

**JCL LAW FIRM, APC**

Jean-Claude Lapuyade (State Bar #248676)  
Sydney Castillo Johnson (State Bar #343881)  
Monnett De La Torre (State Bar #272884)  
5440 Morehouse Drive, Suite 3600  
San Diego, CA 92121  
Telephone: (619) 599-8292  
Facsimile: (619) 599-8291  
[jlapuyade@jcl-lawfirm.com](mailto:jlapuyade@jcl-lawfirm.com)  
[scastillo@jcl-lawfirm.com](mailto:scastillo@jcl-lawfirm.com)  
[mdelatorre@jcl-lawfirm.com](mailto:mdelatorre@jcl-lawfirm.com)

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**ZAKAY LAW GROUP, APLC**

Shani O. Zakay (State Bar #277924)  
5440 Morehouse Drive, Suite 3600  
San Diego, CA 92121  
Telephone: (619) 255-9047  
Facsimile: (858) 404-9203  
[shani@zakaylaw.com](mailto:shani@zakaylaw.com)

Attorneys for PLAINTIFF

**CGC-23-608448**  
**SUPERIOR COURT OF THE STATE OF CALIFORNIA**

**IN AND FOR THE COUNTY OF SAN FRANCISCO**

JESUS GARCIA, an individual, on behalf of himself, and on behalf of all persons similarly situated,

Plaintiffs,

v.

LAND AND SEA RESTAURANTS LLC dba EPIC ROASTHOUSE and WATERBAR, a California limited liability company; and DOES 1-50, Inclusive,

Defendants.

Case No:

**CLASS ACTION COMPLAINT FOR:**

- 1) UNFAIR COMPETITION IN VIOLATION OF CAL. BUS. & PROF. CODE §17200 *et seq*;
- 2) FAILURE TO PAY MINIMUM WAGES IN VIOLATION OF CAL. LAB. CODE §§ 1194, 1197 & 1197.1;
- 3) FAILURE TO PAY OVERTIME WAGES IN VIOLATION OF CAL. LAB. CODE §§ 510, *et seq*;
- 4) FAILURE TO PROVIDE REQUIRED MEAL PERIODS IN VIOLATION OF CAL. LAB. CODE §§ 226.7 & 512 AND THE APPLICABLE IWC WAGE ORDER;
- 5) FAILURE TO PROVIDE REQUIRED REST PERIODS IN VIOLATION OF CAL. LAB. CODE §§ 226.7 & 512 AND THE APPLICABLE IWC WAGE ORDER;

- 6) FAILURE TO PROVIDE ACCURATE ITEMIZED STATEMENTS IN VIOLATION OF CAL. LAB. CODE § 226;
- 7) FAILURE TO PROVIDE WAGES WHEN DUE IN VIOLATION OF CAL. LAB. CODE §§ 201, 202 AND 203;
- 8) FAILURE TO REIMBURSE EMPLOYEES FOR REQUIRED EXPENSES IN VIOLATION OF CAL. LAB. CODE § 2802;
- 9) FAILURE TO PROVIDE GRATUITIES IN VIOLATION OF CAL. LAB. CODE § 351.

**DEMAND FOR A JURY TRIAL**

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

**PRELIMINARY ALLEGATIONS**

1. Defendant LAND AND SEA RESTAURANTS LLC dba EPIC ROASTHOUSE and WATERBAR (“DEFENDANT” and/or “DEFENDANTS”) is a California limited liability company that at all relevant times mentioned herein conducted and continues to conduct substantial and regular business throughout California.

2. DEFENDANT operates restaurants throughout the state of California, including the county of San Francisco, where PLAINTIFF worked.

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

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

1 by the Court (the “CLASS PERIOD”). The amount in controversy for the aggregate claim of the  
2 CALIFORNIA CLASS Members is under five million dollars (\$5,000,000.00).

3 5. PLAINTIFF brings this Class Action on behalf of himself and a CALIFORNIA  
4 CLASS in order to fully compensate the CALIFORNIA CLASS for their losses incurred during  
5 the CLASS PERIOD caused by DEFENDANT’s uniform policy and practice which failed to  
6 lawfully compensate these employees. DEFENDANT’s uniform policy and practice alleged  
7 herein was an unlawful, unfair, and deceptive business practice whereby DEFENDANT retained  
8 and continues to retain wages due PLAINTIFF and the other members of the CALIFORNIA  
9 CLASS. PLAINTIFF and the other members of the CALIFORNIA CLASS seek an injunction  
10 enjoining such conduct by DEFENDANT in the future, relief for the named PLAINTIFF and the  
11 other members of the CALIFORNIA CLASS who have been economically injured by  
12 DEFENDANT’s past and current unlawful conduct, and all other appropriate legal and equitable  
13 relief.

