

**SUMMONS
(CITACION JUDICIAL)**

**FILE
BY FAX**

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

**NOTICE TO DEFENDANT:
(AVISO AL DEMANDADO):**

NORTHEASTERN RURAL HEALTH CLINICS, a California Corporation; and DOES 1-50, Inclusive

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

NATALIE CHRESTENSEN., on behalf of herself and on behalf of all persons similarly situated,

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

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

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

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

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

The name and address of the court is:
(El nombre y dirección de la corte es): Lassen Superior Court, Hall of Justice
2610 Riverside Dr
Susanville, CA 96130

CASE NUMBER: (Número del Caso):

63703

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

Shani O. Zakay - ZAKAY LAW GROUP, APLC, 3900 Old Town Avenue, Suite C204, San Diego, CA 92110 Tel: (619) 255-9047

DATE: 06/23/2021
(Fecha)

JUN 24 2021

Clerk, by
(Secretario)

Kim Gallagher

, Deputy
(Adjunto)

(For proof of service of this summons, use Proof of Service of Summons (form POS-010).)
(Para prueba de entrega de esta citación use el formulario Proof of Service of Summons, (POS-010).)



NOTICE TO THE PERSON SERVED: You are served

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

ZAKAY LAW GROUP, APLC
Shani O. Zakay (State Bar #277924)
Jackland K. Hom (State Bar #327243)
3990 Old Town Avenue, Suite C204
San Diego, CA 92110
Telephone: (619)255-9047
Facsimile: (858) 404-9203
shani@zakaylaw.com
jackland@zakaylaw.com

Attorneys for Plaintiff

[COUNSEL CONTINUED ON NEXT PAGE]

ENDORSED FILED
Clerk of the Superior Court
County of Lassen

JUN 24 2021

By Kim Galiagner
DEPUTY CLERK

SUPERIOR COURT OF THE STATE OF CALIFORNIA

**FILE
BY FAX**

IN AND FOR THE COUNTY OF LASSEN

NATALIE CHRESTENSEN, on behalf of
herself and on behalf of all persons similarly
situated,

Plaintiffs,

v.

NORTHEASTERN RURAL HEALTH
CLINICS, a California Corporation; and
DOES 1-50, Inclusive,

DEFENDANTS.

Case No:

63703

CLASS ACTION COMPLAINT FOR:

- 1) UNFAIR COMPETITION IN VIOLATION OF CAL. BUS. & PROF. CODE §17200 *et seq*;
- 2) FAILURE TO PAY MINIMUM WAGES IN VIOLATION OF CAL. LAB. CODE §§ 1194, 1197 & 1197.1;
- 3) FAILURE TO PAY OVERTIME WAGES IN VIOLATION OF CAL. LAB. CODE §§ 510, *et seq*;
- 4) FAILURE TO PROVIDE REQUIRED MEAL PERIODS IN VIOLATION OF CAL. LAB. CODE §§ 226.7 & 512 AND THE APPLICABLE IWC WAGE ORDER;
- 5) FAILURE TO PROVIDE REQUIRED REST PERIODS IN VIOLATION OF CAL. LAB. CODE §§ 226.7 & 512 AND THE APPLICABLE IWC WAGE ORDER;
- 6) FAILURE TO PROVIDE ACCURATE ITEMIZED STATEMENTS IN VIOLATION OF CAL. LAB. CODE §§226 and 226.2;
- 7) FAILURE TO REIMBURSE EMPLOYEES FOR REQUIRED EXPENSES IN VIOLATION OF CAL. LAB. CODE § 2802;
- 8) FAILURE TO PROVIDE WAGES WHEN DUE IN VIOLATION OF CAL. LAB. CODE §§ 201, 202 AND 203.
- 9) VIOLATION OF THE PRIVATE ATTORNEYS GENERAL ACT [LABOR CODE §§ 2698 *et seq.*]

DEMAND FOR A JURY TRIAL

JCL LAW FIRM, APC

Jean-Claude Lapuyade (State Bar #248676)

3990 Old Town Avenue, Suite C204

San Diego, CA 92110

Telephone: (619)599-8292

Facsimile: (619) 599-8291

jlapuyade@jcl-lawfirm.com

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23
- 24
- 25
- 26
- 27
- 28

1 Plaintiff Natalie Chrestensen, an individual, (“PLAINTIFF”), on behalf of herself and all
2 other similarly situated current and former employees, allege on information and belief, except
3 for their own acts and knowledge which are based on personal knowledge, the following:

4 **PRELIMINARY ALLEGATIONS**

5 1. Defendant NORTHEASTERN RURAL HEALTH CLINICS (“DEFENDANT
6 and/or DEFENDANTS”) is California Corporation and at all relevant times mentioned herein
7 conducted and continues to conduct substantial and regular business throughout California.

8 2. DEFENDANTS provide outpatient care, including family, maternal, and infant
9 healthcare to its patients, including at the Lassen County, California location where PLAINTIFF
10 worked.

11 3. PLAINTIFF was employed by DEFENDANTS in California as a non-exempt
12 employee entitled to minimum wages, overtime pay and meal and rest periods from April of 2019
13 to September of 2020.

14 4. PLAINTIFF brings this Class Action on behalf of herself and a California class,
15 defined as all individuals who are or previously were employed by DEFENDANTS in California
16 and classified as non-exempt employees (the “CALIFORNIA CLASS”) at any time during the
17 period beginning four (4) years prior to the filing of the Complaint and ending on the date as
18 determined by the Court (the “CALIFORNIA CLASS PERIOD”). The amount in controversy
19 for the aggregate claim of CALIFORNIA CLASS Members is under five million dollars
20 (\$5,000,000.00).

21 5. PLAINTIFF brings this Class Action on behalf of herself and a CALIFORNIA
22 CLASS in order to fully compensate the CALIFORNIA CLASS for their losses incurred during
23 the CALIFORNIA CLASS PERIOD caused by DEFENDANT uniform policy and practice which
24 failed to lawfully compensate these employees for all their time worked. DEFENDANT uniform
25 policy and practice alleged herein is an unlawful, unfair and deceptive business practice whereby
26 DEFENDANT retained and continues to retain wages due to PLAINTIFF and the other members
27 of the CALIFORNIA CLASS. PLAINTIFF and the other members of the CALIFORNIA CLASS
28 seek an injunction enjoining such conduct by DEFENDANT in the future, relief for the named

1 PLAINTIFF and the other members of the CALIFORNIA CLASS who have been economically
2 injured by DEFENDANT past and current unlawful conduct, and all other appropriate legal and
3 equitable relief.

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

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

20 **THE CONDUCT**

21 8. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANT was
22 required to pay PLAINTIFF and the CALIFORNIA CLASS Members for all their time worked,
23 meaning the time during which an employee is subject to the control of an employer, including
24 all the time the employee is suffered or permitted to work. From time to time, DEFENDANT
25 required PLAINTIFF and CALIFORNIA CLASS Members to work without paying them for all
26 the time they were under DEFENDANT control. Specifically, PLAINTIFF performed work
27 before and after the beginning of her shift, spending time under the DEFENDANT control for
28 which she was not compensated. As a result, the PLAINTIFF and other CALIFORNIA CLASS

1 Members forfeited minimum wage and overtime compensation by regularly working without their
2 time being accurately recorded and without compensation at the applicable minimum wage and
3 overtime rates. DEFENDANTS' uniform policy and practice not to pay PLAINTIFF and other
4 CALIFORNIA CLASS Members for all time worked is evidenced by DEFENDANTS' business
5 records.

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

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

24 11. As a result of their rigorous work schedules, PLAINTIFF and other CALIFORNIA
25 CLASS Members were also from time to time unable to take off duty meal breaks and were not
26 fully relieved of duty for meal periods. Specifically, PLAINTIFF and CALIFORNIA CLASS
27 Members were from time to time interrupted during their off-duty meal breaks to complete tasks
28 for DEFENDANTS. PLAINTIFF and other CALIFORNIA CLASS Members were required to

1 perform work as ordered by DEFENDANTS for more than five (5) hours during a shift without
2 receiving an off-duty meal break. Further, DEFENDANTS failed to provide PLAINTIFF and
3 CALIFORNIA CLASS Members with a second off-duty meal period each workday in which
4 these employees were required by DEFENDANTS to work ten (10) hours of work.
5 DEFENDANTS' policy caused PLAINTIFF and other CALIFORNIA CLASS Members to work
6 off-the-clock during what was supposed to be their off-duty meal periods. PLAINTIFF and the
7 other CALIFORNIA CLASS Members therefore forfeited meal breaks without additional
8 compensation and in accordance with DEFENDANTS' strict corporate policy and practice.

9 12. During the CALIFORNIA CLASS PERIOD, from time to time, PLAINTIFF and
10 other CALIFORNIA CLASS Members were also required to work in excess of four (4) hours
11 without being provided ten (10) minute rest periods. Further, these employees were denied their
12 first rest periods of at least ten (10) minutes for some shifts worked of at least two (2) to four (4)
13 hours, a first and second rest period of at least ten (10) minutes for some shifts worked of between
14 six (6) and eight (8) hours, and a first, second and third rest period of at least ten (10) minutes for
15 some shifts worked of ten (10) hours or more. When they did have an opportunity to take their
16 rest breaks, PLAINTIFF and the CALIFORNIA CLASS Members were often interrupted and
17 required by DEFENDANTS to work during their rest breaks. When they did have an opportunity
18 to take their rest breaks, PLAINTIFF and the CALIFORNIA CLASS Members were required to
19 remain on the premises, on-duty and on-call, and subject to DEFENDANTS' control in
20 accordance with DEFENDANTS' policy. PLAINTIFF and other CALIFORNIA CLASS
21 Members were also not provided with one hour wages in lieu thereof. DEFENDANTS' policy
22 caused PLAINTIFF and other CALIFORNIA CLASS Members to remain on the premises, on-
23 call and on-duty during what was supposed to be their off-duty rest periods. As a result of their
24 rigorous work schedules, PLAINTIFF and other CALIFORNIA CLASS Members were
25 periodically denied their proper rest periods by DEFENDANTS and DEFENDANTS' managers.

26 13. Under California law, every employer shall pay to each employee, on the
27 established payday for the period involved, not less than the applicable minimum wage for all
28 hours worked in the payroll period, whether the remuneration is measured by time, piece,

1 commission, or otherwise. Hours worked is defined in the applicable Wage Order as “the time
2 during which an employee is subject to the control of an employer and includes all the time the
3 employee is suffered or permitted to work, whether or not required to do so.” PLAINTIFF and
4 other CALIFORNIA CLASS Members were from time to time required to perform work for
5 DEFENDANTS before and after their scheduled shifts, as well as during their off-duty meal
6 breaks. DEFENDANTS failed to compensate PLAINTIFF and other CALIFORNIA CLASS
7 Members for any of the time spent under DEFENDANTS’ control while working off-the-clock.
8 As such, DEFENDANTS failed to pay PLAINTIFF and other CALIFORNIA CLASS Members
9 the applicable minimum wage for all hours worked in a payroll period.

10 14. In violation of the applicable sections of the California Labor Code and the
11 requirements of the Industrial Welfare Commission ("IWC") Wage Order, DEFENDANTS as a
12 matter of company policy, practice and procedure, intentionally and knowingly failed to
13 compensate PLAINTIFF and the other members of the CALIFORNIA CLASS for all time
14 worked. This uniform policy and practice of DEFENDANTS is intended to purposefully avoid
15 the payment of the correct compensation as required by California law which allowed
16 DEFENDANTS to illegally profit and gain an unfair advantage over competitors who complied
17 with the law. To the extent equitable tolling operates to toll claims by the CALIFORNIA CLASS
18 against DEFENDANT, the CALIFORNIA CLASS PERIOD should be adjusted accordingly.

19 15. From time to time, when PLAINTIFF and other CALIFORNIA CLASS Members
20 worked during what was supposed to be their meal breaks or otherwise off the clock,
21 DEFENDANTS also failed to provide PLAINTIFF and the other members of the CALIFORNIA
22 CLASS with complete and accurate wage statements which failed to show, among other things,
23 the correct time worked, including, work performed in excess of eight (8) hours in a workday
24 and/or forty (40) hours in any workweek, and the gross wages paid for those periods during the
25 pay period, and the correct penalty payments or missed meal and rest periods in violation of
26 California Labor Code Sections 226 and 226.2.

27 16. California Labor Code Section 226 requires an employer to furnish its employees
28 an accurate itemized statement in writing showing (1) gross wages earned, (2) total hours worked,

1 (3) the number of piece-rate units earned and any applicable piece-rate, (4) all deductions, (5) net
2 wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name
3 of the employee and only the last four digits of the employee's social security number or an
4 employee identification number other than a social security number, (8) the name and address of
5 the legal entity that is the employer and, (9) all applicable hourly rates in effect during the pay
6 period and the corresponding number of hours worked at each hourly rate by the employee.

7 17. Aside from the violations listed herein, DEFENDANTS failed to issue to
8 PLAINTIFF an itemized wage statement that lists all the requirements under California Labor
9 Code 226 *et seq.* As a result, from time to time DEFENDANTS provided PLAINTIFF and the
10 other members of the CALIFORNIA CLASS with wage statements which violated Cal. Lab.
11 Code § 226.

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

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

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

6 20. By reason of this uniform conduct applicable to PLAINTIFF and all
7 CALIFORNIA CLASS Members, DEFENDANTS committed acts of unfair competition in
8 violation of the California Unfair Competition Law, Cal. Bus. & Prof. Code §§ 17200, *et seq.* (the
9 “UCL”), by engaging in a company-wide policy and procedure which failed to accurately
10 calculate and record all missed meal and rest periods by PLAINTIFF and other CALIFORNIA
11 CLASS Members. The proper recording of these employees’ missed meal and rest breaks, and
12 proper payment of minimum wages and overtime, is the DEFENDANTS’ burden. As a result of
13 DEFENDANTS’ intentional disregard of the obligation to meet this burden, DEFENDANTS
14 failed to properly pay all required compensation for work performed by the members of the
15 CALIFORNIA CLASS and violated the California Labor Code and regulations promulgated
16 thereunder as herein alleged.

