

# SUMMONS

## (CITACION JUDICIAL)

### NOTICE TO DEFENDANT:

**(AVISO AL DEMANDADO):**

HILBERS, INC., a California corporation; HILBERS JONES PROPERTIES LP, a California limited partnership; (Additional Parties Attachment Form is Attached)

### YOU ARE BEING SUED BY PLAINTIFF:

**(LO ESTÁ DEMANDANDO EL DEMANDANTE):**

MARTIN COUCH, an individual, on behalf of Plaintiff, and on behalf of all persons similarly situated,

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

Electronically FILED by  
Superior Court of California,  
County of Los Angeles  
11/26/2025 2:17 PM  
David W. Slayton,  
Executive Officer/Clerk of Court,  
By J. Gnade, Deputy Clerk

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](http://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](http://www.lawhelpcalifornia.org)), the California Courts Online Self-Help Center ([www.courtinfo.ca.gov/selfhelp](http://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](http://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](http://www.lawhelpcalifornia.org)), en el Centro de Ayuda de las Cortes de California, ([www.sucorte.ca.gov](http://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): Los Angeles Superior Court

Stanley Mosk Courthouse - 111 North Hill Street, Los Angeles, CA 90012

CASE NUMBER:  
(Número del Caso):

258TCV34742

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):

Jennifer Gerstenzang, Esq. T: (619) 255-9047 Zakay Law Group, APLC - 5440 Morehouse Drive, Suite 3600, San Diego, CA 92121

DATE: 11/26/2025  
(Fecha)

David W. Slayton, Executive Officer/Clerk of Court Clerk, by J. Gnade , 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)).

[SEAL]



### NOTICE TO THE PERSON SERVED: You are served

1.  as an individual defendant.
2.  as the person sued under the fictitious name 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):
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):

SHORT TITLE: Martin Couch v. Hilbers, Inc., et al.	CASE NUMBER:
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## INSTRUCTIONS FOR USE

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

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

Plaintiff  Defendant  Cross-Complainant  Cross-Defendant

HILBERS NEW HOME COMMUNITIES, INC., a California corporation; HILBERS NEW HOME COMMUNITIES, LP, a California limited partnership; HILBERS PROPERTY MANAGEMENT, INC., a California corporation; HILBERS INVESTMENT GROUP, LLC, a California limited liability company; HILBERS INVESTMENT GROUP II, LLC, a California limited liability company; HILBERS INVESTMENT GROUP III, LLC, a California limited liability company; HILBERS M & M LP, a California limited partnership; HILBERS PROPERTIES LP, a California limited partnership; - and DOES 1-50, Inclusive,

1 **ZAKAY LAW GROUP, APLC**  
2 Shani O. Zakay (State Bar #277924)  
[shani@zakaylaw.com](mailto:shani@zakaylaw.com)  
3 Jennifer Gerstenzang (State Bar #279810)  
[jenny@zakaylaw.com](mailto:jenny@zakaylaw.com)  
4 Nicole Noursamadi (State Bar #357246)  
[nicole@zakaylaw.com](mailto:nicole@zakaylaw.com)  
5 Jackland K Hom (State Bar #327243)  
[jackland@zakaylaw.com](mailto:jackland@zakaylaw.com)  
6 Eden Zakay (State Bar #339536)  
[eden@zakaylaw.com](mailto:eden@zakaylaw.com)  
7 Jaclyn Joyce (State Bar #285124)  
[jaclyn@zakaylaw.com](mailto:jaclyn@zakaylaw.com)  
8 5440 Morehouse Drive, Suite 3600  
9 San Diego, CA 92121  
Telephone: (619) 255-9047

10 **Electronically FILED by**  
11 **Superior Court of California,**  
12 **County of Los Angeles**  
13 **11/26/2025 2:17 PM**  
14 **David W. Slayton,**  
15 **Executive Officer/Clerk of Court,**  
16 **By J. Gnade, Deputy Clerk**

17 **JCL LAW FIRM, APC**  
18 Jean-Claude Lapuyade (State Bar #248676)  
[jlapuyade@jcl-lawfirm.com](mailto:jlapuyade@jcl-lawfirm.com)  
19 5440 Morehouse Drive, Suite 3600  
20 San Diego, CA 92121  
Telephone: (619) 599-8292

21 Attorneys for PLAINTIFF

22 **SUPERIOR COURT OF THE STATE OF CALIFORNIA**

23 **IN AND FOR THE COUNTY OF LOS ANGELES**

24 MARTIN COUCH, an individual, on behalf of Plaintiff, and on behalf of all persons similarly situated,

25 Case No: **25STCV34742**

26 **CLASS ACTION COMPLAINT FOR:**

27 Plaintiff,  
28 v.  
29 HILBERS, INC., a California corporation; HILBERS JONES PROPERTIES LP, a California limited partnership; HILBERS NEW HOME COMMUNITIES, INC., a California corporation; HILBERS NEW HOME COMMUNITIES, LP, a California limited partnership; HILBERS PROPERTY MANAGEMENT, INC., a California corporation; HILBERS INVESTMENT GROUP, LLC, a California limited liability company; HILBERS INVESTMENT GROUP II, LLC, a California limited liability company;

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

1 HILBERS INVESTMENT GROUP III, LLC, a  
2 California limited liability company; HILBERS  
3 M & M LP, a California limited partnership;  
4 HILBERS PROPERTIES LP, a California  
5 limited partnership; - and DOES 1-50,  
6 Inclusive,

7 Defendants.

8  
9 LAB. CODE §§ 226.7 & 512 AND THE  
10 APPLICABLE IWC WAGE ORDER;  
11 6) FAILURE TO PROVIDE ACCURATE  
12 ITEMIZED STATEMENTS IN  
13 VIOLATION OF CAL. LAB. CODE § 226;  
14 7) FAILURE TO PROVIDE WAGES WHEN  
15 DUE IN VIOLATION OF CAL. LAB.  
16 CODE §§ 201, 202 AND 203;  
17 8) FAILURE TO REIMBURSE EMPLOYEES  
18 FOR REQUIRED EXPENSES IN  
19 VIOLATION OF CAL. LAB. CODE § 2802.

