seq.*

38. **Typicality:** Plaintiff's claims, as the Class Representative, are typical of the claims of The Class. Plaintiff, like other members of The Class, was subjected to Defendants' ongoing Labor Code and Wage Order violations including pertaining to the failure to pay all wages owed, failure to provide mandated meal periods, failure to provide mandated paid rest breaks, failure to timely pay wages upon separation of employment, and failure to provide accurate itemized wage statements.

39. **Adequacy of Representation.** Plaintiff, as the Class Representative, will fairly and adequately represent and protect the interests of the Class. Plaintiff's interests are not in conflict with those of the Class. Class Representative's counsel are competent and experienced in litigating large employment class actions and other complex litigation matters, including cases like this case.

40. **Superiority of Class Action.** Class certification is appropriate because a class action is superior to other available means for the fair and efficient adjudication of this controversy. Individual joinder of all Represented Employees is not practicable, and questions of law and fact common to the Class predominate over any questions affecting only individual members of the Class. Each Represented Employee has been damaged and is entitled to

1 recovery by reason of Defendants' illegal policies and practices set forth above. Class action
2 treatment will allow those similarly situated persons to litigate their claims in the manner that is
3 most efficient and economical for the parties and the judicial system.

4 **FIRST CAUSE OF ACTION**

5 **FAILURE TO PAY MINIMUM WAGES**

6 (Labor Code §§ 200, 1194, 1194.2, 1197; IWC Wage Order § 4)

7 *Plaintiff and the Represented Employees Against All Defendants*

8 41. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully
9 alleged herein.

10 42. Plaintiff and the Represented Employees were not exempt from the requirement
11 to be paid at least the applicable California minimum wage throughout the statutory period for
12 each hour worked.

13 43. Plaintiff and the Represented Employees were not provided proper minimum and
14 regular wages due to Defendants' failure to accurately record and compensate for all hours
15 worked. As a result of this policy and practice, Plaintiff and the Represented Employees were
16 required to perform off-the-clock work that Defendants either knew or should have known they
17 were performing.

18 44. For example, Defendants required Plaintiff and the Represented Employees to
19 undergo mandatory COVID-19 screening prior to clocking in for payroll purposes. Also,
20 Plaintiff and the Represented Employees were frequently required to perform routine and
21 recurring tasks for Defendants at the beginning of the shift (before being allowed to clock in) and
22 at the end of the shift (after being allowed to clock out). However, because this time was spent
23 under Defendants' control but before being allowed to clock in, it was uncompensated in
24 violation of California law and led to minimum wage violations. See *Troester v. Starbucks*
25 *Corporation* (2018) 5 Cal.5th 829 (California law "do[es] not allow employers to require
26 employees to routinely work for minutes off the clock without compensation").

27 45. As a result of this policy and practice, Defendants failed to pay Plaintiff and the
28 Represented Employees for all hours worked.

1 46. Consequently, Defendants violated California Labor Code laws and minimum
2 wage laws, *inter alia*, Labor Code §§ 200, 221, 222, 223, 1197, IWC Wage Order 9, § 4, and
3 Cal. Code Regs., tit. 8, section 11090, subds. 1 and 4(B).

4 47. Plaintiff is informed and believes and thereon alleges that Defendants
5 intentionally, willfully, and improperly failed to pay wages to Plaintiff and the Represented
6 Employees for each hour worked in violation of Labor Code §§ 221-223, 1194 and 1197.

7 48. Defendants' conduct was willful, as Defendants knew that Plaintiff and the
8 Represented Employees were entitled to be paid wages throughout the statutory period for each
9 hour worked, including proper minimum and regular wages, yet Defendants chose not to pay
10 them in accordance thereto.

11 49. At all material times, Defendants DOES 1 through 20 were and/or are the
12 employer of Plaintiff and the Represented Employees or were persons acting on behalf of said
13 employer(s), within the meaning of California Labor Code § 558, who violated or caused to be
14 violated Labor Code § 204 and a provision or provisions of Part 2, Chapter 1 of the California
15 Labor Code regulating hours and days of work respectively.

16 50. During employment of Plaintiff and the Represented Employees, Defendants
17 failed to pay them all wages to which they were entitled, thereby receiving an economic benefit.

18 51. As a result of the Defendants' wrongful conduct, Plaintiff and the Represented
19 Employees have been damaged in amounts to be proven at trial.

20 52. Plaintiff, on behalf of himself and the Represented Employees, seeks recovery of
21 all unpaid minimum wages, liquidated damages, penalties, interest, attorneys' fees and costs of
22 suit, pursuant to Labor Code §§ 1194 and 1194.2, against Defendants in an amount to be proven
23 at trial.

24 ///

25 ///

26 ///

27 ///

28 ///

1 **SECOND CAUSE OF ACTION**

2 **FAILURE TO PAY OVERTIME WAGES**

3 (Labor Code §§ 204 and 510; IWC Wage Order § 3(A))

4 *Plaintiff and the Represented Employees Against All Defendants*

5 53. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully
6 alleged herein.

7 54. Plaintiff and the Represented Employees were employees of Defendants who did
8 not receive proper protections and benefits of the laws governing payment of overtime wages.

9 55. Labor Code § 204 requires that the employer timely pay all overtime wages to its
10 employees. Labor Code § 510(a) and the applicable IWC Wage Order § 3(A) provide that any
11 work performed in excess of eight (8) hours in one workday or in excess of forty (40) hours in
12 any one workweek shall be compensated at the rate of no less than one and one-half times the
13 regular rate of pay for an employee. Furthermore, any work performed in excess of twelve (12)
14 in one workday shall be compensated at twice the regular rate of pay for an employee.

15 56. At all relevant times, Plaintiff and the Represented Employees were required by
16 Defendants to work hours in excess of 8 and/or 12 per day and/or 40 per week. However, due to
17 Defendants' failure to accurately record and compensate for all hours worked Plaintiff and the
18 Represented Employees did not receive proper overtime compensation.