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

1 for missed meal and rest periods for certain pay periods in violation of Cal. Lab. Code § 226(a).
2 To date, DEFENDANTS have not fully paid PLAINTIFF the overtime compensation still owed
3 to her or any penalty wages owed to her under Cal. Lab. Code § 203. The amount in controversy
4 for PLAINTIFF individually does not exceed the sum or value of \$75,000.

5 **JURISDICTION AND VENUE**

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

10 23. Venue is proper in this Court pursuant to California Code of Civil Procedure,
11 Sections 395 and 395.5, because DEFENDANTS (i) currently maintain and at all relevant times
12 maintained offices and facilities in this County and/or conduct substantial business in this County,
13 and (ii) committed the wrongful conduct herein alleged in this County against members of the
14 CALIFORNIA CLASS and CALIFORNIA LABOR SUB-CLASS

15 **THE CALIFORNIA CLASS**

16 24. PLAINTIFF brings the First Cause of Action for Unfair, Unlawful and Deceptive
17 Business Practices pursuant to Cal. Bus. & Prof. Code §§ 17200, *et seq.* (the "UCL") as a Class
18 Action, pursuant to Cal. Code of Civ. Proc. § 382, on behalf of a California class, defined as all
19 individuals who are or previously were employed by DEFENDANTS in California and classified
20 as non-exempt employees (the "CALIFORNIA CLASS") at any time during the period beginning
21 four (4) years prior to the filing of the original complaint and ending on the date as determined by
22 the Court (the "CALIFORNIA CLASS PERIOD"). The amount in controversy for the aggregate
23 claim of CALIFORNIA CLASS Members is under five million dollars (\$5,000,000.00).

24 25. To the extent equitable tolling operates to toll claims by the CALIFORNIA
25 CLASS against DEFENDANT, the CALIFORNIA CLASS PERIOD should be adjusted
26 accordingly.

27 26. DEFENDANTS, as a matter of company policy, practice and procedure, and in
28 violation of the applicable Labor Code, Industrial Welfare Commission ("IWC") Wage Order

1 requirements, and the applicable provisions of California law, intentionally, knowingly, and
2 willfully, engaged in a practice whereby DEFENDANTS systematically failed to record all meal
3 and rest breaks missed by PLAINTIFF and the other members of the CALIFORNIA CLASS,
4 even though DEFENDANTS enjoyed the benefit of this work, required employees to perform
5 this work and permitted or suffered to permit this work.

6 27. DEFENDANTS have the legal burden to establish that each and every
7 CALIFORNIA CLASS Member was paid accurately and was provided all meal and rest breaks
8 missed as required by California laws. DEFENDANTS, however, as a matter of uniform and
9 systematic policy and procedure failed to have in place during the CALIFORNIA CLASS
10 PERIOD and still fails to have in place a policy or practice to ensure that each and every
11 CALIFORNIA CLASS Member is paid as required by law, so as to satisfy its burden. This
12 common business practice applicable to each and every CALIFORNIA CLASS Member can be
13 adjudicated on a class-wide basis as unlawful, unfair, and/or deceptive under Cal. Business &
14 Professions Code §§ 17200, *et seq.* (the “UCL”) as causation, damages, and reliance are not
15 elements of this claim.

16 28. The CALIFORNIA CLASS is so numerous that joinder of all CALIFORNIA
17 CLASS Members is impracticable.

18 29. DEFENDANTS uniformly violated the rights of the CALIFORNIA CLASS under
19 California law by:

- 20 a. Violating the California Unfair Competition Laws, Cal. Bus. & Prof. Code §§
21 17200, *et seq.*, by unlawfully, unfairly and/or deceptively having in place company
22 policies, practices and procedures that failed to pay all wages due the
23 CALIFORNIA CLASS for all time worked;
- 24 b. Committing an act of unfair competition in violation of the California Unfair
25 Competition Laws, Cal. Bus. & Prof. Code §§ 17200, *et seq.*, by failing to provide
26 mandatory meal and/or rest breaks to PLAINTIFF and the CALIFORNIA CLASS
27 members;

- 1 c. Committing an act of unfair competition in violation of the California Unfair
2 Competition Laws, Cal. Bus. & Prof. Code §§ 17200 *et seq.*, by violating Cal. Lab.
3 Code § 2802 by failing to reimburse PLAINTIFFS and the CALIFORNIA CLASS
4 members with necessary expenses incurred in the discharge of their job duties; and
- 5 d. Committing an act of unfair competition in violation of, Cal. Bus. & Prof. Code
6 §§ 17200, *et seq.*, by unlawfully, unfairly and/or deceptively having in place
7 company policies, practices and procedures that uniformly and systematically
8 failed to record and pay PLAINTIFF and other members of the CALIFORNIA
9 CLASS for all time worked, including minimum wages owed and overtime wages
10 owed for work performed by these employees.

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

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

1 on an hourly basis and paid additional non-discretionary incentive wages who was
2 subjected to the DEFENDANTS' practice and policy which failed to pay the
3 correct rate of overtime wages due to the CALIFORNIA CLASS for all overtime
4 worked by the CALIFORNIA CLASS and thereby systematically under pays
5 overtime compensation to the CALIFORNIA CLASS. PLAINTIFF and the
6 members of the CALIFORNIA CLASS were and are similarly or identically
7 harmed by the same unlawful, deceptive, unfair and pervasive pattern of
8 misconduct engaged in by DEFENDANTS; and

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

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

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

21 i. Inconsistent or varying adjudications with respect to individual members
22 of the CALIFORNIA CLASS which would establish incompatible
23 standards of conduct for the parties opposing the CALIFORNIA CLASS;
24 and/or;

25 ii. Adjudication with respect to individual members of the CALIFORNIA
26 CLASS which would as a practical matter be dispositive of interests of the
27 other members not party to the adjudication or substantially impair or
28 impede their ability to protect their interests.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

- b. The parties opposing the CALIFORNIA CLASS have acted or refused to act on grounds generally applicable to the CALIFORNIA CLASS, making appropriate class-wide relief with respect to the CALIFORNIA CLASS as a whole in that DEFENDANT uniformly failed to pay all wages due for all time worked by the members of the CALIFORNIA CLASS as required by law;
 - i. With respect to the First Cause of Action, the final relief on behalf of the CALIFORNIA CLASS sought does not relate exclusively to restitution because through this claim PLAINTIFF seek declaratory relief holding that the DEFENDANTS’ policy and practices constitute unfair competition, along with declaratory relief, injunctive relief, and incidental equitable relief as may be necessary to prevent and remedy the conduct declared to constitute unfair competition;
- c. Common questions of law and fact exist as to the members of the CALIFORNIA CLASS, with respect to the practices and violations of California law as listed above, and predominate over any question affecting only individual CALIFORNIA CLASS Members, and a Class Action is superior to other available methods for the fair and efficient adjudication of the controversy, including consideration of:
 - i. The interests of the members of the CALIFORNIA CLASS in individually controlling the prosecution or defense of separate actions in that the substantial expense of individual actions will be avoided to recover the relatively small amount of economic losses sustained by the individual CALIFORNIA CLASS Members when compared to the substantial expense and burden of individual prosecution of this litigation;
 - ii. Class certification will obviate the need for unduly duplicative litigation that would create the risk of:

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

- 1. Inconsistent or varying adjudications with respect to individual members of the CALIFORNIA CLASS, which would establish incompatible standards of conduct for the DEFENDANTS; and/or;
- 2. Adjudications with respect to individual members of the CALIFORNIA CLASS would as a practical matter be dispositive of the interests of the other members not parties to the adjudication or substantially impair or impede their ability to protect their interests;

iii. In the context of wage litigation, because a substantial number of individual CALIFORNIA CLASS Members will avoid asserting their legal rights out of fear of retaliation by DEFENDANTS, which may adversely affect an individual’s job with DEFENDANTS or with a subsequent employer, the Class Action is the only means to assert their claims through a representative; and

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

32. The Court should permit this action to be maintained as a Class Action pursuant to Cal. Code of Civ. Proc. § 382 because:

- a. The questions of law and fact common to the CALIFORNIA CLASS predominate over any question affecting only individual CALIFORNIA CLASS Members because the DEFENDANTS’ employment practices are uniform and systematically applied with respect to the CALIFORNIA CLASS.
- b. A Class Action is superior to any other available method for the fair and efficient adjudication of the claims of the members of the CALIFORNIA CLASS because in the context of employment litigation a substantial number of individual

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

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

THE CALIFORNIA LABOR SUB-CLASS

1
2 34. PLAINTIFF further bring the Second, Third, Fourth, Fifth, Sixth, Seventh, and
3 Eighth causes of Action on behalf of a California sub-class, defined as all members of the
4 CALIFORNIA CLASS classified as non-exempt employees (the “CALIFORNIA LABOR SUB-
5 CLASS”) at any time during the period three (3) years prior to the filing of the original complaint
6 and ending on the date as determined by the Court (the “CALIFORNIA LABOR SUB-CLASS
7 PERIOD”) pursuant to Cal. Code of Civ. Proc. § 382. The amount in controversy for the
8 aggregate claim of CALIFORNIA LABOR SUB-CLASS Members is under five million dollars
9 (\$5,000,000.00).

10 35. DEFENDANTS, as a matter of company policy, practice and procedure, and in
11 violation of the applicable Labor Code, Industrial Welfare Commission (“IWC”) Wage Order
12 requirements, and the applicable provisions of California law, intentionally, knowingly, and
13 willfully, engaged in a practice whereby DEFENDANTS failed to correctly pay for the time
14 worked by PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS, and
15 other wages and premiums owed to these employees, even though DEFENDANTS enjoyed the
16 benefit of this work, required employees to perform this work and permitted or suffered to permit
17 this overtime work. DEFENDANTS have uniformly denied these CALIFORNIA LABOR SUB-
18 CLASS Members wages to which these employees are entitled in order to unfairly cheat the
19 competition and unlawfully profit. To the extent equitable tolling operates to toll claims by the
20 CALIFORNIA LABOR SUB-CLASS against DEFENDANT, the CALIFORNIA LABOR SUB-
21 CLASS PERIOD should be adjusted accordingly.

22 36. DEFENDANTS maintain records from which the Court can ascertain and identify
23 by name and job title, each of DEFENDANTS’ employees who have been systematically,
24 intentionally and uniformly subjected to DEFENDANT’S company policy, practices and
25 procedures as herein alleged. PLAINTIFF will seek leave to amend the Complaint to include any
26 additional job titles of similarly situated employees when they have been identified.

27 37. The CALIFORNIA LABOR SUB-CLASS is so numerous that joinder of all
28 CALIFORNIA LABOR SUB-CLASS Members is impracticable

1 38. Common questions of law and fact exist as to members of the CALIFORNIA
2 LABOR SUB-CLASS, including, but not limited, to the following:

- 3 a. Whether DEFENDANTS unlawfully failed to correctly calculate and pay
4 compensation due to members of the CALIFORNIA LABOR SUB- CLASS for
5 missed meal and rest breaks in violation of the California Labor Code and
6 California regulations and the applicable California Wage Order;
- 7 b. Whether DEFENDANTS failed to provide PLAINTIFF and the other members of
8 the CALIFORNIA LABOR SUB-CLASS with legally required uninterrupted
9 thirty (30) minute meal breaks and rest periods;
- 10 c. Whether DEFENDANTS failed to provide PLAINTIFF and the other members of
11 the CALIFORNIA LABOR SUB-CLASS with accurate itemized wage
12 statements;
- 13 d. Whether DEFENDANTS unlawfully failed to pay overtime compensation to
14 members of the CALIFORNIA LABOR SUB-CLASS in violation of the
15 California Labor Code and California regulations and the applicable California
16 Wage Order;
- 17 e. Whether the members of the CALIFORNIA LABOR SUB-CLASS are entitled to
18 compensation for time worked, including overtime worked, under the overtime
19 pay requirements of California law;
- 20 f. Whether DEFENDANTS have engaged in unfair competition by the above-listed
21 conduct;
- 22 g. The proper measure of damages and penalties owed to the members of the
23 CALIFORNIA LABOR SUB-CLASS; and
- 24 h. Whether DEFENDANTS' conduct was willful.

25 39. DEFENDANTS violated the rights of the CALIFORNIA LABOR SUB-CLASS
26 under California law by:

- 27 a. Violating Cal. Lab. Code §§ 510, *et seq.*, by failing to correctly pay PLAINTIFF
28 and the members of the CALIFORNIA LABOR SUB-CLASS all wages due for

1 overtime worked, for which DEFENDANTS are liable pursuant to Cal. Lab. Code
2 § 1194;

3 b. Violating Cal. Lab. Code §§ 1194, 1197 & 1197.1 *et seq.*, by failing to accurately
4 pay PLAINTIFF and the members of the CALIFORNIA LABOR SUB-CLASS
5 the correct minimum wage pay for which DEFENDANTS are liable pursuant to
6 Cal. Lab. Code §§ 1194 and 1197;

7 c. Violating Cal. Lab. Code §§ 226.7 and 512, by failing to provide PLAINTIFF and
8 the other members of the CALIFORNIA CLASS with all legally required off-duty,
9 uninterrupted thirty (30) minute meal breaks and the legally required rest breaks;

10 d. Violating Cal. Lab. Code § 226, by failing to provide PLAINTIFF and the
11 members of the CALIFORNIA LABOR SUB-CLASS with an accurate itemized
12 statement in writing showing all accurate rates in effect during the pay period and
13 the corresponding amount of time worked at each overtime rate by the employee;

14 e. Violating Cal. Lab. Code § 2802 by failing to reimburse PLAINTIFF and the
15 CALIFORNIA CLASS members with necessary expenses incurred in the
16 discharge of their job duties;

17 f. Violating Cal. Lab. Code §§ 201, 202 and/or 203, which provides that when an
18 employee is discharged or quits from employment, the employer must pay the
19 employee all wages due without abatement, by failing to tender full payment
20 and/or restitution of wages owed or in the manner required by California law to
21 the members of the CALIFORNIA LABOR SUB-CLASS who have terminated
22 their employment.