## 20 **DEMAND FOR A JURY TRIAL**

21  
22 PLAINTIFF MARTIN COUCH (“PLAINTIFF”), an individual, on behalf of PLAINTIFF  
23 and all other similarly situated current and former employees, alleges on information and belief,  
24 except for their own acts and knowledge which are based on personal knowledge, the following:

### 25 **PRELIMINARY ALLEGATIONS**

26 1. Defendant HILBERS, INC. (“Defendant Hilbers Inc.”) is a California corporation  
27 that at all relevant times mentioned herein conducted and continues to conduct substantial and  
28 regular business throughout California.

1. Defendant HILBERS JONES PROPERTIES LP (“Defendant Hilbers Jones”) is a  
2. California limited partnership that at all relevant times mentioned herein conducted and continues  
3. to conduct substantial and regular business throughout California.

4. Defendant HILBERS NEW HOME COMMUNITIES, INC. (“Defendant Hilbers  
5. New Home Inc.”) is a California corporation that at all relevant times mentioned herein conducted  
6. and continues to conduct substantial and regular business throughout California.

7. Defendant HILBERS NEW HOME COMMUNITIES, LP (“Defendant Hilbers New  
8. Home LP”) is a California limited partnership that at all relevant times mentioned herein conducted  
9. and continues to conduct substantial and regular business throughout California.

10. Defendant HILBERS PROPERTY MANAGEMENT, INC. (“Defendant Hilbers  
11. Property Management”) is a California corporation that at all relevant times mentioned herein  
12. conducted and continues to conduct substantial and regular business throughout California.

1           6.    Defendant HILBERS INVESTMENT GROUP, LLC (“Defendant Hilbers  
2 Investment”) is a California limited liability company that at all relevant times mentioned herein  
3 conducted and continues to conduct substantial and regular business throughout California.

4           7.    Defendant HILBERS INVESTMENT GROUP II, LLC (“Defendant Hilbers  
5 Investment II”) is a California limited liability company that at all relevant times mentioned herein  
6 conducted and continues to conduct substantial and regular business throughout California.

7           8.    Defendant HILBERS INVESTMENT GROUP III, LLC (“Defendant Hilbers  
8 Investment III”) is a California limited liability company that at all relevant times mentioned herein  
9 conducted and continues to conduct substantial and regular business throughout California.

10          9.    Defendant HILBERS M & M LP (“Defendant Hilbers M & M”) is a California  
11 limited partnership that at all relevant times mentioned herein conducted and continues to conduct  
12 substantial and regular business throughout California.

13          10.   Defendant HILBERS PROPERTIES LP (“Defendant Hilbers Properties”) is a  
14 California limited partnership that at all relevant times mentioned herein conducted and continues  
15 to conduct substantial and regular business throughout California.

16          11.   Defendant Hilbers Inc., Defendant Hilbers Jones, Defendant Hilbers New Home  
17 Inc., Defendant Hilbers New Home LP, Defendant Hilbers Property Management, Defendant  
18 Hilbers Investment, Defendant Hilbers Investment II, Defendant Hilbers Investment III, Defendant  
19 Hilbers M & M, and Defendant Hilbers Properties were the joint employers of PLAINTIFF as  
20 evidenced by the documents issued to PLAINTIFF, by the company PLAINTIFF performed work  
21 for respectively, and as these entities each exerted control over the hours, wages and/or working  
22 conditions of PLAINTIFF, and are therefore jointly responsible as employers for the conduct  
23 alleged herein as “DEFENDANTS.”

24          12.   DEFENDANTS own and operate a home construction and service technician  
25 business in California, including in the County of Los Angeles, where PLAINTIFF worked.

26          13.   PLAINTIFF was employed by DEFENDANTS in California from January of 2024  
27 to May of 2025, as a non-exempt employee, paid on an hourly basis, and entitled to the legally

1 required meal and rest periods and payment of minimum and overtime wages due for all time  
2 worked.

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

6       15. PLAINTIFF brings this Class Action on behalf of PLAINTIFF and a California  
7 class, defined as all persons who are or previously were employed by Defendant Hilbers Inc. and/or  
8 Defendant Hilbers Jones and/or Defendant Hilbers New Home Inc. and/or Defendant Hilbers New  
9 Home LP and/or Defendant Hilbers Property Management and/or Defendant Hilbers Investment  
10 and/or Defendant Hilbers Investment II and/or Defendant Hilbers Investment III and/or Defendant  
11 Hilbers M & M and/or Defendant Hilbers Properties in California and classified as non-exempt  
12 employees (the “CALIFORNIA CLASS”) at any time during the period beginning four (4) years  
13 prior to the filing of this Complaint and ending on the date as determined by the Court (the “CLASS  
14 PERIOD”). The amount in controversy for the aggregate claim of the CALIFORNIA CLASS  
15 members is under five million dollars (\$5,000,000.00).

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

27       17. The true names and capacities, whether individual, corporate, subsidiary,  
28 partnership, associate or otherwise of DEFENDANTS DOES 1 through 50, inclusive, are presently

1 unknown to PLAINTIFF who therefore sues these DEFENDANTS by such fictitious names  
2 pursuant to California Civil Procedure Code Section 474. PLAINTIFF will seek leave to amend  
3 this Complaint to allege the true names and capacities of DEFENDANTS DOES 1 through 50,  
4 inclusive, when they are ascertained. PLAINTIFF is informed and believes, and based upon that  
5 information and belief alleges, that the DEFENDANTS named in this Complaint, including  
6 DEFENDANTS DOES 1 through 50, inclusive, are responsible in some manner for one or more of  
7 the events and happenings that proximately caused the injuries and damages hereinafter alleged.

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

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

22       20. DEFENDANTS were PLAINTIFF'S employers or persons acting on behalf of  
23 PLAINTIFFS' employer either individually or as an officer, agent, or employee of another person,  
24 within the meaning of California Labor Code Section 1197.1, who paid or caused to be paid to any  
25 employee a wage less than the minimum fixed by California state law, and as such, are subject to  
26 civil penalties for each underpaid employee.