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

23 7. The agents, servants and/or employees of the Defendants and each of them acting  
24 on behalf of the Defendants acted within the course and scope of his, her or its authority as the  
25 agent, servant and/or employee of the Defendants, and personally participated in the conduct  
26 alleged herein on behalf of the Defendants with respect to the conduct alleged herein.  
27 Consequently, the acts of each Defendant are legally attributable to the other Defendants and all  
28 Defendants are jointly and severally liable to PLAINTIFF and the other members of the

1 CALIFORNIA CLASS, for the loss sustained as a proximate result of the conduct of the  
2 Defendants' agents, servants and/or employees.

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

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

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

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

## 22 **JURISDICTION AND VENUE**

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

27 13. Venue is proper in this Court pursuant to California Code of Civil Procedure,  
28 Sections 395 and 395.5, because DEFENDANT operates in locations across California, employs

1 the CALIFORNIA CLASS across California, including in this County, and committed the  
2 wrongful conduct herein alleged in this County against the CALIFORNIA CLASS.

3 **THE CONDUCT**

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

22 **A. Meal Period Violations**

23 15. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANT was  
24 required to pay PLAINTIFF and CALIFORNIA CLASS Members for all their time worked,  
25 meaning the time during which an employee is subject to the control of an employer, including  
26 all the time the employee is suffered or permitted to work. From time to time during the CLASS  
27 PERIOD, DEFENDANT required PLAINTIFF and CALIFORNIA CLASS Members to work  
28 without paying them for all the time they were under DEFENDANT’s control. Specifically,

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

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

26         **B. Rest Period Violations**

27         17. From time to time during the CLASS PERIOD, PLAINTIFF and other  
28 CALIFORNIA CLASS Members were also required to work in excess of four (4) hours without

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

13 **C. Unreimbursed Business Expenses**

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

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

1 their own personal cell phones for DEFENDANTS' benefit. Specifically, PLAINTIFF and other  
2 CALIFORNIA CLASS Members were required by DEFENDANTS to use their personal cellular  
3 phones to conduct work related business. As a result, in the course of their employment with  
4 DEFENDANT the PLAINTIFF and other members of the CALIFORNIA CLASS incurred  
5 unreimbursed business expenses which included, but were not limited to, costs related to the use  
6 of their own personal cell phones all on behalf of and for the benefit of DEFENDANTS.

7 **D. Wage Statement Violations**

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

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

24 22. In addition to the foregoing, DEFENDANT, from time to time, failed to provide  
25 PLAINTIFF and the CALIFORNIA CLASS Members with wage statements that comply with  
26 Cal. Lab. Code § 226.

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

1 paid on an hourly basis with bonus compensation when the employees met the various  
2 performance goals set by DEFENDANTS.

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

21         37. In violation of the applicable sections of the California Labor Code and the  
22 requirements of the Industrial Welfare Commission (“IWC”) Wage Order, DEFENDANT as a  
23 matter of company policy, practice, and procedure, intentionally and knowingly failed to  
24 compensate PLAINTIFF and the other members of the CALIFORNIA CLASS at the correct rate  
25 of pay for all overtime and double time worked, meal and rest period premiums, and redeemed  
26 sick pay as required by California law which allowed DEFENDANT to illegally profit and gain  
27 an unfair advantage over competitors who complied with the law. To the extent equitable tolling  
28

1 operates to toll claims by the CALIFORNIA CLASS Members against DEFENDANT, the  
2 CLASS PERIOD should be adjusted accordingly.