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

25 a. The persons who comprise the CALIFORNIA LABOR SUB-CLASS are so
26 numerous that the joinder of all CALIFORNIA LABOR SUB-CLASS Members
27 is impracticable and the disposition of their claims as a class will benefit the parties
28 and the Court;

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

- b. Nearly all factual, legal, statutory, declaratory and injunctive relief issues that are raised in this Complaint are common to the CALIFORNIA LABOR SUB-CLASS and will apply uniformly to every member of the CALIFORNIA LABOR SUB-CLASS;
- c. The claims of the representative PLAINTIFF are typical of the claims of each member of the CALIFORNIA LABOR SUB-CLASS. PLAINTIFF, like all the other members of the CALIFORNIA LABORSUB-CLASS, was a non-exempt employee paid on an hourly basis and paid additional non-discretionary incentive wages who was subjected to the DEFENDANTS’ practice and policy which failed to pay the correct rate of overtime wages and total amount of wages due to the CALIFORNIA LABOR SUB-CLASS. PLAINTIFF sustained economic injury as a result of DEFENDANTS’ employment practices. PLAINTIFF and the members of the CALIFORNIA LABOR SUB-CLASS were and are similarly or identically harmed by the same unlawful, deceptive, unfair and pervasive pattern of misconduct engaged in by DEFENDANTS; and
- d. The representative PLAINTIFF will fairly and adequately represent and protect the interest of the CALIFORNIA LABOR SUB-CLASS, and has retained counsel who are competent and experienced in Class Action litigation. There are no material conflicts between the claims of the representative PLAINTIFF and the members of the CALIFORNIA LABOR SUB-CLASS that would make class certification inappropriate. Counsel for the CALIFORNIA LABOR SUB-CLASS will vigorously assert the claims of all CALIFORNIA LABOR SUB-CLASS Members.

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

- a. Without class certification and determination of declaratory, injunctive, statutory and other legal questions within the class format, prosecution of separate actions

1 by individual members of the CALIFORNIA LABOR SUB-CLASS will create
2 the risk of:

3 i. Inconsistent or varying adjudications with respect to individual members
4 of the CALIFORNIA LABOR SUB-CLASS which would establish
5 incompatible standards of conduct for the parties opposing the
6 CALIFORNIA LABOR SUB-CLASS; or

7 ii. Adjudication with respect to individual members of the CALIFORNIA
8 LABOR SUB-CLASS which would as a practical matter be dispositive of
9 interests of the other members not party to the adjudication or substantially
10 impair or impede their ability to protect their interests.

11 b. The parties opposing the CALIFORNIA LABOR SUB-CLASS have acted or
12 refused to act on grounds generally applicable to the CALIFORNIA LABOR
13 SUB-CLASS, making appropriate class-wide relief with respect to the
14 CALIFORNIA LABOR SUB-CLASS as a whole in that DEFENDANT uniformly
15 failed to pay all wages due for all time worked by the members of the
16 CALIFORNIA LABOR SUB-CLASS as required by law;

17 c. Common questions of law and fact predominate as to the members of the
18 CALIFORNIA LABOR SUB-CLASS, with respect to the practices and violations
19 of California Law as listed above, and predominate over any question affecting
20 only individual CALIFORNIA LABOR SUB-CLASS Members, and a Class
21 Action is superior to other available methods for the fair and efficient adjudication
22 of the controversy, including consideration of:

23 i. The interests of the members of the CALIFORNIA LABOR SUB-CLASS
24 in individually controlling the prosecution or defense of separate actions in
25 that the substantial expense of individual actions will be avoided to recover
26 the relatively small amount of economic losses sustained by the individual
27 CALIFORNIA LABOR SUB-CLASS Members when compared to the
28 substantial expense and burden of individual prosecution of this litigation;

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

ii. Class certification will obviate the need for unduly duplicative litigation that would create the risk of:

- 1. Inconsistent or varying adjudications with respect to individual members of the CALIFORNIA LABOR SUB-CLASS, which would establish incompatible standards of conduct for the DEFENDANTS; and/or,
- 2. Adjudications with respect to individual members of the CALIFORNIA LABOR SUB-CLASS would as a practical matter be dispositive of the interests of the other members not parties to the adjudication or substantially impair or impede their ability to protect their interests;

iii. In the context of wage litigation because a substantial number of individual CALIFORNIA LABOR SUB-CLASS Members will avoid asserting their legal rights out of fear of retaliation by DEFENDANTS, which may adversely affect an individual’s job with DEFENDANTS or with a subsequent employer, the Class Action is the only means to assert their claims through a representative; and,

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

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

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

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

- b. A Class Action is superior to any other available method for the fair and efficient adjudication of the claims of the members of the CALIFORNIA LABOR SUB-CLASS because in the context of employment litigation a substantial number of individual CALIFORNIA LABOR SUB-CLASS Members will avoid asserting their rights individually out of fear of retaliation or adverse impact on their employment;
- c. The members of the CALIFORNIA LABOR SUB-CLASS are so numerous that it is impractical to bring all members of the CALIFORNIA LABOR SUB-CLASS before the Court;
- d. PLAINTIFF, and the other CALIFORNIA LABOR SUB-CLASS Members, 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 acts of unfair competition, statutory violations and other improprieties, and in obtaining adequate compensation for the damages and injuries which DEFENDANTS’ actions have inflicted upon the CALIFORNIA LABOR SUB-CLASS;
- f. There is a community of interest in ensuring that the combined assets of DEFENDANTS are sufficient to adequately compensate the members of the CALIFORNIA LABOR SUB-CLASS for the injuries sustained;
- g. DEFENDANTS have acted or refused to act on grounds generally applicable to the CALIFORNIA LABOR SUB-CLASS, thereby making final class-wide relief appropriate with respect to the CALIFORNIA LABOR SUB-CLASS as a whole;
- h. The members of the CALIFORNIA LABOR SUB-CLASS are readily ascertainable from the business records of DEFENDANTS. The CALIFORNIA LABOR SUB-CLASS consists of all CALIFORNIA CLASS Members classified as non-exempt employees during the CALIFORNIA LABOR SUB-CLASS PERIOD; and

1 i. Class treatment provides manageable judicial treatment calculated to bring an
2 efficient and rapid conclusion to all litigation of all wage and hour related claims
3 arising out of the conduct of DEFENDANTS as to the members of the
4 CALIFORNIA LABOR SUB-CLASS.

5 **FIRST CAUSE OF ACTION**

6 **UNLAWFUL BUSINESS PRACTICES**

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

8 **(Alleged By PLAINTIFF and the CALIFORNIA CLASS against all DEFENDANTS)**

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

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

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

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

25 46. By the conduct alleged herein, DEFENDANTS have engaged and continues to
26 engage in a business practice which violates California law, including but not limited to, the
27 applicable Wage Order(s), the California Code of Regulations and the California Labor Code
28 including Sections 201, 202, 203, 204, 206.5, 226, 226.7, 510, 512, 558, 1194, 1197, 1197.1,

1 1198, and 2802 for which this Court should issue declaratory and other equitable relief pursuant
2 to Cal. Bus. & Prof. Code § 17203 as may be necessary to prevent and remedy the conduct held
3 to constitute unfair competition, including restitution of wages wrongfully withheld.

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

10 48. By the conduct alleged herein, DEFENDANTS' practices were deceptive and
11 fraudulent in that DEFENDANTS' uniform policy and practice failed to pay PLAINTIFF, and
12 other members of the CALIFORNIA CLASS, wages due, failed to accurately to record the time
13 worked, and failed to reimburse for expenses due to a systematic practice that cannot be justified,
14 pursuant to the applicable Cal. Lab. Code, and Industrial Welfare Commission requirements in
15 violation of Cal. Bus. Code §§ 17200, *et seq.*, and for which this Court should issue injunctive
16 and equitable relief, pursuant to Cal. Bus. & Prof. Code § 17203, including restitution of wages
17 wrongfully withheld.

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

22 50. By the conduct alleged herein, DEFENDANTS' practices were also unfair and
23 deceptive in that DEFENDANTS' uniform policies, practices and procedures failed to provide
24 mandatory meal and/or rest breaks to PLAINTIFF and the CALIFORNIA CLASS members.

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

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

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

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

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

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

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

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

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

5 **SECOND CAUSE OF ACTION**

6 **FAILURE TO PAY MINIMUM WAGES**

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

8 **(Alleged By PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS against ALL**
9 **DEFENDANTS)**

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

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

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

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

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

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

1 64. DEFENDANTS' uniform pattern of unlawful wage and hour practices manifested,
2 without limitation, applicable to the CALIFORNIA LABOR SUB-CLASS as a whole, as a result
3 of implementing a uniform policy and practice that denies accurate compensation to PLAINTIFF
4 and the other members of the CALIFORNIA LABOR SUB-CLASS in regards to minimum wage
5 pay.

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

12 66. As a direct result of DEFENDANTS' unlawful wage practices as alleged herein,
13 PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS did not receive
14 the correct minimum wage compensation for their time worked for DEFENDANTS.

15 67. During the CALIFORNIA LABOR SUB-CLASS PERIOD, PLAINTIFF and the
16 other members of the CALIFORNIA LABOR SUB-CLASS were paid less for time worked than
17 they were entitled to, constituting a failure to pay all earned wages.

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

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

1 PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS the correct
2 minimum wages for their time worked.

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

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

22
23
24
25
26
27
28

///

1 **THIRD CAUSE OF ACTION**

2 **FAILURE TO PAY OVERTIME COMPENSATION**

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

4 **(Alleged By PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS against ALL**
5 **DEFENDANTS)**

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

9 73. PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS
10 bring a claim for DEFENDANTS' willful and intentional violations of the California Labor Code
11 and the Industrial Welfare Commission requirements for DEFENDANTS' failure to accurately
12 calculate the applicable rates for all overtime worked by PLAINTIFF and other members of the
13 CALIFORNIA LABOR SUB-CLASS and DEFENDANTS' failure to properly compensate the
14 members of the CALIFORNIA LABOR SUB-CLASS for overtime worked, including, work
15 performed in excess of eight (8) hours in a workday and/or forty (40) hours in any workweek.

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

18 75. Cal. Lab. Code § 510 further provides that employees in California shall not be
19 employed more than eight (8) hours per workday and/or more than forty (40) hours per workweek
20 unless they receive additional compensation beyond their regular wages in amount specified by
21 law.

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

26 77. DEFENDANTS maintained a uniform wage practice of paying PLAINTIFF and
27 the other members of the CALIFORNIA LABOR SUB-CLASS without regard to the correct
28 amount of overtime worked and correct applicable overtime rate for the amount of overtime they

1 worked. As set forth herein, DEFENDANTS' uniform policy and practice was to unlawfully and
2 intentionally deny timely payment of wages due for the overtime worked by PLAINTIFF and the
3 other members of the CALIFORNIA LABOR SUB-CLASS, and DEFENDANTS in fact failed
4 to pay these employees the correct applicable overtime wages for all overtime worked.

5 78. DEFENDANTS' uniform pattern of unlawful wage and hour practices manifested,
6 without limitation, applicable to the CALIFORNIA LABOR SUB-CLASS as a whole, as a result
7 of implementing a uniform policy and practice that denied accurate compensation to PLAINTIFF
8 and the other members of the CALIFORNIA LABOR SUB-CLASS for all overtime worked,
9 including, the work performed in excess of eight (8) hours in a workday and/or forty (40) hours
10 in any workweek.

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

17 80. As a direct result of DEFENDANTS' unlawful wage practices as alleged herein,
18 PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS did not receive
19 full compensation for all overtime worked.

20 81. Cal. Lab. Code § 515 sets out various categories of employees who are exempt from
21 the overtime requirements of the law. None of these exemptions are applicable to PLAINTIFF
22 and the other members of the CALIFORNIA LABOR SUB-CLASS. Further PLAINTIFF and the
23 other members of the CALIFORNIA LABOR SUB-CLASS are not subject to a valid collective
24 bargaining agreement that would preclude the causes of action contained herein this Complaint.
25 Rather, PLAINTIFF brings this Action on behalf of herself and the CALIFORNIA LABOR SUB-
26 CLASS based on DEFENDANTS' violations of non-negotiable, non-waivable rights provided by
27 the State of California.

28

1 82. During the CALIFORNIA LABOR SUB-CLASS PERIOD, PLAINTIFF and the
2 other members of the CALIFORNIA LABOR SUB-CLASS were paid less for time worked than
3 they were entitled to, constituting a failure to pay all earned wages.

4 83. DEFENDANTS failed to accurately pay PLAINTIFF and the other members of the
5 CALIFORNIA LABOR SUB-CLASS overtime wages for the time they worked which was in
6 excess of the maximum hours permissible by law as required by Cal. Lab. Code §§ 510, 1194 &
7 1198, even though PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-
8 CLASS were required to work, and did in fact work, overtime as to which DEFENDANT failed
9 to accurately record and pay using the applicable overtime rate as evidenced by DEFENDANT’S
10 business records and witnessed by employees.

11 84. By virtue of DEFENDANTS’ unlawful failure to accurately pay all earned
12 compensation to PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS
13 for the true time they worked, PLAINTIFF and the other members of the CALIFORNIA LABOR
14 SUB-CLASS have suffered and will continue to suffer an economic injury in amounts which are
15 presently unknown to them and which will be ascertained according to proof at trial.

16 85. DEFENDANTS knew or should have known that PLAINTIFF and the other
17 members of the CALIFORNIA LABOR SUB-CLASS are under compensated for their overtime
18 worked. DEFENDANTS systematically elected, either through intentional malfeasance or gross
19 nonfeasance, to not pay employees for their labor as a matter of uniform company policy, practice
20 and procedure, and DEFENDANTS perpetrated this systematic scheme by refusing to pay
21 PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS the applicable
22 overtime rate.

23 86. In performing the acts and practices herein alleged in violation of California labor
24 laws, and refusing to compensate the members of the CALIFORNIA LABOR SUB-CLASS for
25 all time worked and provide them with the requisite overtime compensation, DEFENDANTS
26 acted and continues to act intentionally, oppressively, and maliciously toward PLAINTIFF and
27 the other members of the CALIFORNIA LABOR SUB-CLASS with a conscious and utter
28 disregard for their legal rights, or the consequences to them, and with the despicable intent of

1 depriving them of their property and legal rights, and otherwise causing them injury in order to
2 increase company profits at the expense of these employees.