27       21. DEFENDANTS' uniform policies and practices alleged herein were unlawful,  
28 unfair, and deceptive business practices whereby DEFENDANTS retained and continue to retain

1 wages due to PLAINTIFF and other members of the CALIFORNIA CLASS.

2 22. PLAINTIFF and other members of the CALIFORNIA CLASS seek an injunction  
3 enjoining such conduct by DEFENDANTS in the future, relief for the named PLAINTIFF and other  
4 members of the CALIFORNIA CLASS who have been economically injured by DEFENDANTS'  
5 past and current unlawful conduct, and all other appropriate legal and equitable relief.

6 **JURISDICTION AND VENUE**

7 23. This Court has jurisdiction over this Action pursuant to California Code of Civil  
8 Procedure Section 410.10 and California Business and Professions Code Section 17203. This action  
9 is brought as a Class Action on behalf of PLAINTIFF and similarly situated employees of  
10 DEFENDANTS pursuant to California Code of Civil Procedure Section 382.

11 24. Venue is proper in this Court pursuant to California Code of Civil Procedure,  
12 Sections 395 and 395.5, because DEFENDANTS operate in locations across California, employ  
13 the CALIFORNIA CLASS across California, including in this county, and committed the wrongful  
14 conduct herein alleged in this county against the CALIFORNIA CLASS.

15 **THE CONDUCT**

16 25. In violation of the applicable sections of the California Labor Code and the  
17 requirements of the Industrial Welfare Commission (“IWC”) Wage Order, DEFENDANTS as a  
18 matter of company policy, practice, and procedure, intentionally, knowingly, and systematically  
19 failed to provide legally compliant meal and rest periods, failed to accurately compensate  
20 PLAINTIFF and the other members of the CALIFORNIA CLASS for missed meal and rest periods,  
21 failed to pay PLAINTIFF and the other members of the CALIFORNIA CLASS for all time worked,  
22 failed to compensate PLAINTIFF and the other members of the CALIFORNIA CLASS for off-the-  
23 clock work, failed to pay PLAINTIFF and the other members of the CALIFORNIA CLASS  
24 overtime at the correct regular rate of pay, failed to compensate PLAINTIFF and the other members  
25 of the CALIFORNIA CLASS meal and rest premiums at the regular rate of pay, failed to pay  
26 PLAINTIFF and the other members of the CALIFORNIA CLASS redeemed sick pay at the regular  
27 rate of pay, failed to reimburse PLAINTIFF and the other members of the CALIFORNIA CLASS  
28 for business expenses, and failed to issue to PLAINTIFF and the other members of the

1 CALIFORNIA CLASS with accurate itemized wage statements showing, among other things, all  
2 applicable hourly rates in effect during the pay periods and the corresponding amount of time  
3 worked at each hourly rate. DEFENDANTS' uniform policies and practices are intended to  
4 purposefully avoid the accurate and full payment for all time worked as required by California law  
5 which allows DEFENDANTS to illegally profit and gain an unfair advantage over competitors who  
6 comply with the law. To the extent equitable tolling operates to toll claims by the CALIFORNIA  
7 CLASS against DEFENDANTS, the CLASS PERIOD should be adjusted accordingly.

8 **A. Meal Period Violations**

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

22 27. From time to time during the CLASS PERIOD, as a result of their rigorous work  
23 schedules and DEFENDANTS' inadequate staffing practices, PLAINTIFF and other  
24 CALIFORNIA CLASS members are from time to time unable to take thirty (30) minute off-duty  
25 meal breaks and were not fully relieved of duty for their meal periods. PLAINTIFF and other  
26 CALIFORNIA CLASS members are required to perform work as ordered by DEFENDANTS for  
27 more than five (5) hours during some shifts without receiving a meal break. Further,  
28 DEFENDANTS failed to provide PLAINTIFF and CALIFORNIA CLASS members with a second

1 off-duty meal period for some workdays in which these employees are required by DEFENDANTS  
2 to work ten (10) hours of work. The nature of the work performed by PLAINTIFF and other  
3 CALIFORNIA CLASS members does not qualify for the limited and narrowly construed “on-duty”  
4 meal period exception. When they were provided with meal periods, PLAINTIFF and other  
5 CALIFORNIA CLASS members were, from time to time, required to remain, on duty and on call.  
6 DEFENDANTS’ failure to provide PLAINTIFF and the CALIFORNIA CLASS members with  
7 legally required meal breaks is evidenced by DEFENDANTS’ business records. As a result of their  
8 rigorous work schedules and DEFENDANTS’ inadequate staffing, PLAINTIFF and other members  
9 of the CALIFORNIA CLASS therefore forfeit meal breaks without additional compensation and in  
10 accordance with DEFENDANTS’ strict corporate policy and practice.

11 **B. Rest Period Violations**

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

26 **C. Unreimbursed Business Expenses**

27 29. DEFENDANTS as a matter of corporate policy, practice, and procedure,  
28 intentionally, knowingly, and systematically failed to reimburse and indemnify the PLAINTIFF

1 and the other CALIFORNIA CLASS members for required business expenses incurred by the  
2 PLAINTIFF and other CALIFORNIA CLASS members in direct consequence of discharging their  
3 duties on behalf of DEFENDANTS. Under California Labor Code Section 2802, employers are  
4 required to indemnify employees for all expenses incurred in the course and scope of their  
5 employment. California Labor Code Section 2802 expressly states that "an employer shall  
6 indemnify his or her employee for all necessary expenditures or losses incurred by the employee  
7 in direct consequence of the discharge of his or her duties, or of his or her obedience to the  
8 directions of the employer, even though unlawful, unless the employee, at the time of obeying the  
9 directions, believed them to be unlawful."