19 57. For example, Defendants required Plaintiff and the Represented Employees to
20 undergo mandatory COVID-19 screening prior to clocking in for payroll purposes. Also,
21 Plaintiff and the Represented Employees were frequently required to perform routine and
22 recurring tasks for Defendants at the beginning of the shift (before being allowed to clock in) and
23 at the end of the shift (after being allowed to clock out). However, because this time was spent
24 under Defendants' control but before being allowed to clock in, it was uncompensated in
25 violation of California law and led to overtime wage violations. See *Troester v. Starbucks*
26 *Corporation* (2018) 5 Cal.5th 829 (California law "do[es] not allow employers to require
27 employees to routinely work for minutes off the clock without compensation").

28 ///

1 58. Additionally, Defendants paid Plaintiff and the Represented Employees on an
2 hourly basis but also paid additional earned compensation and/or bonuses. However, during
3 workweeks where the Represented Employees worked overtime hours and earned additional
4 nondiscretionary compensation and/or bonuses, Defendants failed to properly include that
5 compensation in the calculations for the regular rate of pay – violating the well-established rule
6 that overtime must always be paid at time and one-half the regular rate of pay.

7 59. As a result of this policy and practice, Defendants failed to pay Plaintiff and the
8 Represented Employees for all overtime hours worked.

9 60. Defendants violate Labor Code §§ 204 and 510 and the applicable IWC Wage
10 Order § 3(A) every pay period with respect to Plaintiff and the Represented Employees because
11 Defendants required its employees to work hours in excess of 8 and/or 12 per day and/or 40 per
12 week without proper overtime compensation.

13 61. Plaintiff is informed and believes and thereon alleges that Defendants
14 intentionally, willfully, and improperly failed to pay proper overtime wages to Plaintiff and the
15 Represented Employees in violation of Labor Code §§ 204, 221-223, 510, 1194 and 1197.

16 62. Defendants' conduct was willful, as Defendants knew that Plaintiff and the
17 Represented Employees were entitled to be paid proper overtime wages throughout the statutory
18 period, yet Defendants chose not to pay them in accordance thereto.

19 63. At all material times, Defendants DOES 1 through 20 were and/or are the
20 employer of Plaintiff and the Represented Employees or were persons acting on behalf of said
21 employer(s), within the meaning of California Labor Code § 558, who violated or caused to be
22 violated Labor Code § 204 and a provision or provisions of Part 2, Chapter 1 of the California
23 Labor Code regulating hours and days of work respectively.

24 64. During the employment of Plaintiff and the Represented Employees, Defendants
25 failed to pay them all wages to which they were entitled, thereby receiving an economic benefit.

26 65. As a result of Defendants' wrongful conduct, Plaintiff and the Represented
27 Employees have been damaged in amounts to be proven at trial.

28 ///

1 66. Plaintiff, on behalf of himself and the Represented Employees, seeks recovery of
2 all unpaid overtime wages, penalties, interest, attorneys' fees, and costs of suit against
3 Defendants in an amount to be proven at trial.

4 **THIRD CAUSE OF ACTION**

5 **FAILURE TO PROVIDE MEAL PERIODS**

6 (Labor Code §§ 226.7 and 512; IWC Wage Order § 11, 12)

7 *Plaintiff and the Meal Break Subclass Against All Defendants*

8 67. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully
9 alleged herein.

10 68. Plaintiff and the Meal Break Subclass are and/or were employees of Defendants
11 who did not receive proper protections and benefits of the laws governing mandatory meal
12 periods.

13 69. Labor Code § 226.7 requires employers, including Defendants, to provide
14 employees with meal periods as mandated by the Industrial Welfare Commission.

15 70. Labor Code § 512(a), in part, provides that employers, including Defendants, may
16 not employ an employee for a work period of more than five hours per day without providing an
17 employee the opportunity to take an uninterrupted meal period of not less than 30 minutes,
18 except that if the total work period per day of the employee is no more than six hours, the meal
19 period may be waived by mutual consent of both the employer and the employee. Employers
20 may not employ an employee for a work period more than 10 hours per day without providing
21 the employee with a second meal period of not less than 30 minutes.

22 71. Pursuant to Labor Code § 226.7(b) and the applicable IWC Wage Order § 11(B),
23 Defendants shall pay an employee one additional hour of pay at the employee's regular rate of
24 pay for each meal period that is missed.

25 72. At all relevant times herein, Plaintiff and the Meal Break Subclass were denied
26 the 30-minute meal periods to which they were entitled. As a result of Defendants' policies and
27 practices, Plaintiff and the Represented Employees were subjected to meal period violations
28 when they were: (1) unable to take a meal period due to workload, (2) forced to take an on-duty

meal period while under the control of the Company, (3) forced to take a shortened meal period, (4) forced to take a meal period after the 5th hour of work, and (5) not provided mandated second meal periods for shifts in excess of 10 hours.

73. Defendants violated Labor Code §§ 226.7, 512, and the applicable IWC Wage Order every pay period because Plaintiff and the Meal Break Subclass were not provided with all mandatory meal periods and Defendants failed to pay Plaintiff and the Meal Break Subclass one additional hour of compensation at the regular rate of pay in lieu thereof.

74. At all relevant times herein, Defendants failed to provide Plaintiff and the Meal Break Subclass all mandated meal periods and failed to pay wage premiums in lieu of mandated meal or rest periods, thereby receiving an economic benefit.

75. On information and belief, Plaintiff and the Meal Break Subclass did not voluntarily or willfully waive the mandated meal periods. Any expressed or implied waivers obtained from Plaintiff and the Meal Break Subclass were not willfully obtained, were not voluntarily agreed to, were a condition of employment, or were a part of a contract of an unlawful adhesion. Defendants did not permit or authorize Plaintiff and the Meal Break Subclass to take meal periods in accordance with California law.