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

14 **FOURTH CAUSE OF ACTION**

15 **FAILURE TO PROVIDE REQUIRED MEAL PERIODS**

16 **(Cal. Lab. Code §§ 226.7 & 512)**

17 **(Alleged by PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS and against all**
18 **DEFENDANTS)**

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

22 89. During the CALIFORNIA CLASS PERIOD, DEFENDANT failed to provide all
23 the legally required off-duty meal breaks to PLAINTIFF and the other CALIFORNIA LABOR
24 SUB-CLASS Members as required by the applicable Wage Order and Labor Code. The nature of
25 the work performed by PLAINTIFF and CALIFORNIA LABOR SUB-CLASS MEMBERS did
26 not prevent these employees from being relieved of all of their duties for the legally required off-
27 duty meal periods. As a result of their rigorous work schedules, PLAINTIFF and other
28 CALIFORNIA LABOR SUB-CLASS Members were often not fully relieved of duty by

1 DEFENDANTS for their meal periods. Additionally, DEFENDANTS' failure to provide
2 PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS Members with legally required meal
3 breaks prior to their fifth (5th) hour of work is evidenced by DEFENDANTS' business records.
4 As a result, PLAINTIFF and other members of the CALIFORNIA LABOR SUB-CLASS
5 therefore forfeited meal breaks without additional compensation and in accordance with
6 DEFENDANTS' strict corporate policy and practice.

7 90. DEFENDANT further violated California Labor Code §§ 226.7 and the applicable
8 IWC Wage Order by failing to compensate PLAINTIFF and CALIFORNIA LABOR SUB-
9 CLASS Members who were not provided a meal period, in accordance with the applicable Wage
10 Order, one additional hour of compensation at each employee's regular rate of pay for each
11 workday that a meal period was not provided.

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

15 **FIFTH CAUSE OF ACTION**

16 **FAILURE TO PROVIDE REQUIRED REST PERIODS**

17 **(Cal. Lab. Code §§ 226.7 & 512)**

18 **(Alleged by PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS and against all**
19 **DEFENDANTS)**

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

23 93. PLAINTIFF and other CALIFORNIA LABOR SUB-CLASS Members were
24 required to work in excess of four (4) hours without being provided ten (10) minute rest periods.
25 Further, these employees were denied their first rest periods of at least ten (10) minutes for some
26 shifts worked of at least two (2) to four (4) hours, a first and second rest period of at least ten (10)
27 minutes for some shifts worked of between six (6) and eight (8) hours, and a first, second and
28 third rest period of at least ten (10) minutes for some shifts worked of ten (10) hours or more.

1 PLAINTIFF and other CALIFORNIA LABOR SUB-CLASS Members were also not provided
2 with one hour wages in lieu thereof. As a result of their rigorous work schedules, PLAINTIFF
3 and other CALIFORNIA LABOR SUB-CLASS Members were periodically denied their proper
4 rest periods by DEFENDANTS and DEFENDANTS' managers. When DEFENDANTS provided
5 PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS Members with rest break, they
6 required PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS Members to stay on
7 DEFENDANTS' premises for those rest breaks.

8 94. DEFENDANTS further violated California Labor Code §§ 226.7 and the
9 applicable IWC Wage Order by failing to compensate PLAINTIFF and CALIFORNIA LABOR
10 SUB-CLASS Members who were not provided a rest period, in accordance with the applicable
11 Wage Order, one additional hour of compensation at each employee's regular rate of pay for each
12 workday that rest period was not provided.

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

16 **SIXTH CAUSE OF ACTION**

17 **FAILURE TO PROVIDE ACCURATE ITEMIZED STATEMENTS**

18 **(Cal. Lab. Code §§ 226 and 226.2)**

19 **(Alleged by PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS and against all**
20 **DEFENDANTS)**

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

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

- 26 a. Gross wages earned;
- 27 b. Total hours worked by the employee, except for any employee whose
- 28 compensation is solely based on a salary and who is exempt from payment of

- 1 overtime under subdivision (a) of Section 515 or any applicable order of the
- 2 Industrial Welfare Commission;
- 3 c. The number of piece rate units earned and any applicable piece rate if the employee
- 4 is paid on a piece-rate basis;
- 5 d. All deductions, provided that all deductions made on written orders of the
- 6 employee may be aggregated and shown as one item;
- 7 e. Net wages earned;
- 8 f. The inclusive dates of the period for which the employee is paid;
- 9 g. The name of the employee and his or her social security number, except that by
- 10 January 1, 2008, only the last four digits of his or her social security number or an
- 11 employee identification number other than a social security number may be shown
- 12 on the itemized statement;
- 13 h. The name and address of the legal entity that is the employer; and
- 14 i. All applicable hourly rates in effect during the pay period and the corresponding
- 15 number of hours worked at each hourly rate by the employee.

16 98. Cal. Labor Code § 226.2 provides that an employer must furnish piece-rate
17 employees with an “accurate itemized” statement in writing showing:

- 18 a. The total hours of compensable rest and recovery periods, the rate of
- 19 compensation, and the gross wages paid for those periods during the
- 20 pay period; and
- 21 b. The total hours of other nonproductive time, the rate of
- 22 compensation, and the gross wages paid for that time during the pay
- 23 period.

24 99. When DEFENDANTS did not accurately record PLAINTIFF’S and other
25 CALIFORNIA CLASS Members’ wages, including overtime wages, owed, DEFENDANTS also
26 failed to provide PLAINTIFF and the other members of the CALIFORNIA CLASS with complete
27 and accurate wage statements which failed to show, among other things, the correct overtime rate,
28 the correct number of hours worked, missed meal and rest periods, owed to PLAINTIFF and other

1 CALIFORNIA CLASS Members. Cal. Lab. Code § 226 provides that every employer shall
2 furnish each of his or her employees with an accurate itemized wage statement in writing showing,
3 among other things, gross wages earned and all applicable hourly rates in effect during the pay
4 period and the corresponding amount of time worked at each hourly rate. Aside from the
5 violations listed above in this paragraph, DEFENDANTS failed to issue to PLAINTIFF an
6 itemized wage statement that lists all the requirements under California Labor Code 226 *et seq.*
7 As a result, from time to time DEFENDANTS provided PLAINTIFF and the other members of
8 the CALIFORNIA CLASS with wage statements which violated Cal. Lab. Code § 226.

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

20 **SEVENTH CAUSE OF ACTION**

21 **FAILURE TO REIMBURSE EMPLOYEES FOR REQUIRES EXPENSES**

22 **(Cal. Lab. Code §§ 2802)**

23 **(Alleged by PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS and against all**
24 **DEFENDANTS)**

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

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

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

An employer shall indemnify his or her employee for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer, even though unlawful, unless the employee, at the time of obeying the directions, believed them to be unlawful.

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

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

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

EIGHTH CAUSE OF ACTION
FAILURE TO PAY WAGES WHEN DUE
(Cal. Lab. Code §§201, 202, 203)

(Alleged by PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS and against all DEFENDANTS)

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

106. Cal. Lab. Code § 200 provides that:

As used in this article:(a) "Wages" includes all amounts for labor performed by employees of every description, whether the amount is fixed or ascertained by the standard of time, task, piece, Commission basis, or other method of calculation. (b) "Labor" includes labor, work, or service whether rendered or performed under contract, subcontract, partnership, station plan, or other agreement if the labor to be paid for is performed personally by the person demanding payment.

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

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

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

1 mailing shall constitute the date of payment for purposes of the requirement to
2 provide payment within 72 hours of the notice of quitting.

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

5 110. Cal. Lab. Code § 203 provides:

6
7 If an employer willfully fails to pay, without abatement or reduction, in accordance
8 with Sections 201, 201.5, 202, and 205.5, any wages of an employee who is
9 discharged or who quits, the wages of the employee shall continue as a penalty
10 from the due date thereof at the same rate until paid or until an action therefor is
11 commenced; but the wages shall not continue for more than 30 days.

12 111. The employment of PLAINTIFF and many CALIFORNIA LABOR SUB-CLASS
13 Members terminated and DEFENDANTS have not tendered payment of wages, to these
14 employees who missed meal and rest breaks, as required by law.

15 112. Therefore, as provided by Cal Lab. Code § 203, on behalf of herself and the
16 members of the CALIFORNIA LABOR SUB-CLASS whose employment has, PLAINTIFF
17 demands up to thirty days of pay as penalty for not paying all wages due at time of termination
18 for all employees who terminated employment during the CALIFORNIA LABOR SUB-CLASS
19 PERIOD, and demands an accounting and payment of all wages due, plus interest and statutory
20 costs as allowed by law.

21 **NINTH CAUSE OF ACTION**

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

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

24 **(Alleged by PLAINTIFF against all Defendants)**

25 113. PLAINTIFF reallege and incorporates by this reference, as though fully set forth
26 herein, the prior paragraphs of this Complaint.

27 114. PAGA is a mechanism by which the State of California itself can enforce state
28 labor laws through the employee suing under the PAGA who does so as the proxy or agent of the

1 state's labor law enforcement agencies. An action to recover civil penalties under PAGA is
2 fundamentally a law enforcement action designed to protect the public and not to benefit private
3 parties. The purpose of the PAGA is not to recover damages or restitution, but to create a means
4 of "deputizing" citizens as private attorneys general to enforce the Labor Code. In enacting
5 PAGA, the California Legislature specified that "it was ... in the public interest to allow aggrieved
6 employees, acting as private attorneys general to recover civil penalties for Labor Code violations
7 ..." (Stats. 2003, ch. 906, § 1). Accordingly, PAGA claims cannot be subject to arbitration.

8 115. PLAINTIFF, and such persons that may be added from time to time who satisfy
9 the requirements and exhaust the administrative procedures under the Private Attorney General
10 Act, bring this Representative Action on behalf of the State of California with respect to
11 themselves and all individuals who are or previously were employed by Defendant in California
12 during the time period of April 19, 2020 until the present (the "AGGRIEVED EMPLOYEES").

13 116. On April 19, 2021, PLAINTIFF gave written notice by certified mail to the Labor
14 and Workforce Development Agency (the "Agency") and the employer of the specific
15 provisions of this code alleged to have been violated as required by Labor Code § 2699.3. See
16 Exhibit #1, attached hereto and incorporated by this reference herein. The statutory waiting
17 period for Plaintiff to add these allegations to the Complaint has expired. As a result, pursuant
18 to Section 2699.3, Plaintiff may now commence a representative civil action under PAGA
19 pursuant to Section 2699 as the proxy of the State of California with respect to all AGGRIEVED
20 EMPLOYEES as herein defined.

21 117. The policies, acts and practices heretofore described were and are an unlawful
22 business act or practice because DEFENDANTS (a) failed to properly record and pay
23 PLAINTIFF and the other AGGRIEVED EMPLOYEES for all of the hours they worked,
24 including overtime hours in violation of the Wage Order, (b) failed to provide accurate itemized
25 wage statements, (c) failed to provide mandatory meal breaks and rest breaks, and (d) failed to
26 timely pay wages, all in violation of the applicable Labor Code sections listed in Labor Code
27 §2699.5, including but not limited to Labor Code §§ 201, 202, 203, 204, 210, 226, 226.7, 510,
28 512, 558, 1194, 1197, 1197.1, 1198, 2802 and the applicable Industrial Wage Order(s), and

1 thereby gives rise to statutory penalties as a result of such conduct. PLAINTIFF hereby seeks
2 recovery of civil penalties as prescribed by the Labor Code Private Attorney General Act of 2004
3 as the representative of the State of California for the illegal conduct perpetrated on PLAINTIFF
4 and the other AGGRIEVED EMPLOYEES.

5 **PRAYER FOR RELIEF**

6 WHEREFORE, PLAINTIFF pray for a judgment against each DEFENDANTS, jointly
7 and severally, as follows:

8 1. On behalf of the CALIFORNIA CLASS:

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

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

- 20 a. That the Court certify the Second, Third, Fourth, Fifth, Sixth, Seventh, and Eighth
21 Causes of Action asserted by the CALIFORNIA LABOR SUB-CLASS as a class
22 action pursuant to Cal. Code of Civ. Proc. § 382;
- 23 b. Compensatory damages, according to proof at trial, including compensatory
24 damages for minimum wages, overtime wages, unreimbursed expenses, and other
25 compensation due to PLAINTIFF and the other members of the CALIFORNIA
26 LABOR SUB-CLASS, during the applicable CALIFORNIA LABOR SUB-
27 CLASS PERIOD plus interest thereon at the statutory rate;
- 28 c. Meal and rest period compensation pursuant to Cal. Lab. Code §§ 226.7, 512 and

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

the applicable IWC Wage Order;

- d. The greater of all actual damages or fifty dollars (\$50) for the initial pay period in which a violation occurs and one hundred dollars (\$100) per member of the CALIFORNIA LABOR SUB-CLASS for each violation in a subsequent pay period, not exceeding an aggregate penalty of four thousand dollars (\$4,000), and an award of costs for violation of Cal. Lab. Code § 226; and,
- e. The wages of all terminated employees from the CALIFORNIA LABOR SUB-CLASS as a penalty from the due date thereof at the same rate until paid or until an action therefore is commenced, in accordance with Cal. Lab. Code § 203.

3. On behalf of the State of California and with respect to all AGGRIEVED EMPLOYEES:

- a. Recovery of civil penalties as prescribed by the Labor Code Private Attorneys General Act of 2004

4. On all claims:

- a. An award of interest, including prejudgment interest at the legal rate;
- b. Such other and further relief as the Court deems just and equitable; and
- c. An award of penalties, attorneys' fees and costs of suit, as allowable under the law, including, but not limited to, pursuant to Labor Code § 218.5, § 226, §1194, §1197 and/or §2802.