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

20 **D. Wage Statement Violations**

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

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

9           33. Further, DEFENDANTS from time to time failed to provide PLAINTIFF and the  
10 CALIFORNIA CLASS members with wage statements that accurately provided the name and  
11 address of the legal entity that is the employer, in violation of California Labor Code Section  
12 226(a)(8).

13           34. Further, DEFENDANTS from time to time provided PLAINTIFF and the  
14 CALIFORNIA CLASS members with wage statements that included items such as sick pay,  
15 vacation pay, and holiday pay into the calculation of total hours worked. However, sick pay,  
16 vacation pay, and holiday pay are not “hours worked” for purposes of California Labor Code  
17 Section 226(a)(2). As such, DEFENDANTS from time to time failed to provide PLAINTIFF and  
18 the CALIFORNIA CLASS members with wage statements that accurately provided the total hours  
19 worked, in violation of California Labor code Section 226(a)(2).

20           35. In addition to the foregoing, DEFENDANTS, from time to time, failed to provide  
21 PLAINTIFF and the CALIFORNIA CLASS Members with wage statements that comply with  
22 California Labor Code Section 226.

23           36. As a result, DEFENDANTS issued PLAINTIFF and other CALIFORNIA CLASS  
24 members with wage statements that violate California Lab. Code § 226(a)(1)-(9). Further,  
25 DEFENDANTS’ violations are knowing and intentional, and were not isolated due to an  
26 unintentional payroll error due to clerical or inadvertent mistake.

27           ///  
28

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

2       37. During the CLASS PERIOD, from time-to-time DEFENDANTS failed and  
3 continues to fail to accurately pay PLAINTIFF and other members of the CALIFORNIA CLASS  
4 for all hours worked.

5       38. During the CLASS PERIOD, from time-to-time DEFENDANTS required  
6 PLAINTIFF and other members of the CALIFORNIA CLASS to perform pre-shift or post-shift  
7 work, including but not limited to, attending meetings. This resulted in PLAINTIFF and other  
8 CALIFORNIA CLASS members having to work while off-the-clock.

9       39. DEFENDANTS directed and directly benefited from the undercompensated off-the-  
10 clock work performed by PLAINTIFF and the other CALIFORNIA CLASS members.

11       40. DEFENDANTS controlled the work schedules, duties, and protocols, applications,  
12 assignments, and employment conditions of PLAINTIFF and the other CALIFORNIA CLASS  
13 members.

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

18       42. PLAINTIFF and the other members of the CALIFORNIA CLASS were non-exempt  
19 employees, subject to the requirements of the California Labor Code.

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

25       44. DEFENDANTS knew or should have known that PLAINTIFFS' and the other  
26 CALIFORNIA CLASS members' off-the-clock work was compensable under the law.

27       45. As a result, PLAINTIFF and the other members of the CALIFORNIA CLASS  
28 forfeited wages due to them for all hours worked at DEFENDANTS' direction, control, and benefit

1 for the time spent working while off-the-clock, including but not limited to, attending meetings.  
2 DEFENDANTS' uniform policy and practice to not pay PLAINTIFF and the members of the  
3 CALIFORNIA CLASS wages for all hours worked in accordance with applicable law is evidenced  
4 by DEFENDANTS' business records.

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

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

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

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

26 49. However, from time to time, when calculating the regular rate of pay in those pay  
27 periods where PLAINTIFF and other CALIFORNIA CLASS members worked overtime, double  
28 time, paid meal and rest period premium payments, and/or redeemed sick pay, and earned non-

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

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

26 **G. Unlawful Deductions**

27 51. DEFENDANTS, from time-to-time, unlawfully deducted wages from  
28 PLAINTIFF’S and CALIFORNIA CLASS members’ pay without explanations and without

1 authorization to do so or notice to PLAINTIFF and the CALIFORNIA CLASS members. As a  
2 result, DEFENDANTS violated Labor Code Section 221.

3 **H. Timekeeping Manipulation**

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

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

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

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

1       **I. Unlawful Rounding Practices**

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

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

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

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

26       59. Pursuant to California Labor Code Section 201, "If an employer discharges an  
27       employee, the wages earned and unpaid at the time of discharge are due and payable immediately."  
28       Pursuant to California Labor Code Section 202, if an employee quits his or her employment, "his

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

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

10 **K. Sick Pay Violations**

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

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

24 **L. Reporting Time Violations**

25 63. Further, DEFENDANTS from time to time required PLAINTIFF and other  
26 CALIFORNIA CLASS Members to report to work, but were furnished less than half their  
27 scheduled shift’s worth of work and were not paid reporting time pay as required by Cal. Code  
28 Regs., tit. 8 § 11040, subdivision(A). Specifically, Subdivision 5(A) states, “(A) Each workday an

1 employee is required to report for work and does report, but is not put to work or is furnished less  
2 than half said employee's usual or scheduled day's work, the employee shall be paid for half the  
3 usual or scheduled day's work, but in no event for less than two (2) hours nor more than four (4)  
4 hours, at the employee's regular rate of pay, which shall not be less than the minimum wage." In  
5 addition, when DEFENDANTS required PLAINTIFF and other CALIFORNIA CLASS Members  
6 to engage in additional work, this sometimes resulted in a second reporting for work in a single  
7 workday. In such a circumstance of a second reporting for work in a single workday,  
8 DEFENDANTS failed to pay these employees reporting time pay as required by Cal. Code Regs.,  
9 tit. 8 § 11040. Subdivision 5(B) states: "If an employee is required to report for work a second time  
10 in any one workday and is furnished less than two (2) hours of work on the second reporting, said  
11 employee shall be paid for two (2) hours at the employee's regular rate of pay, which shall be not  
12 less than the minimum wage." Cal. Code Regs., tit. 8 § 11040, subd. 5(B).