76. By their failure to provide Plaintiff and the Meal Break Subclass with meal periods as required by California law, and failing to pay one hour of additional wages in lieu of each meal period not provided, Defendants willfully violated Labor Code §§ 226.7 and 512, and IWC Wage Order § 11. Accordingly, Defendants are liable for one hour of additional wages at the employee's regular rate of compensation for each work day that a meal period was not lawfully provided in an amount to be proven at time of trial.

77. Also, as a direct result of Defendants' violations of Labor Code §§ 226.7 and 512, and IWC Wage Order § 11, Defendants, and each of them, are liable to Plaintiff and the Meal Break Subclass for unpaid wage premiums, penalties, costs, and interest.

///

///

///

1 **FOURTH CAUSE OF ACTION**

2 **FAILURE TO PROVIDE REST BREAKS**

3 (Labor Code §§ 226.7 and 512; IWC Wage Order § 12)

4 *Plaintiff and the Rest Break Subclass Against All Defendants*

5 78. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully
6 alleged herein.

7 79. Plaintiff and the Rest Break Subclass are and/or were employees of Defendants
8 who did not receive proper protections and benefits of the laws governing mandatory rest breaks.

9 80. Labor Code § 226.7 requires employers, including Defendants, to provide rest
10 breaks to its employees as mandated by Order of the Industrial Welfare Commission.

11 81. The IWC Wage Order § 12 states, in part, that every employer shall authorize and
12 permit all employees to take rest periods, which insofar as practicable shall be in the middle of
13 each work period. Employees shall receive a 10-minute rest period every four hours or major
14 fraction thereof that they are required to work. Authorized rest period time shall be counted, as
15 hours worked, for which there shall be no deduction from wages.

16 82. Pursuant to Labor Code § 226.7(b) and Section 12(B) of the applicable Wage
17 Order, Defendants shall pay Plaintiff and the Represented Employees one additional hour of pay
18 at his regular rate of compensation for each day that the rest period is not provided.

19 83. At all relevant times, Defendants also failed to provide Plaintiff and the Rest
20 Break Subclass with 10 minutes of net rest break time for every 4 hours worked, or major
21 fraction thereof, as mandated by California law. Defendants did not schedule rest breaks for the
22 Rest Break Subclass, the Rest Break Subclass were unable to leave the premises for breaks, and
23 the Rest Break Subclass were often not authorized and/or permitted to take mandated rest breaks
24 due to being overwhelmed by their hectic workload. Furthermore, on occasions when the Rest
25 Break Subclass worked longer shifts, Defendants failed to authorize and/or permit mandated
26 third rest breaks.

27 84. Additionally, Plaintiff and the Rest Break Subclass were subjected to rest break
28 violations on every shift because Defendants maintained a policy and practice that required them

1 to remain on-premises during the rest break. This violates California law, which makes clear
2 that “[d]uring required rest periods, employers must relieve their employees of all duties and
3 relinquish any control over how employees spend their break time.” *Augustus v. ABM Security*
4 *Services, Inc.* (2016) 2 Cal.5th 257, 260. And these violations are further confirmed by the fact
5 that, due to Defendants’ policies, the Represented Employees could not “use their time as [they]
6 would like” during rest breaks. See *Ridgeway v. Walmart Inc.* (9th Cir. 2020) 946 F.3d 1066,
7 1080.

8 85. Defendants violated Labor Code §§ 226.7, 512, and the applicable IWC Wage
9 Order every pay period because Plaintiff and the Rest Break Subclass were not provided with all
10 mandatory rest periods and Defendants failed to pay Plaintiff and the Represented Employees
11 one additional hour of compensation in lieu thereof.

12 86. At all relevant times herein, Defendants failed to provide Plaintiff and the Rest
13 Break Subclass all mandated rest breaks and failed to pay wage premiums in lieu of mandated
14 rest periods, thereby receiving an economic benefit.

15 87. By their failure to provide Plaintiff and the Rest Break Subclass with rest breaks
16 as required by California law, and failing to pay one hour of additional wages in lieu of each rest
17 break not provided, Defendants willfully violated Labor Code §§ 226.7 and 512, and IWC Wage
18 Order § 12. Accordingly, Defendants are liable for one hour of additional wages at the
19 employee’s regular rate of compensation for each workday that a paid rest break was not
20 lawfully provided in an amount to be proven at time of trial.

21 88. Also, as a direct result of Defendants’ violations of Labor Code §§ 226.7 and 512,
22 and IWC Wage Order § 12, Defendants, and each of them, are liable to Plaintiff and the Rest
23 Break Subclass for unpaid wage premiums, penalties, costs, and interest.

24 ///

25 ///

26 ///

27 ///

28 ///

1 **FIFTH CAUSE OF ACTION**

2 **FAILURE TO TIMELY PAY FINAL WAGES**

3 (Labor Code §§ 201 – 203)

4 *Plaintiff and the Waiting Time Penalties Subclass against All Defendants*

5 89. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully
6 alleged herein.

7 90. Plaintiff and the Waiting Time Penalties Subclass are and/or were employees of
8 Defendants who did not receive proper protections and benefits of the laws governing the timing
9 and payment of wages.

10 91. Labor Code § 201 requires that the employer immediately pay any wages, without
11 abatement or reduction, to any employee who is discharged.

12 92. Labor Code § 202 requires that the employer pay all wages earned and unpaid,
13 without abatement or reduction, no later than 72 hours of receiving an employee's notice of
14 intent to quit or immediately at the time of quitting if at least a 72-hour notice was provided.

15 93. Labor Code §§ 201-203 cause the unpaid wages of the employee to continue as a
16 penalty from the due date thereof at the same rate until paid or until an action therefore is
17 commenced, but the wages shall not continue for more than thirty (30) days.

18 94. At all relevant times, Defendants employed a policy and practice whereby
19 Plaintiff and the Waiting Time Penalties Subclass were not paid all wages due and owing upon
20 separation of employment within the time required by Labor Code §§ 201 and 202.