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

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

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

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

20 **H. Unlawful Deductions**

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

25 **I. Timekeeping Manipulation**

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

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

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

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

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

23 **J. Unlawful Rounding Practices**

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

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

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

14 **K. Sick Pay Violations**

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

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

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1     **L. Tip Pooling**

2             50.     During the CALIFORNIA CLASS period, pursuant to DEFENDANTS’ company  
3 policies and practices, PLAINTIFF and other CALIFORNIA CLASS Members were forced to  
4 forfeit gratuities left for them by customers to DEFENDANTS’ agents who provided no service  
5 to the customers that resulted in the gratuity. DEFENDANTS routinely added gratuity tips and  
6 service charges to its food and beverage bills. These gratuities and service charges reasonably  
7 appear to be gratuities for the service staff. It is typical and customary in the hospitality industry  
8 that establishments impose gratuity charges on the food and beverage bill. Thus, when customers  
9 paid these charges, it is reasonable for them to have believed they were gratuities to be paid to  
10 the service staff. Indeed, because many of these charges are depicted to customers, and the  
11 custom in the food and beverage industry that gratuities are paid for food and beverage service,  
12 customers paid these charges reasonably believing they were remitted to the service staff.  
13 However, DEFENDANTS have not remitted the total proceeds of these gratuities to the non-  
14 managerial employees who serve the food and beverages. Instead, DEFENDANTS have a policy  
15 and practice of using a portion of these gratuities to pay managers or other non-service  
16 employees. As a result, PLAINTIFF and CALIFORNIA CLASS Members have not received the  
17 total proceeds of the gratuities, to which they are entitled to under California law.

18             51.     DEFENDANTS are generally in the business of owning and operating a restaurant.  
19 During the CALIFORNIA CLASS PERIOD, PLAINTIFF and other CALIFORNIA CLASS  
20 Members were in the “chain of service” and earned gratuities based on their service for their  
21 customers. However, PLAINTIFF and CALIFORNIA CLASS Members were forced to forfeit  
22 portions of their gratuities, which said gratuities were kept by DEFENDANTS’ employees who  
23 were not in the chain of service from which the gratuity resulted. PLAINTIFF and other  
24 CALIFORNIA CLASS Members contend that any gratuities kept by DEFENDANTS’ non-  
25 service employees were illegal and in violation of California law because PLAINTIFF and other  
26 CALIFORNIA CLASS Members provided the service for to whom the gratuity should have been  
27 paid.

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1           52. California Labor Code § 351 establishes the requirements for an employer  
2 regarding the payment of gratuities. Specifically, gratuities are the sole property of the  
3 employees. California Labor Code § 351 expressly prohibits employers and their agents from  
4 collecting, taking, or receiving any portion of a gratuity. California Labor Code § 350(e) defines  
5 the term “gratuity” as including any money that has been paid or given or left for an employee  
6 by a patron of a business over and above the actual amount due the business for services rendered  
7 or for goods, food, drink or articles sold or served to such patron. Labor Code § 353 requires  
8 employers to keep accurate records of all gratuities they receive, directly or indirectly.

9           53. Although tip pooling is not expressly prohibited by the Labor Code, employees  
10 who mandate tip pooling must only distribute pooled tips to employees in the “chain of service.”  
11 By distributing tips to employees who were not in the “chain of service,” DEFENDANTS have  
12 violated and continue to violate the legal requirements for handling pooled tips.

13           54. Specifically, as to PLAINTIFF, PLAINTIFF was from time to time unable to take  
14 off duty meal and rest breaks and were not fully relieved of duty for his rest and meal periods.  
15 PLAINTIFF was required to perform work as ordered by DEFENDANT for more than five (5)  
16 hours during a shift without receiving an off-duty meal break. Further, DEFENDANT failed to  
17 provide PLAINTIFF with a second off-duty meal period each workday in which they were  
18 required by DEFENDANT to work ten (10) hours of work. When DEFENDANT provided  
19 PLAINTIFF with a rest break, they required PLAINTIFF to remain on-duty and on-call for the  
20 rest break. DEFENDANT policy caused PLAINTIFF to remain on-call and on-duty during what  
21 was supposed to be his off-duty meal periods. PLAINTIFF therefore forfeited meal and rest  
22 breaks without additional compensation and in accordance with DEFENDANT’S strict corporate  
23 policy and practice. Moreover, DEFENDANT also provided PLAINTIFF with paystubs that  
24 failed to comply with Cal. Lab. Code § 226. To date, DEFENDANT has not fully paid  
25 PLAINTIFF the minimum, overtime and double time compensation still owed to him or any  
26 penalty wages owed to him under Cal. Lab. Code § 203. The amount in controversy for  
27 PLAINTIFF individually does not exceed the sum or value of \$75,000.