13       64.     Specifically, as to PLAINTIFF, PLAINTIFF was from time to time unable to take  
14 off-duty meal and rest breaks and was not fully relieved of duty for their rest and meal periods.  
15 PLAINTIFF was required to perform work as ordered by DEFENDANTS for more than five (5)  
16 hours during a shift without receiving an off-duty meal break. Further, DEFENDANTS failed to  
17 provide PLAINTIFF with a second off-duty meal period each workday in which they were required  
18 by DEFENDANTS to work ten (10) hours of work. When DEFENDANTS provided PLAINTIFF  
19 with a rest break, they required PLAINTIFF to remain, on-duty and on-call for the rest break.  
20 DEFENDANTS' policy caused PLAINTIFF to remain, on-call and on-duty during what was  
21 supposed to be their off-duty meal periods. PLAINTIFF therefore forfeited meal and rest breaks  
22 without additional compensation and in accordance with DEFENDANTS' strict corporate policy  
23 and practice. Moreover, DEFENDANTS also provided PLAINTIFF with paystubs that failed to  
24 comply with California Labor Code Section 226. Further, DEFENDANTS also failed to reimburse  
25 PLAINTIFF for required business expenses related to the personal expenses incurred for the use  
26 of their personal cell phone, on behalf of and in furtherance of their employment with  
27 DEFENDANTS. To date, DEFENDANTS have not fully paid PLAINTIFF the minimum,  
28 overtime and double time compensation still owed to PLAINTIFF, or any penalty wages owed to

1 PLAINTIFF under California Labor Code Section 203. The amount in controversy for  
2 PLAINTIFF individually does not exceed the sum or value of \$75,000.

3 **CLASS ACTION ALLEGATIONS**

4 65. PLAINTIFF brings this Class Action on behalf of PLAINTIFF, and a California  
5 class defined as all persons who are or previously were employed by Defendant Hilbers Inc. and/or  
6 Defendant Hilbers Jones and/or Defendant Hilbers New Home Inc. and/or Defendant Hilbers New  
7 Home LP and/or Defendant Hilbers Property Management and/or Defendant Hilbers Investment  
8 and/or Defendant Hilbers Investment II and/or Defendant Hilbers Investment III and/or Defendant  
9 Hilbers M & M and/or Defendant Hilbers Properties in California and classified as non-exempt  
10 employees (the “CALIFORNIA CLASS”) at any time during the period beginning four (4) years  
11 prior to the filing of this Complaint and ending on the date as determined by the Court (the “CLASS  
12 PERIOD”).

13 66. PLAINTIFF and the other CALIFORNIA CLASS members have uniformly been  
14 deprived of wages and penalties from unpaid wages earned and due, including but not limited to  
15 unpaid minimum wages, unpaid overtime compensation, unpaid meal and rest period premiums,  
16 illegal meal and rest period policies, failure to reimburse for business expenses, failure to  
17 compensate for off-the-clock work, failure to provide accurate itemized wage statements, failure to  
18 maintain required records, and interest, statutory and civil penalties, attorney’s fees, costs, and  
19 expenses.

20 67. The members of the class are so numerous that joinder of all class members is  
21 impractical.

22 68. Common questions of law and fact regarding DEFENDANTS’ conduct, including  
23 but not limited to, off-the-clock work, unpaid meal and rest period premiums, failure to accurately  
24 calculate the regular rate of pay for overtime compensation, failure to accurately calculate the  
25 regular rate of compensation for missed meal and rest period premiums, failure to provide legally  
26 compliant meal and rest periods, failure to reimburse for business expenses, failure to provide  
27 accurate itemized wage statements, and failure to ensure they are paid at least minimum wage and  
28

1 overtime, exist as to all members of the class and predominate over any questions affecting solely  
2 any individual members of the class. Among the questions of law and fact common to the class are:

- 3 a. Whether DEFENDANTS maintained legally compliant meal period policies and  
4 practices;
- 5 b. Whether DEFENDANTS maintained legally compliant rest period policies and  
6 practices;
- 7 c. Whether DEFENDANTS failed to pay PLAINTIFF and the CALIFORNIA CLASS  
8 members accurate premium payments for missed meal and rest periods;
- 9 d. Whether DEFENDANTS failed to pay PLAINTIFF and the CALIFORNIA CLASS  
10 members accurate overtime wages;
- 11 e. Whether DEFENDANTS failed to pay PLAINTIFF and the CALIFORNIA CLASS  
12 members at least minimum wage for all hours worked;
- 13 f. Whether DEFENDANTS failed to compensate PLAINTIFF and the CALIFORNIA  
14 CLASS members for required business expenses;
- 15 g. Whether DEFENDANTS issued legally compliant wage statements;
- 16 h. Whether DEFENDANTS committed an act of unfair competition by systematically  
17 failing to record and pay PLAINTIFF and the other members of the CALIFORNIA  
18 CLASS for all time worked;
- 19 i. Whether DEFENDANTS committed an act of unfair competition by systematically  
20 failing to record all meal and rest breaks missed by PLAINTIFF and other  
21 CALIFORNIA CLASS members, even though DEFENDANTS enjoyed the benefit  
22 of this work, required employees to perform this work and permits or suffers to  
23 permit this work;
- 24 j. Whether DEFENDANTS committed an act of unfair competition in violation of  
25 California Business and Professions Code Sections 17200, *et seq.* (the “UCL”), by  
26 failing to provide the PLAINTIFF and the other members of the CALIFORNIA  
27 CLASS with the legally required meal and rest periods.

28

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

3           70. PLAINTIFFS' claims are typical of the claims of the CALIFORNIA CLASS, and  
4 PLAINTIFF has the same interests as the other members of the class.

5           71. PLAINTIFF will fairly and adequately represent and protect the interests of the  
6 CALIFORNIA CLASS members.

7           72. PLAINTIFF retained able class counsel with extensive experience in class action  
8 litigation.

9           73. Further, PLAINTIFF'S interests are coincident with, and not antagonistic to, the  
10 interest of the other CALIFORNIA CLASS members.