21 95. Also, at all relevant times, Defendants engaged in the practice of failing to pay all
22 wages due and owing to Plaintiff and the Waiting Time Penalties Subclass upon separation of
23 employment, including, but not limited to, minimum, regular, and overtime wages, as well as
24 meal and rest period premiums.

25 96. Plaintiff alleges that, at all times material to this action, Defendants had a planned
26 pattern and practice of failing to timely pay Plaintiff and the Waiting Time Penalties Subclass all
27 wages due and owing upon separation of employment as required by Labor Code §§ 201 and
28 202. Consequently, pursuant to Labor Code § 203, Defendants owe Plaintiff and the Waiting

Time Penalties Subclass the above-described waiting time penalty, all in an amount to be shown according to proof at trial and within the jurisdiction of this Court.

SIXTH CAUSE OF ACTION

FAILURE TO PROVIDE ACCURATE ITEMIZED WAGE STATEMENTS

(Labor Code § 226)

Plaintiff and the Wage Statement Penalties Subclass against All Defendants

97. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully alleged herein.

98. Plaintiff and the Wage Statement Penalties Subclass are and/or were employees of Defendants who did not receive proper protections and benefits of the laws governing the provision of accurate itemized wage statements.

99. Labor Code § 226(a) requires an employer to provide its employees with itemized wage statements accurately stating gross wages earned, all deductions, net wages earned, the inclusive dates of the pay period, the employee's name and the last four digits of his or her Social Security number (or employee identification number), the name and address of the legal entity that is the employer, and all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee.

100. Defendants violate Labor Code § 226(a) every pay period with respect to Plaintiff and the Wage Statement Penalties Subclass due to violations including: failure to accurately state total hours worked (for example, the wage statements failed to accurately reflect the compensable hours spent in temperature checks as well as pre- and post-shift duties); failure to accurately state gross wages earned; failure to accurately state all deductions; failure to accurately state net wages earned; failure to state the applicable hourly rates (including the accurate overtime rate of pay); failure to state the inclusive dates of the pay period; and failure to accurately state the corresponding number of hours worked at each hourly rate.

101. Therefore, Defendants violate Labor Code § 226(a) every pay period with respect to Plaintiff and the Wage Statement Penalties Subclass because Defendants failed to provide a wage statement to Plaintiff and the Wage Statement Penalties Subclass that complied with the

1 requirements of Labor Code § 226(a).

2 102. Defendants' failure to provide the required writing deprived Plaintiff and the
3 Wage Statement Penalties Subclass of the ability to know, understand, and question the
4 calculation and rate of pay and hours used to calculate the wages paid by Defendants. Therefore,
5 Plaintiff and the Wage Statement Penalties Subclass had no way to dispute the resulting
6 miscalculation of wages, all of which resulted in an unjustified economic enrichment to said
7 Defendants. As a direct result, Plaintiff and the Wage Statement Penalties Subclass have suffered
8 and continue to suffer, substantial losses related to the use and enjoyment of such wages, lost
9 interest on such wages and expenses and attorney's fees in seeking to compel Defendants to fully
10 perform its obligation under state law, all to their respective damages in amounts according to
11 proof at trial.

12 103. As a result of Defendants' knowing and intentional failure to comply with Labor
13 Code § 226(a), Plaintiff and the Wage Statement Penalties Subclass have suffered an injury in
14 that each was prevented from knowing, understanding and disputing the wage payments paid to
15 them. Furthermore, Plaintiff and the Wage Statement Penalties Subclass have each suffered an
16 injury in that the failure to show all wages earned on the itemized wage statements resulted in
17 Plaintiff and the Represented Employees being denied all necessary deductions, payments, and
18 withholdings owed by the employer, including, but not limited to, the failure to make all
19 necessary contributions for unemployment benefits, social security benefits, proper payment of
20 taxes and withholdings, and other mandated state and federal benefits.

21 104. Plaintiff has also been injured as a result of having to bring this action to attempt
22 to obtain correct wage information following Defendants' refusal to comply with many of the
23 mandates of California's Labor Code and related laws and regulations.

24 105. Labor Code § 226(e) requires Defendants to pay the greater of all actual damages
25 or fifty dollars (\$50.00) per employee for the initial pay period in which a violation occurred, and
26 one hundred dollars (\$100.00) per employee for each violation in subsequent pay periods, plus
27 attorney's fees and costs, to Plaintiff and the Wage Statement Penalties Subclass who were
28 injured by Defendants' failure to comply with Labor Code § 226(a). The exact amount of the

1 applicable penalty is all in an amount to be shown according to proof at trial.

2 **SEVENTH CAUSE OF ACTION**

3 **UNFAIR AND UNLAWFUL COMPETITION**

4 (Business and Professions Code § 17200 *et seq.*)

5 *Plaintiff and the Represented Employees against All Defendants*

6 106. Plaintiff incorporates the preceding paragraphs of the Complaint as if fully
7 alleged herein.

8 107. California Business & Professions Code § 17200, *et seq.*, prohibits acts of unfair
9 competition, which includes any “unlawful, unfair or fraudulent business act or practice.” The
10 Represented Employees, including Plaintiff, have suffered and continue to suffer injuries in fact,
11 due to the unfair and unlawful business practices of Defendants as alleged herein.

12 108. Defendants, and each of them, are “persons” as defined under Business &
13 Professions Code § 17021.

14 109. As alleged herein, Defendants engaged in conduct that violated California’s wage
15 and hour laws, including failure to pay minimum, regular, and overtime wages, failure to provide
16 mandated meal periods and rest breaks, and failure to timely pay wages upon separation of
17 employment, all to decrease their costs and increase profits.

18 110. At all times relevant herein, Defendants did not pay Plaintiff and the Represented
19 Employees wages and monies and other financial obligations to which they were entitled.