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**CLASS ACTION ALLEGATIONS**

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

7           56. PLAINTIFF and the other CALIFORNIA CLASS Members have uniformly been  
8 deprived of wages and penalties from unpaid wages earned and due, including but not limited to  
9 unpaid minimum wages, unpaid overtime compensation, unpaid meal and rest period premiums,  
10 illegal meal and rest period policies, failed compensate for off-the-clock work, failure to provide  
11 accurate itemized wage statements, failure to maintain required records, and interest, statutory  
12 and civil penalties, attorney’s fees, costs, and expenses.

13           57. The members of the class are so numerous that joinder of all class members is  
14 impractical.

15           58. Common questions of law and fact regarding DEFENDANT’s conduct, including  
16 but not limited to, off-the-clock work, unpaid meal and rest period premiums, failure to  
17 accurately calculate the regular rate of pay for overtime compensation, failure to accurately  
18 calculate the regular rate of compensation for missed meal and rest period premiums, failing to  
19 provide legally compliant meal and rest periods, failure to provide accurate itemized wage  
20 statements accurate, and failure to ensure they are paid at least minimum wage and overtime,  
21 exist as to all members of the class and predominate over any questions affecting solely any  
22 individual members of the class. Among the questions of law and fact common to the class are:

- 23           a. Whether DEFENDANT maintained legally compliant meal period policies and  
24 practices;  
25           b. Whether DEFENDANT maintained legally compliant rest period policies and  
26 practices;  
27           c. Whether DEFENDANT failed to pay PLAINTIFF and the CALIFORNIA CLASS  
28 Members accurate premium payments for missed meal and rest periods;

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

19          59. PLAINTIFF are members of the CALIFORNIA CLASS and suffered damages as  
20 a result of DEFENDANT’s conduct and actions alleged herein.

21          60. PLAINTIFF’S claims are typical of the claims of the CALIFORNIA CLASS, and  
22 PLAINTIFF have the same interests as the other members of the class.

23          61. PLAINTIFF will fairly and adequately represent and protect the interests of the  
24 CALIFORNIA CLASS Members.

25          62. PLAINTIFF retained able class counsel with extensive experience in class action  
26 litigation.

27          63. Further, PLAINTIFF’S interests are coincident with, and not antagonistic to, the  
28 interest of the other CALIFORNIA CLASS Members.

1           64. There is a strong community of interest among PLAINTIFF and the members of  
2 the CALIFORNIA CLASS to, inter alia, ensure that the combined assets of DEFENDANT are  
3 sufficient to adequately compensate the members of the CALIFORNIA CLASS for the injuries  
4 sustained.

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

8           66. A class action is superior to other available methods for the fair and efficient  
9 adjudication of this controversy because joinder of all class members is impractical. Moreover,  
10 since the damages suffered by individual members of the class may be relatively small, the  
11 expense and burden of individual litigation makes it practically impossible for the members of  
12 the class individually to redress the wrongs done to them. Without class certification and  
13 determination of declaratory, injunctive, statutory, and other legal questions within the class  
14 format, prosecution of separate actions by individual members of the CALIFORNIA CLASS  
15 will create the risk of:

- 16           a. Inconsistent or varying adjudications with respect to individual members of the  
17 CALIFORNIA CLASS which would establish incompatible standards of conduct  
18 for the parties opposing the CALIFORNIA CLASS; and/or,  
19           b. Adjudication with respect to individual members of the CALIFORNIA CLASS  
20 which would as a practical matter be dispositive of the interests of the other  
21 members not party to the adjudication or substantially impair or impeded their  
22 ability to protect their interests.

23           67. Class treatment provides manageable judicial treatment calculated to bring an  
24 efficient and rapid conclusion to all litigation of all wage and hour related claims arising out of  
25 the conduct of DEFENDANT.

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1 **FIRST CAUSE OF ACTION**

2 **Unlawful Business Practices**

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

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

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

8 69. DEFENDANT is a “person” as that term is defined under Cal. Bus. And Prof.  
9 Code § 17021.