DATED: June 23, 2021

ZAKAY LAW GROUP, APLC

By: 
Shani O. Zakay
Attorney for Plaintiffs

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

DEMAND FOR A JURY TRIAL

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

DATED: June 23, 2021

ZAKAY LAW GROUP, APLC

By:  _____

Shani O. Zakay
Attorney for Plaintiffs

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

EXHIBIT 1



ZAKAY LAW GROUP
A PROFESSIONAL LAW CORPORATION

Client # 37201

April 19, 2021

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

NORTHEASTERN RURAL HEALTH CLINICS c/o LYNN HUDGENS 1850 SPRING RIDGE DRIVE SUSANVILLE, CA 96130 <i>Via Certified Mail with Return Receipt</i> <i>No. 7021 0350 0001 8165 1613</i>	
---	--

Re: Notice of Violations of California Labor Code Sections 201, 202, 203, 204, 210, 226, 226.7, 510, 512, 558, 1194, 1197, 1197.1, 1198, 2802, Violation of Applicable Industrial Welfare Commission Wage Order(s), and Pursuant to California Labor Code Section 2699.5

Dear Sir/Madam:

Our offices represent Plaintiff NATALIE CHRESTENSEN (“Plaintiff”), and other aggrieved employees in a proposed lawsuit against NORTHEASTERN RURAL HEALTH CLINICS, a California Corporation (“Defendant”). Plaintiff was employed by Defendant in California between April of 2019 to September of 2020 as a non-exempt employee, entitled to payment of all wages and the legally required meal and rest breaks. Defendant, however, unlawfully failed to record and pay Plaintiff and other aggrieved employees for all of their time worked, and for all of their meal breaks and rest breaks. Further, Defendant failed to timely pay Plaintiff and other aggrieved employees for earned wages. As a consequence of the aforementioned violations, Plaintiff further contends that Defendant failed to provide accurate wage statements to her, and other aggrieved employees, in violation of California Labor Code section 226(a). Said conduct, in addition to the foregoing, violates Labor Code §§ 201, 202, 203, 204, 210, 226, 226.7, 510, 512, 558, 1194, 1197, 1197.1, 1198, 2802, violates the applicable Industrial Welfare Commission Wage Order(s), and is therefore actionable under California Labor Code section 2699.3.

Plaintiff seeks to represent a group of aggrieved employees defined as all non-exempt and exempt employees who worked for Defendant during the relevant claim period.

A true and correct copy of the proposed Complaint by Plaintiff against Defendant, which (1) identifies the alleged violations, (2) details the facts and theories which support the alleged violations, (3) details the specific work performed by Plaintiff, (4) sets forth the people/entities, dates, classifications, violations, events, and actions which are at issue to the extent known to Plaintiff, and (5) sets forth the illegal practices used by Defendant, is attached hereto. This information provides notice to the Labor and Workforce Development Agency of the facts and theories supporting the alleged violations for the agency's reference. Plaintiff therefore incorporates the allegations of the attached Complaint into this letter as if fully set forth herein. If the agency needs any further information, please do not hesitate to ask.

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

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

Sincerely,

A handwritten signature in blue ink, appearing to read 'Shani O. Zakay', with a stylized flourish at the end.

Shani O. Zakay
Attorney for Plaintiff

1 **ZAKAY LAW GROUP, APLC**
Shani O. Zakay (State Bar #277924)
2 Jackland K. Hom (State Bar #327243)
3990 Old Town Avenue, Suite C204
3 San Diego, CA 92110
Telephone: (619)255-9047
4 Facsimile: (858) 404-9203

5 **JCL LAW FIRM, APC**
Jean-Claude Lapuyade (State Bar #248676)
6 3990 Old Town Avenue, Suite C204
San Diego, CA 92110
7 Telephone: (619)599-8292
8 Facsimile: (619) 599-8291

9 Attorneys for Plaintiffs

10 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**
11 **IN AND FOR THE COUNTY OF LASSEN**

12 NATALIE CHRESTENSEN, on behalf of
herself and on behalf of all persons similarly
13 situated,

14 Plaintiffs,

15 v.

16 NORTHEASTERN RURAL HEALTH
CLINICS, a California Corporation; and
17 DOES 1-50, Inclusive,

18 DEFENDANTS.

Case No:

CLASS ACTION COMPLAINT FOR:

- 1) UNFAIR COMPETITION IN VIOLATION OF CAL. BUS. & PROF. CODE §17200 *et seq*;
- 2) FAILURE TO PAY MINIMUM WAGES IN VIOLATION OF CAL. LAB. CODE §§ 1194, 1197 & 1197.1;
- 3) FAILURE TO PAY OVERTIME WAGES IN VIOLATION OF CAL. LAB. CODE §§ 510, *et seq*;
- 4) FAILURE TO PROVIDE REQUIRED MEAL PERIODS IN VIOLATION OF CAL. LAB. CODE §§ 226.7 & 512 AND THE APPLICABLE IWC WAGE ORDER;
- 5) FAILURE TO PROVIDE REQUIRED REST PERIODS IN VIOLATION OF CAL. LAB. CODE §§ 226.7 & 512 AND THE APPLICABLE IWC WAGE ORDER;
- 6) FAILURE TO PROVIDE ACCURATE ITEMIZED STATEMENTS IN VIOLATION OF CAL. LAB. CODE §§226 and 226.2;
- 7) FAILURE TO REIMBURSE EMPLOYEES FOR REQUIRED EXPENSES IN VIOLATION OF CAL. LAB. CODE § 2802;
- 8) FAILURE TO PROVIDE WAGES WHEN DUE IN VIOLATION OF CAL. LAB. CODE §§ 201, 202 AND 203.

DEMAND FOR A JURY TRIAL

1 Plaintiff Natalie Chrestensen, an individual, (“PLAINTIFF”), on behalf of herself and all
2 other similarly situated current and former employees, allege on information and belief, except
3 for their own acts and knowledge which are based on personal knowledge, the following:

4 **PRELIMINARY ALLEGATIONS**

5 1. Defendant NORTHEASTERN RURAL HEALTH CLINICS (“DEFENDANT
6 and/or DEFENDANTS”) is California Corporation and at all relevant times mentioned herein
7 conducted and continues to conduct substantial and regular business throughout California.

8 2. DEFENDANTS provide outpatient care, including family, maternal, and infant
9 healthcare to its patients, including at the Lassen County, California location where PLAINTIFF
10 worked.

11 3. PLAINTIFF was employed by DEFENDANTS in California as a non-exempt
12 employee entitled to minimum wages, overtime pay and meal and rest periods from April of 2019
13 to September of 2020.

14 4. PLAINTIFF brings this Class Action on behalf of herself and a California class,
15 defined as all individuals who are or previously were employed by DEFENDANTS in California
16 and classified as non-exempt employees (the “CALIFORNIA CLASS”) at any time during the
17 period beginning four (4) years prior to the filing of the Complaint and ending on the date as
18 determined by the Court (the “CALIFORNIA CLASS PERIOD”). The amount in controversy
19 for the aggregate claim of CALIFORNIA CLASS Members is under five million dollars
20 (\$5,000,000.00).

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

1 injured by DEFENDANT past and current unlawful conduct, and all other appropriate legal and
2 equitable relief.

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

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

19 **THE CONDUCT**

20 8. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANT was
21 required to pay PLAINTIFF and the CALIFORNIA CLASS Members for all their time worked,
22 meaning the time during which an employee is subject to the control of an employer, including
23 all the time the employee is suffered or permitted to work. From time to time, DEFENDANT
24 required PLAINTIFF and CALIFORNIA CLASS Members to work without paying them for all
25 the time they were under DEFENDANT control. Specifically, PLAINTIFF performed work
26 before and after the beginning of her shift, spending time under the DEFENDANT control for
27 which she was not compensated. As a result, the PLAINTIFF and other CALIFORNIA CLASS
28 Members forfeited minimum wage and overtime compensation by regularly working without their

1 time being accurately recorded and without compensation at the applicable minimum wage and
2 overtime rates. DEFENDANTS' uniform policy and practice not to pay PLAINTIFF and other
3 CALIFORNIA CLASS Members for all time worked is evidenced by DEFENDANTS' business
4 records.

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

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

23 11. As a result of their rigorous work schedules, PLAINTIFF and other CALIFORNIA
24 CLASS Members were also from time to time unable to take off duty meal breaks and were not
25 fully relieved of duty for meal periods. Specifically, PLAINTIFF and CALIFORNIA CLASS
26 Members were from time to time interrupted during their off-duty meal breaks to complete tasks
27 for DEFENDANTS. PLAINTIFF and other CALIFORNIA CLASS Members were required to
28 perform work as ordered by DEFENDANTS for more than five (5) hours during a shift without

1 receiving an off-duty meal break. Further, DEFENDANTS failed to provide PLAINTIFF and
2 CALIFORNIA CLASS Members with a second off-duty meal period each workday in which
3 these employees were required by DEFENDANTS to work ten (10) hours of work.
4 DEFENDANTS' policy caused PLAINTIFF and other CALIFORNIA CLASS Members to work
5 off-the-clock during what was supposed to be their off-duty meal periods. PLAINTIFF and the
6 other CALIFORNIA CLASS Members therefore forfeited meal breaks without additional
7 compensation and in accordance with DEFENDANTS' strict corporate policy and practice.

8 12. During the CALIFORNIA CLASS PERIOD, from time to time, PLAINTIFF and
9 other CALIFORNIA CLASS Members were also required to work in excess of four (4) hours
10 without being provided ten (10) minute rest periods. Further, these employees were denied their
11 first rest periods of at least ten (10) minutes for some shifts worked of at least two (2) to four (4)
12 hours, a first and second rest period of at least ten (10) minutes for some shifts worked of between
13 six (6) and eight (8) hours, and a first, second and third rest period of at least ten (10) minutes for
14 some shifts worked of ten (10) hours or more. When they did have an opportunity to take their
15 rest breaks, PLAINTIFF and the CALIFORNIA CLASS Members were often interrupted and
16 required by DEFENDANTS to work during their rest breaks. When they did have an opportunity
17 to take their rest breaks, PLAINTIFF and the CALIFORNIA CLASS Members were required to
18 remain on the premises, on-duty and on-call, and subject to DEFENDANTS' control in
19 accordance with DEFENDANTS' policy. PLAINTIFF and other CALIFORNIA CLASS
20 Members were also not provided with one hour wages in lieu thereof. DEFENDANTS' policy
21 caused PLAINTIFF and other CALIFORNIA CLASS Members to remain on the premises, on-
22 call and on-duty during what was supposed to be their off-duty rest periods. As a result of their
23 rigorous work schedules, PLAINTIFF and other CALIFORNIA CLASS Members were
24 periodically denied their proper rest periods by DEFENDANTS and DEFENDANTS' managers.

25 13. Under California law, every employer shall pay to each employee, on the
26 established payday for the period involved, not less than the applicable minimum wage for all
27 hours worked in the payroll period, whether the remuneration is measured by time, piece,
28 commission, or otherwise. Hours worked is defined in the applicable Wage Order as "the time

1 during which an employee is subject to the control of an employer and includes all the time the
2 employee is suffered or permitted to work, whether or not required to do so.” PLAINTIFF and
3 other CALIFORNIA CLASS Members were from time to time required to perform work for
4 DEFENDANTS before and after their scheduled shifts, as well as during their off-duty meal
5 breaks. DEFENDANTS failed to compensate PLAINTIFF and other CALIFORNIA CLASS
6 Members for any of the time spent under DEFENDANTS’ control while working off-the-clock.
7 As such, DEFENDANTS failed to pay PLAINTIFF and other CALIFORNIA CLASS Members
8 the applicable minimum wage for all hours worked in a payroll period.

9 14. In violation of the applicable sections of the California Labor Code and the
10 requirements of the Industrial Welfare Commission ("IWC") Wage Order, DEFENDANTS as a
11 matter of company policy, practice and procedure, intentionally and knowingly failed to
12 compensate PLAINTIFF and the other members of the CALIFORNIA CLASS for all time
13 worked. This uniform policy and practice of DEFENDANTS is intended to purposefully avoid
14 the payment of the correct compensation as required by California law which allowed
15 DEFENDANTS to illegally profit and gain an unfair advantage over competitors who complied
16 with the law. To the extent equitable tolling operates to toll claims by the CALIFORNIA CLASS
17 against DEFENDANT, the CALIFORNIA CLASS PERIOD should be adjusted accordingly.

18 15. From time to time, when PLAINTIFF and other CALIFORNIA CLASS Members
19 worked during what was supposed to be their meal breaks or otherwise off the clock,
20 DEFENDANTS also failed to provide PLAINTIFF and the other members of the CALIFORNIA
21 CLASS with complete and accurate wage statements which failed to show, among other things,
22 the correct time worked, including, work performed in excess of eight (8) hours in a workday
23 and/or forty (40) hours in any workweek, and the gross wages paid for those periods during the
24 pay period, and the correct penalty payments or missed meal and rest periods in violation of
25 California Labor Code Sections 226 and 226.2.

26 16. California Labor Code Section 226 requires an employer to furnish its employees
27 an accurate itemized statement in writing showing (1) gross wages earned, (2) total hours worked,
28 (3) the number of piece-rate units earned and any applicable piece-rate, (4) all deductions, (5) net

1 wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name
2 of the employee and only the last four digits of the employee's social security number or an
3 employee identification number other than a social security number, (8) the name and address of
4 the legal entity that is the employer and, (9) all applicable hourly rates in effect during the pay
5 period and the corresponding number of hours worked at each hourly rate by the employee.

6 17. Aside from the violations listed herein, DEFENDANTS failed to issue to
7 PLAINTIFF an itemized wage statement that lists all the requirements under California Labor
8 Code 226 *et seq.* As a result, from time to time DEFENDANTS provided PLAINTIFF and the
9 other members of the CALIFORNIA CLASS with wage statements which violated Cal. Lab.
10 Code § 226.

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

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

1 employment with DEFENDANTS the PLAINTIFFS and other members of the CALIFORNIA
2 CLASS incurred unreimbursed business expenses which included, but were not limited to, costs
3 related to the use of their personal cellular phones all on behalf of and for the benefit of
4 DEFENDANTS.

5 20. By reason of this uniform conduct applicable to PLAINTIFF and all
6 CALIFORNIA CLASS Members, DEFENDANTS committed acts of unfair competition in
7 violation of the California Unfair Competition Law, Cal. Bus. & Prof. Code §§ 17200, *et seq.* (the
8 “UCL”), by engaging in a company-wide policy and procedure which failed to accurately
9 calculate and record all missed meal and rest periods by PLAINTIFF and other CALIFORNIA
10 CLASS Members. The proper recording of these employees’ missed meal and rest breaks, and
11 proper payment of minimum wages and overtime, is the DEFENDANTS’ burden. As a result of
12 DEFENDANTS’ intentional disregard of the obligation to meet this burden, DEFENDANTS
13 failed to properly pay all required compensation for work performed by the members of the
14 CALIFORNIA CLASS and violated the California Labor Code and regulations promulgated
15 thereunder as herein alleged.