20 111. As a result of Defendants’ failure to comply with the Labor Code and IWC
21 Orders, Represented Employees, including Plaintiff, suffered a loss of wages and monies, all in
22 an amount to be shown according to proof at trial. Defendants’ ongoing violations of the
23 foregoing statutes and laws constitute a violation of Bus. & Prof. Code § 17200, *et seq.*

24 112. Defendants’ violations of the California Labor Code and IWC Wage Orders and
25 its scheme to lower its payroll costs as alleged herein, constitute unlawful and unfair business
26 practices because it was done in a systematic manner over a period of time to the detriment of the
27 Plaintiff and all others similarly situated.

28 ///

1 113. Defendants' conduct, as alleged herein, has been, and continues to be, unfair,
2 unlawful, and harmful to Plaintiff, other Represented Employees, and to the general public.
3 Plaintiff seek to enforce important rights affecting the public interest within the meaning of Code
4 of Civil Procedure § 1021.5.

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

11 115. Plaintiff, individually, and on behalf of the Represented Employees, has no plain,
12 speedy, and/or adequate remedy at law to redress the injuries which they have suffered as a
13 consequence of Defendants' unfair, unlawful and/or fraudulent business practices. As a result of
14 the unfair, unlawful and/or fraudulent business practices described above, Plaintiff, individually,
15 and on behalf of the Represented Employees, has suffered and will continue to suffer irreparable
16 harm unless Defendants, and each of them, are restrained from continuing to engage in said
17 unfair, unlawful and/or fraudulent business practices.

18 116. Plaintiff, individually, and on behalf of the Represented Employees, is entitled to,
19 and does, seek such relief as may be necessary to disgorge the profits which Defendants have
20 acquired, or of which Plaintiff and Represented Employees have been deprived, by means of the
21 above-described unfair, unlawful and/or fraudulent business practices. Plaintiff and the
22 Represented Employees are not obligated to establish individual knowledge of the unfair
23 practices of Defendants in order to recover restitution.

24 117. Plaintiff, individually, and on behalf of the Represented Employees, is further
25 entitled to and do seek a declaration that the above described business practices are unfair,
26 unlawful and/or fraudulent, and injunctive relief restraining Defendants, and each of them, from
27 engaging in any of the above-described unfair, unlawful and/or fraudulent business practices in
28 the future.

1 118. Pursuant to Business & Professions Code §§ 17200, et seq., Plaintiff and
2 Represented Employees are entitled to restitution of the wages withheld and retained by
3 Defendants during a period that commences four years prior to the filing of this complaint; a
4 permanent injunction requiring Defendants to pay all outstanding wages due to Plaintiff and
5 Represented Employees; an award of attorneys' fees pursuant to California Code of Civil
6 Procedure § 1021.5 and other applicable laws; and an award of costs.

7 **VI. LABOR CODE PRIVATE ATTORNEYS GENERAL ACT CAUSES OF ACTION**
8 **(Cal. Lab. Code. §§ 2698 – 2699.5)**

9 119. Plaintiff is an “aggrieved employee” under the PAGA as he was employed by
10 Defendants during the applicable statutory period and suffered one or more of the Labor Code
11 violations alleged herein. As such, Plaintiff may recover the remedies described herein in a civil
12 action filed on behalf of himself and all other similarly situated current and former aggrieved
13 employees in California against whom one or more of the alleged violations was committed
14 (hereinafter the “Aggrieved Employees”).

15 120. Plaintiff seeks to recover all applicable and available PAGA remedies pursuant to
16 Labor Code § 2699, as well as attorneys' fees, costs, and/or other damages as permitted by
17 PAGA through a representative action pursuant to the PAGA and the California Supreme Court
18 in *Arias v. Superior Court* (2009) 46 Cal. 4th 969. Therefore, Plaintiff is not required to, nor
19 does she, seek class certification of the PAGA claims under Code of Civil Procedure § 382.

20 121. Pursuant to Labor Code § 2699.3(a), on January 19, 2022, Plaintiff gave written
21 notice by online filing to the Labor and Workforce Development Agency (“LWDA”) and by
22 certified mail to Defendants of the specific provisions of the Labor Code alleged to have been
23 violated, including the facts and theories to support the alleged violations. More than sixty-five
24 (65) days have elapsed since the date Plaintiff provided the written notice of the claims alleged
25 herein without the LWDA assuming jurisdiction over the claims alleged. Accordingly, Plaintiff
26 has fully satisfied the administrative prerequisites to suit under the PAGA.

27 ///

28 ///

1 **EIGHTH CAUSE OF ACTION**

2 **PAGA ASSESSMENT FOR FAILURE TO PAY MINIMUM WAGES**

3 (Labor Code §§ 200, 1194, 1194.2, 1197; IWC Wage Order § 4)

4 *Plaintiff and the Aggrieved Employees against All Defendants*

5 122. Plaintiff incorporates the preceding paragraphs of the First Amended Complaint
6 as if fully alleged herein.

7 123. Plaintiff and the Aggrieved Employees were not exempt from the requirement to
8 be paid at least the applicable California minimum wage throughout the statutory period for each
9 hour worked.

10 124. Plaintiff and the Aggrieved Employees were not provided proper minimum and
11 regular wages due to Defendants' failure to accurately record and compensate for all hours
12 worked. As a result of this policy and practice, Plaintiff and the Aggrieved Employees were
13 required to perform off-the-clock work that Defendants either knew or should have known they
14 were performing.

15 125. For example, Defendants required Plaintiff and the Aggrieved Employees to
16 undergo mandatory COVID-19 screening prior to clocking in for payroll purposes. Also,
17 Plaintiff and the Aggrieved Employees were frequently required to perform routine and recurring
18 tasks for Defendants at the beginning of the shift (before being allowed to clock in) and at the
19 end of the shift (after being allowed to clock out). However, because this time was spent under
20 Defendants' control but before being allowed to clock in, it was uncompensated in violation of
21 California law and led to minimum wage violations. See *Troester v. Starbucks Corporation*
22 (2018) 5 Cal.5th 829 (California law "do[es] not allow employers to require employees to
23 routinely work for minutes off the clock without compensation").