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

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

21 71. By the conduct alleged herein, DEFENDANT has engaged and continues to  
22 engage in a business practice which violates California law, including but not limited to, the  
23 applicable Wage Order(s), the California Code of Regulations and the California Labor Code  
24 including Sections 201, 202, 203, 204, 210, 226.7, 510, 512, 558, 1194, 1197, 1197.1, and 1198,  
25 for which this Court should issue declaratory and other equitable relief pursuant to Cal. Bus. &  
26 Prof. Code § 17203 as may be necessary to prevent and remedy the conduct held to constitute  
27 unfair competition, including restitution of wages wrongfully withheld.

28 72. By the conduct alleged herein, DEFENDANT’s practices were unlawful and unfair  
in that these practices violated public policy, were immoral, unethical, oppressive unscrupulous  
or substantially injurious to employees, and were without valid justification or utility for which

1 this Court should issue equitable and injunctive relief pursuant to Section 17203 of the California  
2 Business & Professions Code, including restitution of wages wrongfully withheld.

3 73. By the conduct alleged herein, DEFENDANT's practices were deceptive and  
4 fraudulent in that DEFENDANT's uniform policy and practice failed to provide the legally  
5 mandated meal and rest periods and the required amount of compensation for missed meal and  
6 rest periods, and failed to pay minimum and overtime wages owed, due to a systematic business  
7 practice that cannot be justified, pursuant to the applicable Cal. Lab. Code, and Industrial Welfare  
8 Commission requirements in violation of Cal. Bus. Code §§ 17200, *et seq.*, and for which this  
9 Court should issue injunctive and equitable relief, pursuant to Cal. Bus. & Prof. Code § 17203,  
10 including restitution of wages wrongfully withheld.

11 74. By the conduct alleged herein, DEFENDANT's practices were also unlawful,  
12 unfair, and deceptive in that DEFENDANT's employment practices caused PLAINTIFF and the  
13 other members of the CALIFORNIA CLASS to be underpaid during their employment with  
14 DEFENDANT.

15 75. By the conduct alleged herein, DEFENDANT's practices were also unfair and  
16 deceptive in that DEFENDANT's uniform policies, practices and procedures failed to provide  
17 mandatory meal and/or rest breaks to PLAINTIFF and the CALIFORNIA CLASS members as  
18 required by Cal. Lab. Code §§ 226.7 and 512.

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

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

27 78. By and through the unlawful and unfair business practices described herein,  
28 DEFENDANT has obtained valuable property, money and services from PLAINTIFF and the

1 other members of the CALIFORNIA CLASS, including earned wages for all time worked, and  
2 has deprived them of valuable rights and benefits guaranteed by law and contract, all to the  
3 detriment of these employees and to the benefit of DEFENDANT so as to allow DEFENDANT  
4 to unfairly compete against competitors who comply with the law.

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

10 80. PLAINTIFF and the other members of the CALIFORNIA CLASS are entitled to,  
11 and do, seek such relief as may be necessary to restore to them the money and property which  
12 DEFENDANT has acquired, or of which PLAINTIFF and the other members of the  
13 CALIFORNIA CLASS have been deprived, by means of the above described unlawful and  
14 unfair business practices, including earned but unpaid wages for all time worked.

15 81. PLAINTIFF and the other members of the CALIFORNIA CLASS are further  
16 entitled to, and do, seek a declaration that the described business practices are unlawful, unfair,  
17 and deceptive, and that injunctive relief should be issued restraining DEFENDANT from  
18 engaging in any unlawful and unfair business practices in the future.

19 82. PLAINTIFF and the other members of the CALIFORNIA CLASS have no plain,  
20 speedy and/or adequate remedy at law that will end the unlawful and unfair business practices of  
21 DEFENDANT. Further, the practices herein alleged presently continue to occur unabated. As a  
22 result of the unlawful and unfair business practices described herein, PLAINTIFF and the other  
23 members of the CALIFORNIA CLASS have suffered and will continue to suffer irreparable  
24 legal and economic harm unless DEFENDANT is restrained from continuing to engage in these  
25 unlawful and unfair business practices.

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

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

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

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

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

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



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

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

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

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

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1            99. 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            100. Cal. Lab. Code § 510 provides that employees in California shall not be employed  
4 more than eight (8) hours per workday and/or more than forty (40) hours per workweek unless  
5 they receive additional compensation beyond their regular wages in amounts specified by law.

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

10           102. During the CLASS PERIOD, PLAINTIFF and CALIFORNIA CLASS Members  
11 were required by DEFENDANT to work for DEFENDANTS and were not paid for all the time  
12 they worked, including overtime work.