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

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

18           76. A class action is superior to other available methods for the fair and efficient  
19 adjudication of this controversy because joinder of all class members is impractical. Moreover,  
20 since the damages suffered by individual members of the class may be relatively small, the expense  
21 and burden of individual litigation makes it practically impossible for the members of the class  
22 individually to redress the wrongs done to them. Without class certification and determination of  
23 declaratory, injunctive, statutory, and other legal questions within the class format, prosecution of  
24 separate actions by individual members of the CALIFORNIA CLASS will create the risk of:

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

b. Adjudication with respect to individual members of the CALIFORNIA CLASS which would, as a practical matter, be dispositive of the interests of the other members not party to the adjudication or substantially impair or impeded their ability to protect their interests.

77. Class treatment provides manageable judicial treatment calculated to bring an efficient and rapid conclusion to all litigation of all wage and hour related claims arising out of the conduct of DEFENDANTS.

## **FIRST CAUSE OF ACTION**

## **Unlawful Business Practices**

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

**(Alleged by PLAINTIFF and the CALIFORNIA CLASS against DEFENDANTS)**

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

79. DEFENDANTS are each a "person" as that term is defined under California Business and Professions Code Section 17021.

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

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

25        81. By the conduct alleged herein, DEFENDANTS have engaged and continues to  
26 engage in business practices which violate 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, 210, 226.7, 510, 512, 558, 1194, 1197, 1197.1, 1198, and

1 2802, for which this Court should issue declaratory and other equitable relief pursuant to California  
2 Business and Professions Code Section 17203 as may be necessary to prevent and remedy the  
3 conduct held to constitute unfair competition, including restitution of wages wrongfully withheld.

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

9 83. By the conduct alleged herein, DEFENDANTS' practices were deceptive and  
10 fraudulent in that DEFENDANTS' uniform policy and practice failed to provide the legally  
11 mandated meal and rest periods and the required amount of compensation for missed meal and rest  
12 periods, failed to pay minimum and overtime wages owed, and failed to reimburse all necessary  
13 business expenses incurred, due to a systematic business practice that cannot be justified, pursuant  
14 to the applicable California Labor Code and Industrial Welfare Commission requirements in  
15 violation of California Business and Professions Code Sections 17200, *et seq.*, and for which this  
16 Court should issue injunctive and equitable relief, pursuant to California Business and Professions  
17 Code Section 17203, including restitution of wages wrongfully withheld.

18 84. 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 85. 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 as  
25 required by California Labor Code Sections 226.7 and 512.

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

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

3 87. PLAINTIFF further demands on behalf of PLAINTIFF 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 88. 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 for all time worked, and has  
9 deprived them of valuable rights and benefits guaranteed by law and contract, all to the detriment  
10 of these employees and to the benefit of DEFENDANTS so as to allow DEFENDANTS to unfairly  
11 compete against competitors who comply with the law.

12 89. 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 California Business and Professions Code Sections 17200, *et seq.*

17 90. 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 for all time worked.

22 91. 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, and  
24 deceptive, and that injunctive relief should be issued restraining DEFENDANTS from engaging in  
25 any unlawful and unfair business practices in the future.

26 PLAINTIFF and the other members of the CALIFORNIA CLASS have no plain, speedy  
27 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 CLASS against DEFENDANTS)**

9 92. 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 93. PLAINTIFF and the other members of the CALIFORNIA CLASS bring a claim for  
13 DEFENDANTS' willful and intentional violations of the California Labor Code and the Industrial  
14 Welfare Commission requirements for DEFENDANTS' failure to accurately calculate and pay  
15 minimum wages to PLAINTIFF and CALIFORNIA CLASS members.

16 94. Pursuant to California Labor Code Section 204, other applicable laws and  
17 regulations, and public policy, an employer must timely pay its employees for all hours worked.

18 95. California Labor Code Section 1197 provides the minimum wage for employees  
19 fixed by the commission is the minimum wage to be paid to employees, and the payment of a less  
20 wage than the minimum so fixed is unlawful.

21 96. California Labor Code Section 1194 establishes an employee's right to recover  
22 unpaid wages, including minimum wage compensation and interest thereon, together with the costs  
23 of suit.

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

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

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

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

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

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

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

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

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

### **THIRD CAUSE OF ACTION**

## **Failure To Pay Overtime Compensation**

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

(Alleged by PLAINTIFF and the CALIFORNIA CLASS against DEFENDANTS)

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

27 107. PLAINTIFF and the other members of the CALIFORNIA CLASS bring a claim for  
28 DEFENDANTS' willful and intentional violations of the California Labor Code and the Industrial

1 Welfare Commission requirements for DEFENDANTS' failure to pay these employees for all  
2 overtime worked including work performed in excess of eight (8) hours in a workday, and/or twelve  
3 (12) hours in a workday, and/or forty (40) hours in any workweek.

4 108. Pursuant to California Labor Code Section 204, other applicable laws and  
5 regulations, and public policy, an employer must timely pay its employees for all hours worked.

6 109. California Labor Code Section 510 provides that employees in California shall not  
7 be employed more than eight (8) hours per workday and/or more than forty (40) hours per  
8 workweek unless they receive additional compensation beyond their regular wages in amounts  
9 specified by law.

10 110. California Labor Code Section 1194 establishes an employee's right to recover  
11 unpaid wages, including minimum and overtime compensation and interest thereon, together with  
12 the costs of suit. California Labor Code Section 1198 further states that the employment of an  
13 employee for longer hours than those fixed by the Industrial Welfare Commission is unlawful.

14 111. During the CLASS PERIOD, PLAINTIFF and CALIFORNIA CLASS members  
15 were required by DEFENDANTS to work for DEFENDANTS and were not paid for all the time  
16 they worked, including overtime work.

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

24 113. In committing these violations of the California Labor Code, DEFENDANTS  
25 inaccurately recorded overtime worked and consequently underpaid the overtime worked by  
26 PLAINTIFF and other CALIFORNIA CLASS members. DEFENDANTS acted in an illegal  
27 attempt to avoid the payment of all earned wages, and other benefits in violation of the California

1 Labor Code, the Industrial Welfare Commission requirements and other applicable laws and  
2 regulations.

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

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

14       116. During the CLASS PERIOD, PLAINTIFF and the other members of the  
15 CALIFORNIA CLASS were paid less for overtime worked than they were entitled to, constituting  
16 a failure to pay all earned wages.