16 21. Specifically, as to PLAINTIFF, PLAINTIFF was from time to time unable to take
17 off duty meal and rest breaks and was not fully relieved of duty for her rest and meal periods.
18 PLAINTIFF was required to perform work as ordered by DEFENDANTS for more than five (5)
19 hours during a shift without receiving an off-duty meal break. Further, DEFENDANTS failed to
20 provide PLAINTIFF with a second off-duty meal period each workday in which she was required
21 by DEFENDANT to work ten (10) hours of work. When DEFENDANTS provided PLAINTIFF
22 with a rest break, they required PLAINTIFF to remain on the premises, on-duty and on-call, for
23 the rest break. DEFENDANTS’ policy caused PLAINTIFF to remain on-call and on-duty during
24 what was supposed to be her off-duty meal periods. PLAINTIFF therefore forfeited meal and rest
25 breaks without additional compensation and in accordance with DEFENDANTS’ strict corporate
26 policy and practice. Moreover, DEFENDANTS also provided PLAINTIFF with a paystub that
27 failed to accurately display PLAINTIFF’s correct time worked and wages, as well as payments
28 for missed meal and rest periods for certain pay periods in violation of Cal. Lab. Code § 226(a).

1 To date, DEFENDANTS have not fully paid PLAINTIFF the overtime compensation still owed
2 to her or any penalty wages owed to her under Cal. Lab. Code § 203. The amount in controversy
3 for PLAINTIFF individually does not exceed the sum or value of \$75,000.

4 **JURISDICTION AND VENUE**

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

9 23. Venue is proper in this Court pursuant to California Code of Civil Procedure,
10 Sections 395 and 395.5, because DEFENDANTS (i) currently maintain and at all relevant times
11 maintained offices and facilities in this County and/or conduct substantial business in this County,
12 and (ii) committed the wrongful conduct herein alleged in this County against members of the
13 CALIFORNIA CLASS and CALIFORNIA LABOR SUB-CLASS

14 **THE CALIFORNIA CLASS**

15 24. PLAINTIFF brings the First Cause of Action for Unfair, Unlawful and Deceptive
16 Business Practices pursuant to Cal. Bus. & Prof. Code §§ 17200, *et seq.* (the "UCL") as a Class
17 Action, pursuant to Cal. Code of Civ. Proc. § 382, on behalf of a California class, defined as all
18 individuals who are or previously were employed by DEFENDANTS in California and classified
19 as non-exempt employees (the "CALIFORNIA CLASS") at any time during the period beginning
20 four (4) years prior to the filing of the original complaint and ending on the date as determined by
21 the Court (the "CALIFORNIA CLASS PERIOD"). The amount in controversy for the aggregate
22 claim of CALIFORNIA CLASS Members is under five million dollars (\$5,000,000.00).

23 25. To the extent equitable tolling operates to toll claims by the CALIFORNIA
24 CLASS against DEFENDANT, the CALIFORNIA CLASS PERIOD should be adjusted
25 accordingly.

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

1 willfully, engaged in a practice whereby DEFENDANTS systematically failed to record all meal
2 and rest breaks missed by PLAINTIFF and the other members of the CALIFORNIA CLASS,
3 even though DEFENDANTS enjoyed the benefit of this work, required employees to perform
4 this work and permitted or suffered to permit this work.

5 27. DEFENDANTS have the legal burden to establish that each and every
6 CALIFORNIA CLASS Member was paid accurately and was provided all meal and rest breaks
7 missed as required by California laws. DEFENDANTS, however, as a matter of uniform and
8 systematic policy and procedure failed to have in place during the CALIFORNIA CLASS
9 PERIOD and still fails to have in place a policy or practice to ensure that each and every
10 CALIFORNIA CLASS Member is paid as required by law, so as to satisfy its burden. This
11 common business practice applicable to each and every CALIFORNIA CLASS Member can be
12 adjudicated on a class-wide basis as unlawful, unfair, and/or deceptive under Cal. Business &
13 Professions Code §§ 17200, *et seq.* (the “UCL”) as causation, damages, and reliance are not
14 elements of this claim.

15 28. The CALIFORNIA CLASS is so numerous that joinder of all CALIFORNIA
16 CLASS Members is impracticable.

17 29. DEFENDANTS uniformly violated the rights of the CALIFORNIA CLASS under
18 California law by:

- 19 a. Violating the California Unfair Competition Laws, Cal. Bus. & Prof. Code §§
20 17200, *et seq.*, by unlawfully, unfairly and/or deceptively having in place company
21 policies, practices and procedures that failed to pay all wages due the
22 CALIFORNIA CLASS for all time worked;
- 23 b. Committing an act of unfair competition in violation of the California Unfair
24 Competition Laws, Cal. Bus. & Prof. Code §§ 17200, *et seq.*, by failing to provide
25 mandatory meal and/or rest breaks to PLAINTIFF and the CALIFORNIA CLASS
26 members;
- 27 c. Committing an act of unfair competition in violation of the California Unfair
28 Competition Laws, Cal. Bus. & Prof. Code §§ 17200 *et seq.*, by violating Cal. Lab.

1 Code § 2802 by failing to reimburse PLAINTIFFS and the CALIFORNIA CLASS
2 members with necessary expenses incurred in the discharge of their job duties; and
3 d. Committing an act of unfair competition in violation of, Cal. Bus. & Prof. Code
4 §§ 17200, *et seq.*, by unlawfully, unfairly and/or deceptively having in place
5 company policies, practices and procedures that uniformly and systematically
6 failed to record and pay PLAINTIFF and other members of the CALIFORNIA
7 CLASS for all time worked, including minimum wages owed and overtime wages
8 owed for work performed by these employees.

9 30. The Class Action meets the statutory prerequisites for the maintenance of a Class
10 Action as set forth in Cal. Code of Civ. Proc. § 382, in that:

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

1 correct rate of overtime wages due to the CALIFORNIA CLASS for all overtime
2 worked by the CALIFORNIA CLASS and thereby systematically under pays
3 overtime compensation to the CALIFORNIA CLASS. PLAINTIFF and the
4 members of the CALIFORNIA CLASS were and are similarly or identically
5 harmed by the same unlawful, deceptive, unfair and pervasive pattern of
6 misconduct engaged in by DEFENDANTS; and

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

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

16 a. Without class certification and determination of declaratory, injunctive, statutory
17 and other legal questions within the class format, prosecution of separate actions
18 by individual members of the CALIFORNIA CLASS will create the risk of:

19 i. Inconsistent or varying adjudications with respect to individual members
20 of the CALIFORNIA CLASS which would establish incompatible
21 standards of conduct for the parties opposing the CALIFORNIA CLASS;
22 and/or;

23 ii. Adjudication with respect to individual members of the CALIFORNIA
24 CLASS which would as a practical matter be dispositive of interests of the
25 other members not party to the adjudication or substantially impair or
26 impede their ability to protect their interests.

27 b. The parties opposing the CALIFORNIA CLASS have acted or refused to act on
28 grounds generally applicable to the CALIFORNIA CLASS, making appropriate

1 class-wide relief with respect to the CALIFORNIA CLASS as a whole in that
2 DEFENDANT uniformly failed to pay all wages due for all time worked by the
3 members of the CALIFORNIA CLASS as required by law;

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

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

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

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

25 1. Inconsistent or varying adjudications with respect to individual
26 members of the CALIFORNIA CLASS, which would establish
27 incompatible standards of conduct for the DEFENDANTS; and/or;
28

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

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

iii. In the context of wage litigation, because a substantial number of individual CALIFORNIA CLASS Members will avoid asserting their legal rights out of fear of retaliation by DEFENDANTS, which may adversely affect an individual’s job with DEFENDANTS or with a subsequent employer, the Class Action is the only means to assert their claims through a representative; and

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

32. The Court should permit this action to be maintained as a Class Action pursuant to Cal. Code of Civ. Proc. § 382 because:

a. The questions of law and fact common to the CALIFORNIA CLASS predominate over any question affecting only individual CALIFORNIA CLASS Members because the DEFENDANTS’ employment practices are uniform and systematically applied with respect to the CALIFORNIA CLASS.

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

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

22 33. DEFENDANTS maintain records from which the Court can ascertain and identify
23 by job title each of DEFENDANTS' employees who as have been systematically, intentionally
24 and uniformly subjected to DEFENDANTS' company policy, practices and procedures as herein
25 alleged. PLAINTIFF will seek leave to amend the Complaint to include any additional job titles
26 of similarly situated employees when they have been identified.

27 ///
28 ///

THE CALIFORNIA LABOR SUB-CLASS

1
2 34. PLAINTIFF further bring the Second, Third, Fourth, Fifth, Sixth, Seventh, and
3 Eighth causes of Action on behalf of a California sub-class, defined as all members of the
4 CALIFORNIA CLASS classified as non-exempt employees (the “CALIFORNIA LABOR SUB-
5 CLASS”) at any time during the period three (3) years prior to the filing of the original complaint
6 and ending on the date as determined by the Court (the “CALIFORNIA LABOR SUB-CLASS
7 PERIOD”) pursuant to Cal. Code of Civ. Proc. § 382. The amount in controversy for the
8 aggregate claim of CALIFORNIA LABOR SUB-CLASS Members is under five million dollars
9 (\$5,000,000.00).

10 35. DEFENDANTS, as a matter of company policy, practice and procedure, and in
11 violation of the applicable Labor Code, Industrial Welfare Commission (“IWC”) Wage Order
12 requirements, and the applicable provisions of California law, intentionally, knowingly, and
13 willfully, engaged in a practice whereby DEFENDANTS failed to correctly pay for the time
14 worked by PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS, and
15 other wages and premiums owed to these employees, even though DEFENDANTS enjoyed the
16 benefit of this work, required employees to perform this work and permitted or suffered to permit
17 this overtime work. DEFENDANTS have uniformly denied these CALIFORNIA LABOR SUB-
18 CLASS Members wages to which these employees are entitled in order to unfairly cheat the
19 competition and unlawfully profit. To the extent equitable tolling operates to toll claims by the
20 CALIFORNIA LABOR SUB-CLASS against DEFENDANT, the CALIFORNIA LABOR SUB-
21 CLASS PERIOD should be adjusted accordingly.

22 36. DEFENDANTS maintain records from which the Court can ascertain and identify
23 by name and job title, each of DEFENDANTS’ employees who have been systematically,
24 intentionally and uniformly subjected to DEFENDANT’S company policy, practices and
25 procedures as herein alleged. PLAINTIFF will seek leave to amend the Complaint to include any
26 additional job titles of similarly situated employees when they have been identified.

27 37. The CALIFORNIA LABOR SUB-CLASS is so numerous that joinder of all
28 CALIFORNIA LABOR SUB-CLASS Members is impracticable

1 38. Common questions of law and fact exist as to members of the CALIFORNIA
2 LABOR SUB-CLASS, including, but not limited, to the following:

- 3 a. Whether DEFENDANTS unlawfully failed to correctly calculate and pay
4 compensation due to members of the CALIFORNIA LABOR SUB- CLASS for
5 missed meal and rest breaks in violation of the California Labor Code and
6 California regulations and the applicable California Wage Order;
- 7 b. Whether DEFENDANTS failed to provide PLAINTIFF and the other members of
8 the CALIFORNIA LABOR SUB-CLASS with legally required uninterrupted
9 thirty (30) minute meal breaks and rest periods;
- 10 c. Whether DEFENDANTS failed to provide PLAINTIFF and the other members of
11 the CALIFORNIA LABOR SUB-CLASS with accurate itemized wage
12 statements;
- 13 d. Whether DEFENDANTS unlawfully failed to pay overtime compensation to
14 members of the CALIFORNIA LABOR SUB-CLASS in violation of the
15 California Labor Code and California regulations and the applicable California
16 Wage Order;
- 17 e. Whether the members of the CALIFORNIA LABOR SUB-CLASS are entitled to
18 compensation for time worked, including overtime worked, under the overtime
19 pay requirements of California law;
- 20 f. Whether DEFENDANTS have engaged in unfair competition by the above-listed
21 conduct;
- 22 g. The proper measure of damages and penalties owed to the members of the
23 CALIFORNIA LABOR SUB-CLASS; and
- 24 h. Whether DEFENDANTS' conduct was willful.

25 39. DEFENDANTS violated the rights of the CALIFORNIA LABOR SUB-CLASS
26 under California law by:

- 27 a. Violating Cal. Lab. Code §§ 510, *et seq.*, by failing to correctly pay PLAINTIFF
28 and the members of the CALIFORNIA LABOR SUB-CLASS all wages due for

1 overtime worked, for which DEFENDANTS are liable pursuant to Cal. Lab. Code
2 § 1194;

3 b. Violating Cal. Lab. Code §§ 1194, 1197 & 1197.1 *et seq.*, by failing to accurately
4 pay PLAINTIFF and the members of the CALIFORNIA LABOR SUB-CLASS
5 the correct minimum wage pay for which DEFENDANTS are liable pursuant to
6 Cal. Lab. Code §§ 1194 and 1197;

7 c. Violating Cal. Lab. Code §§ 226.7 and 512, by failing to provide PLAINTIFF and
8 the other members of the CALIFORNIA CLASS with all legally required off-duty,
9 uninterrupted thirty (30) minute meal breaks and the legally required rest breaks;

10 d. Violating Cal. Lab. Code § 226, by failing to provide PLAINTIFF and the
11 members of the CALIFORNIA LABOR SUB-CLASS with an accurate itemized
12 statement in writing showing all accurate rates in effect during the pay period and
13 the corresponding amount of time worked at each overtime rate by the employee;

14 e. Violating Cal. Lab. Code § 2802 by failing to reimburse PLAINTIFF and the
15 CALIFORNIA CLASS members with necessary expenses incurred in the
16 discharge of their job duties;

17 f. Violating Cal. Lab. Code §§ 201, 202 and/or 203, which provides that when an
18 employee is discharged or quits from employment, the employer must pay the
19 employee all wages due without abatement, by failing to tender full payment
20 and/or restitution of wages owed or in the manner required by California law to
21 the members of the CALIFORNIA LABOR SUB-CLASS who have terminated
22 their employment.