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

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

26           105. As a direct result of DEFENDANT's unlawful wage practices as alleged herein,  
27 PLAINTIFF and the other members of the CALIFORNIA CLASS did not receive the correct  
28 overtime compensation for their time worked for DEFENDANT.

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

9           107. During the CLASS PERIOD, PLAINTIFF and the other members of the  
10 CALIFORNIA CLASS were paid less for overtime worked that they were entitled to,  
11 constituting a failure to pay all earned wages.

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

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

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

1 PLAINTIFF and the other members of the CALIFORNIA CLASS the correct overtime wages  
2 for their overtime worked.

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

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

21 **FOURTH CAUSE OF ACTION**

22 **Failure To Provide Required Meal Periods**

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

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

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

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

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

21           116. As a proximate result of the aforementioned violations, PLAINTIFF and  
22 CALIFORNIA CLASS Members have been damaged in an amount according to proof at trial,  
23 and seek all wages earned and due, interest, penalties, expenses and costs of suit.  
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1 **FIFTH CAUSE OF ACTION**

2 **Failure To Provide Required Rest Periods**

3 **(Cal. Lab. Code §§ 226.7 & 512)**

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

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

8 118. From time to time, PLAINTIFF and other CALIFORNIA CLASS Members were  
9 required to work in excess of four (4) hours without being provided ten (10) minute rest periods.  
10 Further, these employees were denied their first rest periods of at least ten (10) minutes for some  
11 shifts worked of at least two (2) to four (4) hours, a first and second rest period of at least ten  
12 (10) minutes for some shifts worked of between six (6) and eight (8) hours, and a first, second  
13 and third rest period of at least ten (10) minutes for some shifts worked of ten (10) hours or more.  
14 PLAINTIFF and other CALIFORNIA CLASS Members were also not provided with one-hour  
15 wages *in lieu* thereof. As a result of their rigorous work schedules, PLAINTIFF and other  
16 CALIFORNIA CLASS Members were periodically denied their proper rest periods by  
17 DEFENDANT and DEFENDANT’s managers. In addition, DEFENDANT failed to compensate  
18 PLAINTIFF and other CALIFORNIA CLASS Members for their rest periods as required by the  
19 applicable Wage Order and Labor Code. As a result, DEFENDANT’s failure to provide  
20 PLAINTIFF and the CALIFORNIA CLASS Members with all the legally required paid rest  
21 periods is evidenced by DEFENDANT’s business records.

22 119. DEFENDANT further violated California Labor Code §§ 226.7 and the applicable  
23 IWC Wage Order by failing to compensate PLAINTIFF and CALIFORNIA CLASS Members  
24 who were not provided a rest period, in accordance with the applicable Wage Order, one  
25 additional hour of compensation at each employee’s regular rate of pay for each workday that  
26 rest period was not provided.

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1           i. all applicable hourly rates in effect during the pay period and the corresponding  
2           number of hours worked at each hourly rate by the employee.

3           123. When DEFENDANT did not accurately record PLAINTIFF’S and other  
4 CALIFORNIA CLASS Members’ missed meal and rest breaks, or were paid inaccurate missed  
5 meal and rest break premiums, or were not paid for all hours worked, DEFENDANT violated  
6 Cal. Lab. Code § 226 in that DEFENDANT failed to provide PLAINTIFF and other  
7 CALIFORNIA CLASS Members with complete and accurate wage statements which failed to  
8 show, among other things, all deductions, the accurate gross wages earned, net wages earned,  
9 the total hours worked and all applicable hourly rates in effect during the pay period and the  
10 corresponding amount of time worked at each hourly rate, and correct rates of pay for penalty  
11 payments or missed meal and rest periods.

12           124. In addition to the foregoing, DEFENDANTS failed to provide itemized wage  
13 statements to PLAINTIFF and members of the CALIFORNIA CLASS that complied with the  
14 requirements of California Labor Code Section 226.