24 126. Consequently, Defendants violated California Labor Code laws and minimum
25 wage laws, *inter alia*, Labor Code §§ 200, 221, 222, 223, 1197, IWC Wage Order 9, § 4, and
26 Cal. Code Regs., tit. 8, section 11090, subds. 1 and 4(B).

27 ///

28 ///

1 127. Plaintiff is informed and believes and thereon alleges that Defendants
2 intentionally, willfully, and improperly failed to pay wages to Plaintiff and the Aggrieved
3 Employees for each hour worked in violation of Labor Code §§ 221-223, 1194 and 1197.

4 128. As a result of the unlawful employment practices alleged herein, Plaintiff seeks
5 the assessment of all applicable and available PAGA remedies pursuant to Labor Code § 2699,
6 and seeks to recover all attorneys' fees, costs, and/or any other damages permitted under PAGA.

7 **NINTH CAUSE OF ACTION**

8 **PAGA ASSESSMENT FOR FAILURE TO PAY OVERTIME WAGES**

9 (Labor Code §§ 204 and 510; IWC Wage Order § 3(A))

10 *Plaintiff and the Aggrieved Employees against All Defendants*

11 129. S

12 130. Plaintiff incorporates the preceding paragraphs of the First Amended Complaint
13 as if fully alleged herein.

14 131. Plaintiff and the Aggrieved Employees were employees of Defendants who did
15 not receive proper protections and benefits of the laws governing payment of overtime wages.

16 132. Labor Code § 204 requires that the employer timely pay all overtime wages to its
17 employees. Labor Code § 510(a) and the applicable IWC Wage Order § 3(A) provide that any
18 work performed in excess of eight (8) hours in one workday or in excess of forty (40) hours in
19 any one workweek shall be compensated at the rate of no less than one and one-half times the
20 regular rate of pay for an employee. Furthermore, any work performed in excess of twelve (12)
21 in one workday shall be compensated at twice the regular rate of pay for an employee.

22 133. At all relevant times, Plaintiff and the Aggrieved Employees were required by
23 Defendants to work hours in excess of 8 and/or 12 per day and/or 40 per week. However, due to
24 Defendants' failure to accurately record and compensate for all hours worked Plaintiff and the
25 Aggrieved Employees did not receive proper overtime compensation.

26 134. For example, Defendants required Plaintiff and the Aggrieved Employees to
27 undergo mandatory COVID-19 screening prior to clocking in for payroll purposes. Also,
28 Plaintiff and the Aggrieved Employees were frequently required to perform routine and recurring

tasks for Defendants at the beginning of the shift (before being allowed to clock in) and at the end of the shift (after being allowed to clock out). However, because this time was spent under Defendants' control but before being allowed to clock in, it was uncompensated in violation of California law and led to overtime wage violations. See *Troester v. Starbucks Corporation* (2018) 5 Cal.5th 829 (California law "do[es] not allow employers to require employees to routinely work for minutes off the clock without compensation").

135. Additionally, Defendants paid Plaintiff and the Aggrieved Employees on an hourly basis but also paid additional earned compensation and/or bonuses. However, during workweeks where the Aggrieved Employees worked overtime hours and earned additional nondiscretionary compensation and/or bonuses, Defendants failed to properly include that compensation in the calculations for the regular rate of pay – violating the well-established rule that overtime must always be paid at time and one-half the regular rate of pay.

136. As a result of this policy and practice, Defendants failed to pay Plaintiff and the Aggrieved Employees for all overtime hours worked.

137. Defendants violate Labor Code §§ 204 and 510 and the applicable IWC Wage Order § 3(A) every pay period with respect to Plaintiff and the Aggrieved Employees because Defendants required its employees to work hours in excess of 8 and/or 12 per day and/or 40 per week without proper overtime compensation.

138. Plaintiff is informed and believes and thereon alleges that Defendants intentionally, willfully, and improperly failed to pay proper overtime wages to Plaintiff and the Aggrieved Employees in violation of Labor Code §§ 204, 221-223, 510, 1194 and 1197.

139. As a result of the unlawful employment practices alleged herein, Plaintiff seeks the assessment of all applicable and available PAGA remedies pursuant to Labor Code § 2699, and seeks to recover all attorneys' fees, costs, and/or any other damages permitted under PAGA.

///

///

///

///

PAGA ASSESSMENT FOR FAILURE TO PROVIDE COMPLIANT MEAL PERIODS

Plaintiff and the Aggrieved Employees against All Defendants

141. Plaintiff and the Aggrieved Employees are and/or were employees of Defendants who did not receive proper protections and benefits of the laws governing mandatory meal periods.

143. Labor Code § 512(a), in part, provides that employers, including Defendants, may not employ an employee for a work period of more than five hours per day without providing an employee the opportunity to take an uninterrupted meal period of not less than 30 minutes, except that if the total work period per day of the employee is no more than six hours, the meal period may be waived by mutual consent of both the employer and the employee. Employers may not employ an employee for a work period more than 10 hours per day without providing the employee with a second meal period of not less than 30 minutes.

145. At all relevant times herein, Plaintiff and the Aggrieved Employees were denied the 30-minute meal periods to which they were entitled. As a result of Defendants' policies and practices, Plaintiff and the Aggrieved Employees were subjected to meal period violations when they were: (1) unable to take a meal period due to workload, (2) forced to take an on-duty meal period while under the control of the Company, (3) forced to take a shortened meal period, (4) forced to take a meal period after the 5th hour of work, and (5) not provided a mandated second meal period for shifts in excess of 10 hours.

1 146. Defendants violated Labor Code §§ 226.7, 512, and the applicable IWC Wage
2 Order every pay period because Plaintiff and the Aggrieved Employees were not provided with
3 all mandatory meal periods and Defendants failed to pay Plaintiff and the Aggrieved Employees
4 one additional hour of compensation at the regular rate of pay in lieu thereof.