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

25 a. The persons who comprise the CALIFORNIA LABOR SUB-CLASS are so
26 numerous that the joinder of all CALIFORNIA LABOR SUB-CLASS Members
27 is impracticable and the disposition of their claims as a class will benefit the parties
28 and the Court;

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

- b. Nearly all factual, legal, statutory, declaratory and injunctive relief issues that are raised in this Complaint are common to the CALIFORNIA LABOR SUB-CLASS and will apply uniformly to every member of the CALIFORNIA LABOR SUB-CLASS;
- c. The claims of the representative PLAINTIFF are typical of the claims of each member of the CALIFORNIA LABOR SUB-CLASS. PLAINTIFF, like all the other members of the CALIFORNIA LABORSUB-CLASS, was a non-exempt employee paid on an hourly basis and paid additional non-discretionary incentive wages who was subjected to the DEFENDANTS’ practice and policy which failed to pay the correct rate of overtime wages and total amount of wages due to the CALIFORNIA LABOR SUB-CLASS. PLAINTIFF sustained economic injury as a result of DEFENDANTS’ employment practices. PLAINTIFF and the members of the CALIFORNIA LABOR SUB-CLASS were and are similarly or identically harmed by the same unlawful, deceptive, unfair and pervasive pattern of misconduct engaged in by DEFENDANTS; and
- d. The representative PLAINTIFF will fairly and adequately represent and protect the interest of the CALIFORNIA LABOR SUB-CLASS, and has retained counsel who are competent and experienced in Class Action litigation. There are no material conflicts between the claims of the representative PLAINTIFF and the members of the CALIFORNIA LABOR SUB-CLASS that would make class certification inappropriate. Counsel for the CALIFORNIA LABOR SUB-CLASS will vigorously assert the claims of all CALIFORNIA LABOR SUB-CLASS Members.

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

- a. Without class certification and determination of declaratory, injunctive, statutory and other legal questions within the class format, prosecution of separate actions

1 by individual members of the CALIFORNIA LABOR SUB-CLASS will create
2 the risk of:

3 i. Inconsistent or varying adjudications with respect to individual members
4 of the CALIFORNIA LABOR SUB-CLASS which would establish
5 incompatible standards of conduct for the parties opposing the
6 CALIFORNIA LABOR SUB-CLASS; or

7 ii. Adjudication with respect to individual members of the CALIFORNIA
8 LABOR SUB-CLASS which would as a practical matter be dispositive of
9 interests of the other members not party to the adjudication or substantially
10 impair or impede their ability to protect their interests.

11 b. The parties opposing the CALIFORNIA LABOR SUB-CLASS have acted or
12 refused to act on grounds generally applicable to the CALIFORNIA LABOR
13 SUB-CLASS, making appropriate class-wide relief with respect to the
14 CALIFORNIA LABOR SUB-CLASS as a whole in that DEFENDANT uniformly
15 failed to pay all wages due for all time worked by the members of the
16 CALIFORNIA LABOR SUB-CLASS as required by law;

17 c. Common questions of law and fact predominate as to the members of the
18 CALIFORNIA LABOR SUB-CLASS, with respect to the practices and violations
19 of California Law as listed above, and predominate over any question affecting
20 only individual CALIFORNIA LABOR SUB-CLASS Members, and a Class
21 Action is superior to other available methods for the fair and efficient adjudication
22 of the controversy, including consideration of:

23 i. The interests of the members of the CALIFORNIA LABOR SUB-CLASS
24 in individually controlling the prosecution or defense of separate actions in
25 that the substantial expense of individual actions will be avoided to recover
26 the relatively small amount of economic losses sustained by the individual
27 CALIFORNIA LABOR SUB-CLASS Members when compared to the
28 substantial expense and burden of individual prosecution of this litigation;

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

ii. Class certification will obviate the need for unduly duplicative litigation that would create the risk of:

- 1. Inconsistent or varying adjudications with respect to individual members of the CALIFORNIA LABOR SUB-CLASS, which would establish incompatible standards of conduct for the DEFENDANTS; and/or,
- 2. Adjudications with respect to individual members of the CALIFORNIA LABOR SUB-CLASS would as a practical matter be dispositive of the interests of the other members not parties to the adjudication or substantially impair or impede their ability to protect their interests;

iii. In the context of wage litigation because a substantial number of individual CALIFORNIA LABOR SUB-CLASS Members will avoid asserting their legal rights out of fear of retaliation by DEFENDANTS, which may adversely affect an individual’s job with DEFENDANTS or with a subsequent employer, the Class Action is the only means to assert their claims through a representative; and,

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

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

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

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

- b. A Class Action is superior to any other available method for the fair and efficient adjudication of the claims of the members of the CALIFORNIA LABOR SUB-CLASS because in the context of employment litigation a substantial number of individual CALIFORNIA LABOR SUB-CLASS Members will avoid asserting their rights individually out of fear of retaliation or adverse impact on their employment;
- c. The members of the CALIFORNIA LABOR SUB-CLASS are so numerous that it is impractical to bring all members of the CALIFORNIA LABOR SUB-CLASS before the Court;
- d. PLAINTIFF, and the other CALIFORNIA LABOR SUB-CLASS Members, 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 acts of unfair competition, statutory violations and other improprieties, and in obtaining adequate compensation for the damages and injuries which DEFENDANTS' actions have inflicted upon the CALIFORNIA LABOR SUB-CLASS;
- f. There is a community of interest in ensuring that the combined assets of DEFENDANTS are sufficient to adequately compensate the members of the CALIFORNIA LABOR SUB-CLASS for the injuries sustained;
- g. DEFENDANTS have acted or refused to act on grounds generally applicable to the CALIFORNIA LABOR SUB-CLASS, thereby making final class-wide relief appropriate with respect to the CALIFORNIA LABOR SUB-CLASS as a whole;
- h. The members of the CALIFORNIA LABOR SUB-CLASS are readily ascertainable from the business records of DEFENDANTS. The CALIFORNIA LABOR SUB-CLASS consists of all CALIFORNIA CLASS Members classified as non-exempt employees during the CALIFORNIA LABOR SUB-CLASS PERIOD; and

1 i. Class treatment provides manageable judicial treatment calculated to bring an
2 efficient and rapid conclusion to all litigation of all wage and hour related claims
3 arising out of the conduct of DEFENDANTS as to the members of the
4 CALIFORNIA LABOR SUB-CLASS.

5 **FIRST CAUSE OF ACTION**

6 **UNLAWFUL BUSINESS PRACTICES**

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

8 **(Alleged By PLAINTIFF and the CALIFORNIA CLASS against all DEFENDANTS)**

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

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

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

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

22 46. By the conduct alleged herein, DEFENDANTS have engaged and continues to
23 engage in a business practice which violates California law, including but not limited to, the
24 applicable Wage Order(s), the California Code of Regulations and the California Labor Code
25 including Sections 201, 202, 203, 204, 206.5, 226, 226.7, 510, 512, 558, 1194, 1197, 1197.1,
26 1198, and 2802 for which this Court should issue declaratory and other equitable relief pursuant
27 to Cal. Bus. & Prof. Code § 17203 as may be necessary to prevent and remedy the conduct held
28 to constitute unfair competition, including restitution of wages wrongfully withheld.

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

7 48. By the conduct alleged herein, DEFENDANTS’ practices were deceptive and
8 fraudulent in that DEFENDANTS’ uniform policy and practice failed to pay PLAINTIFF, and
9 other members of the CALIFORNIA CLASS, wages due, failed to accurately to record the time
10 worked, and failed to reimburse for expenses due to a systematic practice that cannot be justified,
11 pursuant to the applicable Cal. Lab. Code, and Industrial Welfare Commission requirements in
12 violation of Cal. Bus. Code §§ 17200, *et seq.*, and for which this Court should issue injunctive
13 and equitable relief, pursuant to Cal. Bus. & Prof. Code § 17203, including restitution of wages
14 wrongfully withheld.

15 49. By the conduct alleged herein, DEFENDANTS’ practices were also unlawful,
16 unfair and deceptive in that DEFENDANTS’ employment practices caused PLAINTIFF and the
17 other members of the CALIFORNIA CLASS to be underpaid during their employment with
18 DEFENDANTS.

19 50. By the conduct alleged herein, DEFENDANTS’ practices were also unfair and
20 deceptive in that DEFENDANTS’ uniform policies, practices and procedures failed to provide
21 mandatory meal and/or rest breaks to PLAINTIFF and the CALIFORNIA CLASS members.

22 51. Therefore, PLAINTIFF demands on behalf of herself and on behalf of each
23 CALIFORNIA CLASS member, one (1) hour of pay for each workday in which an off-duty meal
24 period was not timely provided for each five (5) hours of work, and/or one (1) hour of pay for
25 each workday in which a second off-duty meal period was not timely provided for each ten (10)
26 hours of work.

27
28

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

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

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

15 55. PLAINTIFF and the other members of the CALIFORNIA CLASS are entitled to,
16 and do, seek such relief as may be necessary to restore to them the money and property which
17 DEFENDANTS have acquired, or of which PLAINTIFF and the other members of the
18 CALIFORNIA CLASS have been deprived, by means of the above described unlawful and unfair
19 business practices, including earned but unpaid wages.

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

24 57. PLAINTIFF and the other members of the CALIFORNIA CLASS have no plain,
25 speedy and/or adequate remedy at law that will end the unlawful and unfair business practices of
26 DEFENDANTS. Further, the practices herein alleged presently continue to occur unabated. As a
27 result of the unlawful and unfair business practices described herein, PLAINTIFF and the other
28 members of the CALIFORNIA CLASS have suffered and will continue to suffer irreparable legal

1 and economic harm unless DEFENDANTS are restrained from continuing to engage in these
2 unlawful and unfair business practices.

3 **SECOND CAUSE OF ACTION**

4 **FAILURE TO PAY MINIMUM WAGES**
5 **(Cal. Lab. Code §§ 1194, 1197 and 1197.1)**

6 **(Alleged By PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS against ALL**
7 **DEFENDANTS)**

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

11 59. PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS
12 bring a claim for DEFENDANTS' willful and intentional violations of the California Labor Code
13 and the Industrial Welfare Commission requirements for DEFENDANTS' failure to accurately
14 calculate and pay minimum wages to PLAINTIFF and CALIFORNIA CLASS Members.

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

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

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

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

27 64. DEFENDANTS' uniform pattern of unlawful wage and hour practices manifested,
28 without limitation, applicable to the CALIFORNIA LABOR SUB-CLASS as a whole, as a result
of implementing a uniform policy and practice that denies accurate compensation to PLAINTIFF

1 and the other members of the CALIFORNIA LABOR SUB-CLASS in regards to minimum wage
2 pay.

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

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

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

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

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

27 70. In performing the acts and practices herein alleged in violation of California labor
28 laws, and refusing to compensate members of the CALIFORNIA LABOR SUB-CLASS for all
time worked and provide them with requisite compensation, DEFENDANTS acted and continues
to act intentionally, oppressively, and maliciously toward PLAINTIFF and the other members of

1 the CALIFORNIA LABOR SUB-CLASS with conscious and utter disregard for their legal rights,
2 or the consequences to them, and with the despicable intent of depriving them of their property
3 and legal rights, and otherwise causing them injury in order to increase company profits at the
4 expense of these employees.

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

16 **THIRD CAUSE OF ACTION**

17 **FAILURE TO PAY OVERTIME COMPENSATION**
18 **(Cal. Lab. Code §§ 204, 510, 1194 and 1198)**

19 **(Alleged By PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS against ALL**
20 **DEFENDANTS)**

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

24 73. PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS
25 bring a claim for DEFENDANTS' willful and intentional violations of the California Labor Code
26 and the Industrial Welfare Commission requirements for DEFENDANTS' failure to accurately
27 calculate the applicable rates for all overtime worked by PLAINTIFF and other members of the
28 CALIFORNIA LABOR SUB-CLASS and DEFENDANTS' failure to properly compensate the
members of the CALIFORNIA LABOR SUB-CLASS for overtime worked, including, work
performed in excess of eight (8) hours in a workday and/or forty (40) hours in any workweek.

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

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

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

11 77. DEFENDANTS maintained a uniform wage practice of paying PLAINTIFF and
12 the other members of the CALIFORNIA LABOR SUB-CLASS without regard to the correct
13 amount of overtime worked and correct applicable overtime rate for the amount of overtime they
14 worked. As set forth herein, DEFENDANTS' uniform policy and practice was to unlawfully and
15 intentionally deny timely payment of wages due for the overtime worked by PLAINTIFF and the
16 other members of the CALIFORNIA LABOR SUB-CLASS, and DEFENDANTS in fact failed
17 to pay these employees the correct applicable overtime wages for all overtime worked.

18 78. DEFENDANTS' uniform pattern of unlawful wage and hour practices manifested,
19 without limitation, applicable to the CALIFORNIA LABOR SUB-CLASS as a whole, as a result
20 of implementing a uniform policy and practice that denied accurate compensation to PLAINTIFF
21 and the other members of the CALIFORNIA LABOR SUB-CLASS for all overtime worked,
22 including, the work performed in excess of eight (8) hours in a workday and/or forty (40) hours
23 in any workweek.

24 79. In committing these violations of the California Labor Code, DEFENDANTS
25 inaccurately calculated the amount of overtime worked and the applicable overtime rates and
26 consequently underpaid the actual time worked by PLAINTIFF and other members of the
27 CALIFORNIA LABOR SUB-CLASS. DEFENDANTS acted in an illegal attempt to avoid the
28 payment of all earned wages, and other benefits in violation of the California Labor Code, the
Industrial Welfare Commission requirements and other applicable laws and regulations.

1 80. As a direct result of DEFENDANTS' unlawful wage practices as alleged herein,
2 PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS did not receive
3 full compensation for all overtime worked.

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

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

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

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

27 85. DEFENDANTS knew or should have known that PLAINTIFF and the other
28 members of the CALIFORNIA LABOR SUB-CLASS are under compensated for their overtime
worked. DEFENDANTS systematically elected, either through intentional malfeasance or gross
nonfeasance, to not pay employees for their labor as a matter of uniform company policy, practice

1 and procedure, and DEFENDANTS perpetrated this systematic scheme by refusing to pay
2 PLAINTIFF and the other members of the CALIFORNIA LABOR SUB-CLASS the applicable
3 overtime rate.