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

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1 **SEVENTH CAUSE OF ACTION**

2 **Failure To Pay Wages When Due**

3 **(Cal. Lab. Code § 203)**

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

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

8 127. Cal. Lab. Code § 200 provides that:

9 As used in this article:

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

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

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

20 If an employee not having a written contract for a definite period quits his or her  
21 employment, his or her wages shall become due and payable not later than 72 hours  
22 thereafter, unless the employee has given 72 hours previous notice of his or her intention  
23 to quit, in which case the employee is entitled to his or her wages at the time of quitting.  
24 Notwithstanding any other provision of law, an employee who quits without providing a  
25 72-hour notice shall be entitled to receive payment by mail if he or she so requests and  
26 designates a mailing address. The date of the mailing shall constitute the date of payment  
27 for purposes of the requirement to provide payment within 72 hours of the notice of  
28 quitting.

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

131. Cal. Lab. Code § 203 provides:

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



1 from using their own personal cell phones for DEFENDANT within the course and scope of their  
2 employment for DEFENDANT. These expenses were necessary to complete their principal job  
3 duties. DEFENDANT are estopped by DEFENDANT’S conduct to assert any waiver of this  
4 expectation. Although these expenses were necessary expenses incurred by PLAINTIFF and the  
5 CALIFORNIA members, DEFENDANT failed to indemnify and reimburse PLAINTIFF and the  
6 CALIFORNIA CLASS members for these expenses as an employer is required to do under the  
7 laws and regulations of California.

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

12 **NINTH CAUSE OF ACTION**

13 **FAILURE TO PAY STATUTORY GRATUITIES**

14 **(Cal. Lab. Code § 351 et seq.)**

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

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

20 139. DEFENDANT’S conduct, as set forth above, in failing to remit to non-managerial  
21 employees the total proceeds of gratuities added to customers’ bills constitutes a violation of  
22 California Labor Code Section 351. This violation is enforceable pursuant to the California Unfair  
23 Competition Law, Cal. Bus. And Prof. Code 17200 et seq. DEFENDANT’S conduct constitutes  
24 unlawful, unfair, and/or fraudulent business acts or practices, in that DEFENDANT has violated  
25 California Labor Code Section 351 in not remitting to the non-managerial service employees the  
26 total gratuities that were charged to customers.

27 140. As a proximate result of the aforementioned violations, PLAINTIFF and  
28 CALIFORNIA CLASS Members have been damaged in an amount according to proof at trial,

1 including the loss of gratuities to which they were entitled. and seek all wages earned and due,  
2 interest, penalties, expenses and costs of suit.

3 **PRAYER FOR RELIEF**

4 WHEREFORE, PLAINTIFF pray for a judgment against each Defendant, jointly and  
5 severally, as follows:

6 1. On behalf of the CALIFORNIA CLASS:

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

17 2. On behalf of the CALIFORNIA CLASS:

- 18 a. That the Court certify the Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth and  
19 Ninth Causes of Action asserted by the CALIFORNIA CLASS as a class action  
20 pursuant to Cal. Code of Civ. Proc. § 382;
- 21 b. Compensatory damages, according to proof at trial, including compensatory  
22 damages for overtime compensation due to PLAINTIFF and the other members of  
23 the CALIFORNIA CLASS, during the applicable CLASS PERIOD plus interest  
24 thereon at the statutory rate;
- 25 c. Meal and rest period compensation pursuant to Cal. Lab. Code §§ 226.7, 512 and  
26 the applicable IWC Wage Order;
- 27 d. The greater of all actual damages or fifty dollars (\$50) for the initial pay period in  
28 which a violation occurs and one hundred dollars (\$100) per each member of the

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CALIFORNIA CLASS for each violation in a subsequent pay period, not exceeding an aggregate penalty of four thousand dollars (\$4,000), and an award of costs for violation of Cal. Lab. Code § 226


- e. The wages of all terminated employees from the CALIFORNIA CLASS as a penalty from the due date thereof at the same rate until paid or until an action therefore is commenced, in accordance with Cal. Lab. Code § 203.
- f. The amount of the expenses PLAINTIFF and each member of the CALIFORNIA CLASS incurred in the course of their job duties, plus interest, and costs of suit.

3. On all claims:

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

DATED: August 17, 2023

**JCL LAW FIRM, APC**

By:   
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Jean-Claude Lapuyade, Esq.  
Attorney for PLAINTIFF


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**DEMAND FOR A JURY TRIAL**

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

DATED: August 17, 2023

**JCL LAW FIRM, APC**

By:   
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Jean-Claude Lapuyade, Esq.  
Attorney for PLAINTIFF