5 147. On information and belief, Plaintiff and the Aggrieved Employees did not
6 voluntarily or willfully waive the mandated meal periods. Any expressed or implied waivers
7 obtained from Plaintiff and the Aggrieved Employees were not willfully obtained, were not
8 voluntarily agreed to, were a condition of employment, or were a part of a contract of an
9 unlawful adhesion. Defendants did not permit or authorize Plaintiff and the Aggrieved
10 Employees to take meal periods in accordance with California law.

11 148. As a result of the unlawful employment practices alleged herein, Plaintiff seeks
12 the assessment of all applicable and available PAGA remedies pursuant to Labor Code § 2699,
13 and seeks to recover all attorneys' fees, costs, and/or any other damages permitted under PAGA.

14 **ELEVENTH CAUSE OF ACTION**

15 **PAGA ASSESSMENT FOR FAILURE TO PROVIDE REST BREAKS**

16 (Labor Code § 226.7 and 512; IWC Wage Order § 12)

17 *Plaintiff and the Aggrieved Employees against All Defendants*

18 149. Plaintiff incorporates the preceding paragraphs of the First Amended Complaint
19 as if fully alleged herein.

20 150. Plaintiff and the Aggrieved Employees are and/or were employees of Defendants
21 who did not receive proper protections and benefits of the laws governing mandatory rest breaks.

22 151. Labor Code § 226.7 requires employers, including Defendants, to provide rest
23 breaks to its employees as mandated by Order of the Industrial Welfare Commission.

24 152. The IWC Wage Order § 12 states, in part, that every employer shall authorize and
25 permit all employees to take rest periods, which insofar as practicable shall be in the middle of
26 each work period. Employees shall receive a 10-minute rest period every four hours or major
27 fraction thereof that they are required to work. Authorized rest period time shall be counted, as
28 hours worked, for which there shall be no deduction from wages.

1 153. Pursuant to Labor Code § 226.7(b) and Section 12(B) of the applicable Wage
2 Order, Defendants shall pay Plaintiff and the Represented Employees one additional hour of pay
3 at his regular rate of compensation for each day that the rest period is not provided.

4 154. At all relevant times, Defendants also failed to provide Plaintiff and the
5 Aggrieved Employees with 10 minutes of net rest break time for every 4 hours worked, or major
6 fraction thereof, as mandated by California law. Defendants did not schedule rest breaks and the
7 Aggrieved Employees were often not authorized and/or permitted to take mandated rest breaks
8 due to the lack of adequate staffing and coverage and being overwhelmed by their hectic
9 workload. Furthermore, on occasions when Plaintiff and the Aggrieved Employees worked
10 lengthy shifts, Defendants failed to authorize and/or permit a mandated third and fourth rest
11 breaks.

12 155. Defendants violated Labor Code §§ 226.7, 512, and the applicable IWC Wage
13 Order every pay period because Plaintiff and the Aggrieved Employees were not provided with
14 all mandatory rest periods and Defendants failed to pay Plaintiff and the Aggrieved Employees
15 one additional hour of compensation in lieu thereof.

16 156. As a result of the unlawful employment practices alleged herein, Plaintiff seeks
17 the assessment of all applicable and available PAGA remedies pursuant to Labor Code § 2699,
18 and seeks to recover all attorneys' fees, costs, and/or any other damages permitted under PAGA.

19 **TWELFTH CAUSE OF ACTION**

20 **PAGA ASSESSMENT FOR FAILURE TO TIMELY PAY WAGES EACH PERIOD**

21 (Labor Code § 204)

22 *Plaintiff and the Aggrieved Employees against All Defendants*

23 157. Plaintiff incorporates the preceding paragraphs of the First Amended Complaint
24 as if fully alleged herein.

25 158. Plaintiff and the Aggrieved Employees are and/or were "nonexempt" employees
26 of Defendants who did not receive proper protections and benefits of the laws regarding the
27 timing of payment of wages each period.

28 ///

1 159. Labor Code § 204(a) states that all wages earned by a person are due and payable
2 twice during each calendar month, and further states that wages earned during the first through
3 fifteenth days of the month must be paid no later than the twenty-sixth day of the month, and that
4 wages earned between the sixteenth and last day of the month must be paid by the tenth day of
5 the following month.

6 160. Furthermore, Labor Code § 204(d) states “[t]he requirements of this section shall
7 be deemed satisfied by the payment of wages for weekly, biweekly, or semimonthly payroll if
8 the wages are paid not more than seven calendar days following the close of the payroll period.”

9 161. At all relevant times herein, Defendants did not provide Plaintiff and the
10 Aggrieved Employees with all wages due and owing each period within the time required by
11 Labor Code § 204. Moreover, Defendants did not provide Plaintiff and the Aggrieved
12 Employees with all wages due and owing each pay period, including, but not limited to,
13 minimum, regular, and overtime wages, as well as meal and rest period premiums, within the
14 time specified by Labor Code § 204.

15 162. As a result of the unlawful employment practices alleged herein, Plaintiff seeks
16 the assessment of all applicable and available PAGA remedies pursuant to Labor Code § 2699,
17 and seeks to recover all attorneys’ fees, costs, and/or any other damages permitted under PAGA.

18 **THIRTEENTH CAUSE OF ACTION**

19 **PAGA ASSESSMENT FOR FAILURE TO TIMELY PAY FINAL WAGES**

20 (Labor Code §§ 201 – 203 and 256)

21 *Plaintiff and the Aggrieved Employees against All Defendants*

22 163. Plaintiff incorporates the preceding paragraphs of the First Amended Complaint
23 as if fully alleged herein.

24 164. Plaintiff and the Aggrieved Employees are and/or were “non-exempt” employees
25 of Defendants who did not receive proper protections and benefits of the laws governing the
26 timing and payment of final wages.

27 165. Labor Code § 201 requires that the employer immediately pay any wages, without
28 abatement or reduction, to any employee who is discharged.