17       117. DEFENDANTS failed to accurately pay PLAINTIFF and the other members of the  
18 CALIFORNIA CLASS overtime wages for the time they worked which was in excess of the  
19 maximum hours permissible by law as required by California Labor Code Sections 510, 1194, and  
20 1198, even though PLAINTIFF and the other members of the CALIFORNIA CLASS were  
21 regularly required to work, and did in fact work overtime, and did in fact work overtime as to which  
22 DEFENDANTS failed to accurately record and pay as evidenced by DEFENDANTS' business  
23 records and witnessed by employees.

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

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

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

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

26

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## **FOURTH CAUSE OF ACTION**

## Failure To Provide Required Meal Periods

**(Cal. Lab. Code §§ 226.7 & 512)**

**(Alleged by PLAINTIFF and the CALIFORNIA CLASS against DEFENDANTS)**

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

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

124. DEFENDANTS further violated California Labor Code Section 226.7 and the  
125 applicable IWC Wage Order by failing to compensate PLAINTIFF and CALIFORNIA CLASS  
126 members who were not provided a meal period, in accordance with the applicable Wage Order, one  
127 additional hour of compensation at each employee's regular rate of pay for each workday that a  
128 meal period was not provided.

1 125. As a proximate result of the aforementioned violations, PLAINTIFF and  
2 CALIFORNIA CLASS members have been damaged in an amount according to proof at trial, and  
3 seek all wages earned and due, interest, penalties, expenses and costs of suit.

## **FIFTH CAUSE OF ACTION**

## Failure To Provide Required Rest Periods

**(Cal. Lab. Code §§ 226.7 & 512)**

(Alleged by PLAINTIFF and the CALIFORNIA CLASS against DEFENDANTS)

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

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

25 128. DEFENDANTS further violated California Labor Code Sections 226.7 and the  
26 applicable IWC Wage Order by failing to compensate PLAINTIFF and CALIFORNIA CLASS  
27 members who were not provided a rest period, in accordance with the applicable Wage Order, one

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

3 129. As a proximate result of the aforementioned violations, PLAINTIFF and  
4 CALIFORNIA CLASS members have been damaged in an amount according to proof at trial, and  
5 seek all wages earned and due, interest, penalties, expenses and costs of suit.

6 **SIXTH CAUSE OF ACTION**

7 **Failure To Provide Accurate Itemized Statements**

8 **(Cal. Lab. Code § 226)**

9 **(Alleged by PLAINTIFF and the CALIFORNIA CLASS against DEFENDANTS)**

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

13 131. California Labor Code Section 226 provides that an employer must furnish  
14 employees with an "accurate itemized" statement in writing showing:

- 15 a. Gross wages earned,
- 16 b. total hours worked by the employee, except for any employee whose compensation  
17 is solely based on a salary and who is exempt from payment of overtime under  
18 subdivision (a) of Section 515 or any applicable order of the Industrial Welfare  
19 Commission,
- 20 c. the number of piece-rate units earned and any applicable piece rate if the employee  
21 is paid on a piece-rate basis,
- 22 d. all deductions, provided that all deductions made on written orders of the employee  
23 may be aggregated and shown as one item,
- 24 e. net wages earned,
- 25 f. the inclusive dates of the period for which the employee is paid,
- 26 g. the name of the employee and his or her social security number, except that by  
27 January 1, 2008, only the last four digits of his or her social security number of an

employee identification number other than social security number may be shown on the itemized statement,

- h. the name and address of the legal entity that is the employer, and
- i. all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee.

6 132. When DEFENDANTS did not accurately record PLAINTIFFS' and other  
7 CALIFORNIA CLASS members' missed meal and rest breaks, or were paid inaccurate missed  
8 meal and rest break premiums, or were not paid for all hours worked, DEFENDANTS violated  
9 California Labor Code Section 226 in that DEFENDANTS failed to provide PLAINTIFF and other  
10 CALIFORNIA CLASS members with complete and accurate wage statements which failed to  
11 show, among other things, all deductions, the accurate gross wages earned, net wages earned, the  
12 total hours worked and all applicable hourly rates in effect during the pay period and the  
13 corresponding amount of time worked at each hourly rate, and correct rates of pay for penalty  
14 payments or missed meal and rest periods.

15       133. Further, DEFENDANTS from time to time failed to provide PLAINTIFF and the  
16 CALIFORNIA CLASS members with wage statements that accurately provided the name and  
17 address of the legal entity that is the employer, in violation of California Labor Code Section  
18 226(a)(8). Further, DEFENDANTS from time to time provided PLAINTIFF and the CALIFORNIA  
19 CLASS members with wage statements that included items such as sick pay, vacation pay, and  
20 holiday pay into the calculation of total hours worked. However, sick, vacation, and holiday pay  
21 are not “hours worked” for purposes of California Labor Code Section 226(a)(2). As such,  
22 DEFENDANTS from time to time failed to provide PLAINTIFF and the CALIFORNIA CLASS  
23 members with wage statements that accurately provided the total hours worked, in violation of  
24 California Labor code Section 226(a)(2).

25       134. In addition to the foregoing, DEFENDANTS failed to provide itemized wage  
26 statements to PLAINTIFF and members of the CALIFORNIA CLASS that complied with the  
27 requirements of California Labor Code Section 226(a)(1)-(9).

1 135. DEFENDANTS knowingly and intentionally failed to comply with California Labor  
2 Code Section 226(a)(1)-(9), causing injury and damages to PLAINTIFF and the other members of  
3 the CALIFORNIA CLASS. These damages include, but are not limited to, costs expended  
4 calculating the correct wages for all missed meal and rest breaks and the amount of employment  
5 taxes which were not properly paid to state and federal tax authorities. These damages are difficult  
6 to estimate. Therefore, PLAINTIFF and the other members of the CALIFORNIA CLASS may elect  
7 to recover liquidated damages of fifty dollars (\$50.00) for the initial pay period in which the  
8 violation occurred, and one hundred dollars (\$100.00) for each violation in a subsequent pay period  
9 pursuant to California Labor Code Section 226, in an amount according to proof at the time of trial  
10 (but in no event more than four thousand dollars (\$4,000.00) for PLAINTIFF and each respective  
11 member of the CALIFORNIA CLASS herein).