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

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

FOURTH CAUSE OF ACTION

FAILURE TO PROVIDE REQUIRED MEAL PERIODS

(Cal. Lab. Code §§ 226.7 & 512)

**(Alleged by PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS and against all
DEFENDANTS)**

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

1 89. During the CALIFORNIA CLASS PERIOD, DEFENDANT failed to provide all
 2 the legally required off-duty meal breaks to PLAINTIFF and the other CALIFORNIA LABOR
 3 SUB-CLASS Members as required by the applicable Wage Order and Labor Code. The nature of
 4 the work performed by PLAINTIFF and CALIFORNIA LABOR SUB-CLASS MEMBERS did
 5 not prevent these employees from being relieved of all of their duties for the legally required off-
 6 duty meal periods. As a result of their rigorous work schedules, PLAINTIFF and other
 7 CALIFORNIA LABOR SUB-CLASS Members were often not fully relieved of duty by
 8 DEFENDANTS for their meal periods. Additionally, DEFENDANTS' failure to provide
 9 PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS Members with legally required meal
 10 breaks prior to their fifth (5th) hour of work is evidenced by DEFENDANTS' business records.
 11 As a result, PLAINTIFF and other members of the CALIFORNIA LABOR SUB-CLASS
 12 therefore forfeited meal breaks without additional compensation and in accordance with
 13 DEFENDANTS' strict corporate policy and practice.

14 90. DEFENDANT further violated California Labor Code §§ 226.7 and the applicable
 15 IWC Wage Order by failing to compensate PLAINTIFF and CALIFORNIA LABOR SUB-
 16 CLASS Members who were not provided a meal period, in accordance with the applicable Wage
 17 Order, one additional hour of compensation at each employee's regular rate of pay for each
 18 workday that a meal period was not provided.

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

FIFTH CAUSE OF ACTION

FAILURE TO PROVIDE REQUIRED REST PERIODS

(Cal. Lab. Code §§ 226.7 & 512)

(Alleged by PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS and against all DEFENDANTS)

22
 23
 24
 25 92. PLAINTIFF, and the other members of the CALIFORNIA LABOR SUB-CLASS,
 26 reallege and incorporate by this reference, as though fully set forth herein, the prior paragraphs of
 27 this Complaint.
 28

1 93. PLAINTIFF and other CALIFORNIA LABOR SUB-CLASS Members were
2 required to work in excess of four (4) hours without being provided ten (10) minute rest periods.
3 Further, these employees were denied their first rest periods of at least ten (10) minutes for some
4 shifts worked of at least two (2) to four (4) hours, a first and second rest period of at least ten (10)
5 minutes for some shifts worked of between six (6) and eight (8) hours, and a first, second and
6 third rest period of at least ten (10) minutes for some shifts worked of ten (10) hours or more.
7 PLAINTIFF and other CALIFORNIA LABOR SUB-CLASS Members were also not provided
8 with one hour wages in lieu thereof. As a result of their rigorous work schedules, PLAINTIFF
9 and other CALIFORNIA LABOR SUB-CLASS Members were periodically denied their proper
10 rest periods by DEFENDANTS and DEFENDANTS' managers. When DEFENDANTS provided
11 PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS Members with rest break, they
12 required PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS Members to stay on
13 DEFENDANTS' premises for those rest breaks.

14 94. DEFENDANTS further violated California Labor Code §§ 226.7 and the
15 applicable IWC Wage Order by failing to compensate PLAINTIFF and CALIFORNIA LABOR
16 SUB-CLASS Members who were not provided a rest period, in accordance with the applicable
17 Wage Order, one additional hour of compensation at each employee's regular rate of pay for each
18 workday that rest period was not provided.

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

22 **SIXTH CAUSE OF ACTION**

23 **FAILURE TO PROVIDE ACCURATE ITEMIZED STATEMENTS**

24 **(Cal. Lab. Code §§ 226 and 226.2)**

25 **(Alleged by PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS and against all**
26 **DEFENDANTS)**

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

1 97. Cal. Labor Code § 226 provides that an employer must furnish employees with an
2 “accurate itemized” statement in writing showing:

- 3 a. Gross wages earned;
- 4 b. Total hours worked by the employee, except for any employee whose
5 compensation is solely based on a salary and who is exempt from payment of
6 overtime under subdivision (a) of Section 515 or any applicable order of the
7 Industrial Welfare Commission;
- 8 c. The number of piece rate units earned and any applicable piece rate if the employee
9 is paid on a piece-rate basis;
- 10 d. All deductions, provided that all deductions made on written orders of the
11 employee may be aggregated and shown as one item;
- 12 e. Net wages earned;
- 13 f. The inclusive dates of the period for which the employee is paid;
- 14 g. The name of the employee and his or her social security number, except that by
15 January 1, 2008, only the last four digits of his or her social security number or an
16 employee identification number other than a social security number may be shown
17 on the itemized statement;
- 18 h. The name and address of the legal entity that is the employer; and
- 19 i. All applicable hourly rates in effect during the pay period and the corresponding
20 number of hours worked at each hourly rate by the employee.

21 98. Cal. Labor Code § 226.2 provides that an employer must furnish piece-rate
22 employees with an “accurate itemized” statement in writing showing:

- 23 a. The total hours of compensable rest and recovery periods, the rate of
24 compensation, and the gross wages paid for those periods during the
25 pay period; and
- 26 b. The total hours of other nonproductive time, the rate of
27 compensation, and the gross wages paid for that time during the pay
28 period.

1 99. When DEFENDANTS did not accurately record PLAINTIFF’S and other
2 CALIFORNIA CLASS Members’ wages, including overtime wages, owed, DEFENDANTS also
3 failed to provide PLAINTIFF and the other members of the CALIFORNIA CLASS with complete
4 and accurate wage statements which failed to show, among other things, the correct overtime rate,
5 the correct number of hours worked, missed meal and rest periods, owed to PLAINTIFF and other
6 CALIFORNIA CLASS Members. Cal. Lab. Code § 226 provides that every employer shall
7 furnish each of his or her employees with an accurate itemized wage statement in writing showing,
8 among other things, gross wages earned and all applicable hourly rates in effect during the pay
9 period and the corresponding amount of time worked at each hourly rate. Aside from the
10 violations listed above in this paragraph, DEFENDANTS failed to issue to PLAINTIFF an
11 itemized wage statement that lists all the requirements under California Labor Code 226 *et seq.*
12 As a result, from time to time DEFENDANTS provided PLAINTIFF and the other members of
13 the CALIFORNIA CLASS with wage statements which violated Cal. Lab. Code § 226.

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

25 ///

26 ///

28 ///

1 **SEVENTH CAUSE OF ACTION**

2 **FAILURE TO REIMBURSE EMPLOYEES FOR REQUIRES EXPENSES**

3 **(Cal. Lab. Code §§ 2802)**

4 **(Alleged by PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS and against all**
5 **DEFENDANTS)**

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

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

10 An employer shall indemnify his or her employee for all necessary expenditures
11 or losses incurred by the employee in direct consequence of the discharge of his
12 or her duties, or of his or her obedience to the directions of the employer, even
13 though unlawful, unless the employee, at the time of obeying the directions,
14 believed them to be unlawful.

15 103. At all relevant times herein, DEFENDANTS violated Cal. Lab. Code § 2802, by
16 failing to indemnify and reimburse PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS
17 members for required expenses incurred in the discharge of their job duties for DEFENDANT's
18 benefit. DEFENDANTS failed to reimburse PLAINTIFF and the CALIFORNIA LABOR SUB-
19 CLASS members for expenses which included, but were not limited to, costs related to using their
20 personal cellular phones all on behalf of and for the benefit of DEFENDANTS. Specifically,
21 PLAINTIFF and other CALIFORNIA CLASS Members were required by DEFENDANTS to use
22 their personal cell phones for work related issues. DEFENDANTS' uniform policy, practice and
23 procedure was to not reimburse PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS
24 members for expenses resulting from using their personal cellular phones for DEFENDANTS
25 within the course and scope of their employment for DEFENDANTS. These expenses were
26 necessary to complete their principal job duties. DEFENDANTS is estopped by DEFENDANTS'
27 conduct to assert any waiver of this expectation. Although these expenses were necessary
28 expenses incurred by PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS members,
DEFENDANTS failed to indemnify and reimburse PLAINTIFFS and the CALIFORNIA

1 LABOR SUB-CLASS members for these expenses as an employer is required to do under the
2 laws and regulations of California.

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

7 **EIGHTH CAUSE OF ACTION**

8 **FAILURE TO PAY WAGES WHEN DUE**

9 **(Cal. Lab. Code §§201, 202, 203)**

10 **(Alleged by PLAINTIFF and the CALIFORNIA LABOR SUB-CLASS and against all**
11 **DEFENDANTS)**

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

15 106. Cal. Lab. Code § 200 provides that:

16 As used in this article:(a) "Wages" includes all amounts for labor performed by
17 employees of every description, whether the amount is fixed or ascertained by the
18 standard of time, task, piece, Commission basis, or other method of calculation. (b)
19 "Labor" includes labor, work, or service whether rendered or performed under
20 contract, subcontract, partnership, station plan, or other agreement if the labor to be
21 paid for is performed personally by the person demanding payment.

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

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

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

1 mailing shall constitute the date of payment for purposes of the requirement to
2 provide payment within 72 hours of the notice of quitting.

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

5 110. Cal. Lab. Code § 203 provides:

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

11 111. The employment of PLAINTIFF and many CALIFORNIA LABOR SUB-CLASS
12 Members terminated and DEFENDANTS have not tendered payment of wages, to these
13 employees who missed meal and rest breaks, as required by law.

14 112. Therefore, as provided by Cal Lab. Code § 203, on behalf of herself and the
15 members of the CALIFORNIA LABOR SUB-CLASS whose employment has, PLAINTIFF
16 demands up to thirty days of pay as penalty for not paying all wages due at time of termination
17 for all employees who terminated employment during the CALIFORNIA LABOR SUB-CLASS
18 PERIOD, and demands an accounting and payment of all wages due, plus interest and statutory
19 costs as allowed by law.

20 **PRAYER FOR RELIEF**

21 WHEREFORE, PLAINTIFF pray for a judgment against each DEFENDANTS, jointly
22 and severally, as follows:

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

1 for restitution of the sums incidental to DEFENDANTS' violations due to
2 PLAINTIFF and to the other members of the CALIFORNIA CLASS.

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

- 4 a. That the Court certify the Second, Third, Fourth, Fifth, Sixth, Seventh, and Eighth
5 Causes of Action asserted by the CALIFORNIA LABOR SUB-CLASS as a class
6 action pursuant to Cal. Code of Civ. Proc. § 382;
- 7 b. Compensatory damages, according to proof at trial, including compensatory
8 damages for minimum wages, overtime wages, unreimbursed expenses, and other
9 compensation due to PLAINTIFF and the other members of the CALIFORNIA
10 LABOR SUB-CLASS, during the applicable CALIFORNIA LABOR SUB-
11 CLASS PERIOD plus interest thereon at the statutory rate;
- 12 c. Meal and rest period compensation pursuant to Cal. Lab. Code §§ 226.7, 512 and
13 the applicable IWC Wage Order;
- 14 d. The greater of all actual damages or fifty dollars (\$50) for the initial pay period in
15 which a violation occurs and one hundred dollars (\$100) per member of the
16 CALIFORNIA LABOR SUB-CLASS for each violation in a subsequent pay
17 period, not exceeding an aggregate penalty of four thousand dollars (\$4,000), and
18 an award of costs for violation of Cal. Lab. Code § 226; and,
- 19 e. The wages of all terminated employees from the CALIFORNIA LABOR SUB-
20 CLASS as a penalty from the due date thereof at the same rate until paid or until an
21 action therefore is commenced, in accordance with Cal. Lab. Code § 203.

22 3. On all claims:

- 23 a. An award of interest, including prejudgment interest at the legal rate;
- 24 b. Such other and further relief as the Court deems just and equitable; and
- 25 c. An award of penalties, attorneys' fees and costs of suit, as allowable under the law,
26 including, but not limited to, pursuant to Labor Code § 218.5, § 226, §1194, §1197
27 and/or §2802.
- 28

1 DATED: _____, 2021

2
3 **ZAKAY LAW GROUP, APLC**

4 By: _____

5 Shani O. Zakay
6 Attorney for Plaintiffs

7
8 **DEMAND FOR A JURY TRIAL**

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

10 DATED: _____, 2021

11 **ZAKAY LAW GROUP, APLC**

12
13 By: _____

14
15 Shani O. Zakay
16 Attorney for Plaintiffs

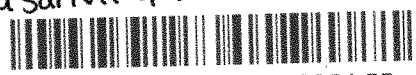
17
18
19
20
21
22
23
24
25
26
27
28

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:

C/O Lynn Hudgens
 Northeastern Rural Health Clinics
 1850 Spring Ridge Dr.
 Susanville, CA 96130



9590 9402 5466 9249 9954 55

2. Article Number (Transfer from service label)

7021 0350 0001 8165 1613

COMPLETE THIS SECTION ON DELIVERY

A. Signature Agent
 Addressee

X *E.K. CIA*

B. Received by (Printed Name) C. Date of Delivery

J. Sullivan *4/21/21*

D. Is delivery address different from item 1? Yes
 If YES, enter delivery address below: No

Natalie Christensen

3. Service Type
- | | |
|---|---|
| <input type="checkbox"/> Adult Signature | <input type="checkbox"/> Priority Mail Express® |
| <input type="checkbox"/> Adult Signature Restricted Delivery | <input type="checkbox"/> Registered Mail™ |
| <input type="checkbox"/> Certified Mail® | <input type="checkbox"/> Registered Mail Restricted Delivery |
| <input type="checkbox"/> Certified Mail Restricted Delivery | <input type="checkbox"/> Return Receipt for Merchandise |
| <input type="checkbox"/> Collect on Delivery | <input type="checkbox"/> Signature Confirmation™ |
| <input type="checkbox"/> Collect on Delivery Restricted Delivery | <input type="checkbox"/> Signature Confirmation Restricted Delivery |
| <input type="checkbox"/> Registered Mail™ Restricted Delivery (\$500) | |