1 166. Labor Code § 202 requires that the employer pay all wages earned and unpaid,
2 without abatement or reduction, no later than 72 hours of receiving an employee's notice of
3 intent to quit or immediately at the time of quitting if at least a 72-hour notice was provided.

4 167. Labor Code §§ 201-203 cause the unpaid wages of the employee to continue as a
5 penalty from the due date thereof at the same rate until paid or until an action therefore is
6 commenced, but the wages shall not continue for more than thirty (30) days.

7 168. At all relevant times here, Defendants did not provide Plaintiff and the Aggrieved
8 Employees with all wages due and owing upon separation of employment, including, but not
9 limited to, minimum, regular, and overtime wages, as well as meal and rest period premiums,
10 within the time specified by Labor Code §§ 201 – 203.

11 169. Plaintiff alleges that, at all times material to this action, Defendants had a planned
12 pattern and practice of failing to timely pay to Plaintiff and the Aggrieved Employees all wages
13 due and owing upon separation of employment as required by Labor Code §§ 201 and 202.

14 170. As a result of the unlawful employment practices alleged herein, Plaintiff seeks
15 the assessment of all applicable and available PAGA remedies pursuant to Labor Code § 2699,
16 and seeks to recover all attorneys' fees, costs, and/or any other damages permitted under PAGA.

17 **FOURTEENTH CAUSE OF ACTION**

18 **PAGA ASSESSMENT FOR**

19 **FAILURE TO PROVIDE ACCURATE ITEMIZED WAGE STATEMENTS**

20 (Labor Code § 226)

21 *Plaintiff and the Aggrieved Employees against All Defendants*

22 171. Plaintiff incorporates the preceding paragraphs of the First Amended Complaint
23 as if fully alleged herein.

24 172. Plaintiff and the Aggrieved Employees are and/or were employees of Defendants
25 who did not receive proper protections and benefits of the laws governing the provision of
26 accurate itemized wage statements.

27 173. Labor Code § 226(a) requires an employer to provide its employees with itemized
28 wage statements accurately stating gross wages earned, all deductions, net wages earned, the

1 inclusive dates of the pay period, the employee's name and the last four digits of his or her
2 Social Security number (or employee identification number), the name and address of the legal
3 entity that is the employer, and all applicable hourly rates in effect during the pay period and the
4 corresponding number of hours worked at each hourly rate by the employee.

5 174. Defendants violate Labor Code § 226(a) every pay period with respect to Plaintiff
6 and the Aggrieved Employees due to violations including: failure to accurately state total hours
7 worked (for example, the wage statements failed to accurately reflect the compensable hours
8 spent in temperature checks as well as pre- and post-shift duties); failure to accurately state gross
9 wages earned; failure to accurately state all deductions; failure to accurately state net wages
10 earned; failure to state the applicable hourly rates (including the accurate overtime rate of pay);
11 failure to state the inclusive dates of the pay period; and failure to accurately state the
12 corresponding number of hours worked at each hourly rate.

13 175. Therefore, Defendants violate Labor Code § 226(a) every pay period with respect
14 to Plaintiff and the Aggrieved Employees because Defendants failed to provide a wage statement
15 to Plaintiff and the Aggrieved Employees that complied with the requirements of Labor Code §
16 226(a).

17 176. As a result of the Defendants' violations of Labor Code § 226(a), Plaintiff seeks
18 the assessment of all applicable and available PAGA remedies pursuant to Labor Code § 2699,
19 and seeks to recover all attorneys' fees, costs, and/or any other damages permitted under PAGA.
20 See *Raines v. Coastal Pacific Food Distributors, Inc.* (2018) 23 Cal.App.5th 667, 675 ("Section
21 226.3 provides the civil penalty for failure to comply" with Labor Code § 226)

22 **VII. PRAYER FOR RELIEF**

23 WHEREFORE, Plaintiff, on behalf of himself, on a representative basis, and all others
24 similarly situated, prays for judgment and relief against Defendants, jointly and severally, as
25 follows:

26 1. As to the Eighth through Fourteenth Causes of Action, the assessment of all
27 applicable and available remedies under the PAGA;

28 2. For reasonable attorneys' fees and costs as permitted under the PAGA;

- 1 3. That the First through Seventh Causes of Action be certified as a class action;
- 2 4. That Plaintiff be appointed as Class Representative;
- 3 5. That counsel for Plaintiff be appointed Class Counsel;
- 4 6. For all applicable statutory penalties recoverable under the First through Seventh
- 5 Causes of Action to the extent permitted by law, including those pursuant to Labor Code and
- 6 Orders of the Industrial Welfare Commission;
- 7 7. For reasonable attorneys' fees, costs of suit, and interest to the extent permitted by
- 8 law, including those pursuant to the Labor Code;
- 9 8. For injunctive relief and/or restitution as provided by the Labor Code and
- 10 Business and Professions Code § 17200, *et seq.*;
- 11 9. For a declaratory judgment that Defendants have violated Labor Code §§ 200,
- 12 201, 202, 203, 204, 208, 210, 218.6, 221, 226, 226.3, 226.7, 510, 512, 558, 1194, 1197, 1198,
- 13 and 1199, among other sections inadvertently omitted;
- 14 10. For an award of damages in the amount of unpaid compensation including, but
- 15 not limited to, unpaid wages, benefits, and penalties according to proof, including interest
- 16 thereon;
- 17 11. For pre- and post-judgment interest; and
- 18 12. For such other relief as the Court deems just and proper.

19 **DEMAND FOR JURY TRIAL**

20 WHEREFORE, Plaintiff, on behalf of himself and all others similarly situated, hereby

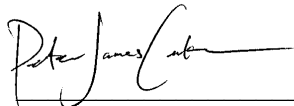
21 demands a jury trial as to the First through Seventh Causes of Action pled herein.

22

23 Dated: March 28, 2022

LAUBY, MANKIN & LAUBY LLP

24

25 BY: 

26 Brian J. Mankin, Esq.

27 Peter J. Carlson, Esq.

28 Attorneys for Plaintiff