## **SEVENTH CAUSE OF ACTION**

## **Failure To Pay Wages When Due**

(Cal. Lab. Code § 203)

(Alleged by PLAINTIFF and the CALIFORNIA CLASS against DEFENDANTS)

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

19 137. California Labor Code Section 200 provides that:

As used in this article:

(d) "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.

(e) "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.

138. California Labor Code Section 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."

139. California Labor Code Section 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 mailing shall constitute the date of payment for purposes of the requirement to provide payment within 72 hours of the notice of quitting.

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

141. California Labor Code Section 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.

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

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

## **EIGHTH CAUSE OF ACTION**

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

(Cal. Lab. Code §§ 2802)

(Alleged by PLAINTIFF and the CALIFORNIA CLASS against DEFENDANTS)

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

145. California Labor Code Section 2802 provides, in relevant part, that:

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

6           146. From time to time during the CLASS PERIOD, DEFENDANTS violated California  
7           Labor Code Section 2802, by failing to indemnify and reimburse PLAINTIFF and the  
8           CALIFORNIA CLASS members for required expenses incurred in the discharge of their job duties  
9           for DEFENDANTS' benefit. DEFENDANTS failed to reimburse PLAINTIFF and the  
10           CALIFORNIA CLASS members for expenses which included, but were not limited to, the use of  
11           their personal cell phones, all on behalf of and for the benefit of DEFENDANTS. Specifically,  
12           DEFENDANTS required PLAINTIFF and other CALIFORNIA CLASS members to use their  
13           personal cell phones, to execute their essential job duties on behalf of DEFENDANTS.  
14           DEFENDANTS' uniform policy, practice and procedure was to not reimburse PLAINTIFF and  
15           the CALIFORNIA CLASS members for expenses resulting from the use of their personal cell  
16           phones, within the course and scope of their employment for DEFENDANTS. These expenses  
17           were necessary to complete their principal job duties. DEFENDANTS are estopped by  
18           DEFENDANTS' conduct to assert any waiver of this expectation. Although these expenses were  
19           necessary expenses incurred by PLAINTIFF and the CALIFORNIA CLASS members,  
20           DEFENDANTS failed to indemnify and reimburse PLAINTIFF and the CALIFORNIA CLASS  
21           members for these expenses as an employer is required to do under the laws and regulations of  
22           California.

23           147. PLAINTIFF therefore demands reimbursement for expenditures or losses incurred  
24           by them and the CALIFORNIA CLASS members in the discharge of their job duties for  
25           DEFENDANTS, or their obedience to the directions of DEFENDANTS, with interest at the  
26           statutory rate and costs under California Labor Code Section 2802.

27           ///  
28

## **PRAYER FOR RELIEF**

WHEREFORE, PLAINTIFF prays for a judgment against all DEFENDANTS, jointly and severally, as follows:

1. On behalf of the CALIFORNIA CLASS:
  - a. That the Court certify the First Cause of Action asserted by the CALIFORNIA CLASS as a class action pursuant to California Code of Civil Procedure Section 382;
  - b. An order temporarily, preliminarily and permanently enjoining and restraining DEFENDANTS from engaging in similar unlawful conduct as set forth herein;
  - c. An order requiring DEFENDANTS to pay all overtime wages and all sums unlawfully withheld from compensation due to PLAINTIFF and the other members of the CALIFORNIA CLASS; and
  - d. Restitutionary disgorgement of DEFENDANTS' ill-gotten gains into a fluid fund for restitution of the sums incidental to DEFENDANTS' violations due to PLAINTIFF and to the other members of the CALIFORNIA CLASS.
2. On behalf of the CALIFORNIA CLASS:
  - a. That the Court certify the Second, Third, Fourth, Fifth, Sixth, Seventh, and Eighth Causes of Action asserted by the CALIFORNIA CLASS as a class action pursuant to California Code of Civil Procedure Section 382;
  - b. Compensatory damages, according to proof at trial, including compensatory damages for overtime compensation due to PLAINTIFF and the other members of the CALIFORNIA CLASS, during the applicable CLASS PERIOD plus interest thereon at the statutory rate;
  - c. Meal and rest period compensation pursuant to California Labor Code Sections 226.7, 512 and the applicable IWC Wage Order;
  - d. The greater of all actual damages or fifty dollars (\$50) for the initial pay period in which a violation occurs and one hundred dollars (\$100) per each member of the CALIFORNIA CLASS for each violation in a subsequent pay period, not exceeding an aggregate penalty of four thousand dollars (\$4,000), and an award of costs for

1 violation of California Labor Code Section 226;

2 e. The wages of all terminated employees from the CALIFORNIA CLASS as a

3 penalty from the due date thereof at the same rate until paid or until an action

4 therefore is commenced, in accordance with California Labor Code Section 203.

5 f. The amount of the expenses PLAINTIFF and each member of the CALIFORNIA

6 CLASS incurred in the course of their job duties, plus interest, and costs of suit.

7 3. On all claims:

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

9 b. Such other and further relief as the Court deems just and equitable; and

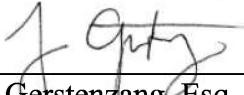
10 c. An award of penalties, attorneys' fees, and costs of suit, as allowable under the law,

11 including and pursuant to, but not limited to, California Labor Code Sections 218.5,

12 226, 246 and/or 1194.

13 DATED: November 26, 2025

14 **ZAKAY LAW GROUP, APLC**

15 By:   
16 Jennifer Gerstenzang, Esq.  
17 Attorney for PLAINTIFF

28 ///

**DEMAND FOR A JURY TRIAL**

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

DATED: November 26, 2025

ZAKAY LAW GROUP, APLC

By: Jennifer Gerstenzang, Esq.  
Attorney for PLAINTIFF