

**SUMMONS  
(CITACION JUDICIAL)**

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

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

UNITED SECURITY SPECIALISTS, INC., a California corporation; and DOES 1-50, Inclusive,

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

JOSUE CEBALLES, an individual, on behalf of himself, and on behalf of all persons similarly situated,

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

You have 30 CALENDAR DAYS after this summons and legal papers are served on you to file a written response at this court and have a copy served on the plaintiff. A letter or phone call will not protect you. Your written response must be in proper legal form if you want the court to hear your case. There may be a court form that you can use for your response. You can find these court forms and more information at the California Courts Online Self-Help Center ([www.courtinfo.ca.gov/selfhelp](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.

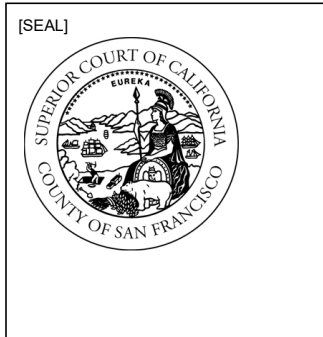
The name and address of the court is:  
(El nombre y dirección de la corte es): San Francisco Superior Court  
Civic Center Courthouse - 400 McAllister Street San Francisco, CA 94102

CASE NUMBER:  
(Número del Caso): **CGC-24-617214**

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):  
Jean-Claude Lapuyade, Esq. T: (619)599-8292 JCL Law Firm, APC - 5440 Morehouse Drive, Suite 3600, San Diego, CA 92121

DATE: **08/14/2024** Clerk, by **SHENEQUA GLADNEY**, Deputy  
(Fecha) (Secretario) (Adjunto)

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



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

- as an individual defendant.
- as the person sued under the fictitious name of (specify):
- 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):
- by personal delivery on (date):

**JCL LAW FIRM, APC**

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**ELECTRONICALLY  
FILED**

Superior Court of California,  
County of San Francisco

**08/14/2024**  
Clerk of the Court  
BY: SHENEQUA GLADNEY  
Deputy Clerk

**ZAKAY LAW GROUP, APLC**

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**CGC-24-617214**

Attorneys for PLAINTIFF

**SUPERIOR COURT OF THE STATE OF CALIFORNIA**

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

JOSUE CEBALLES, an individual, on behalf of  
himself, and on behalf of all persons similarly  
situated,

Plaintiff,

v.

UNITED SECURITY SPECIALISTS, INC., a  
California corporation; and DOES 1-50,  
Inclusive,

Defendants.

Case No:

**CLASS ACTION COMPLAINT FOR:**

- 1) UNFAIR COMPETITION IN VIOLATION OF CAL. BUS. & PROF. CODE §17200 *et seq*;
- 2) FAILURE TO PAY MINIMUM WAGES IN VIOLATION OF CAL. LAB. CODE §§ 1194, 1197 & 1197.1;
- 3) FAILURE TO PAY OVERTIME WAGES IN VIOLATION OF CAL. LAB. CODE §§ 510, *et seq*;
- 4) FAILURE TO PROVIDE REQUIRED MEAL PERIODS IN VIOLATION OF CAL. LAB. CODE §§ 226.7 & 512 AND THE APPLICABLE IWC WAGE ORDER;
- 5) FAILURE TO PROVIDE REQUIRED REST PERIODS IN VIOLATION OF CAL. LAB. CODE §§ 226.7 & 512 AND THE APPLICABLE IWC WAGE ORDER;
- 6) FAILURE TO PROVIDE ACCURATE ITEMIZED STATEMENTS IN VIOLATION OF CAL. LAB. CODE § 226;

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- 7) FAILURE TO PROVIDE WAGES WHEN DUE IN VIOLATION OF CAL. LAB. CODE §§ 201, 202 AND 203;
  - 8) FAILURE TO REIMBURSE EMPLOYEES FOR REQUIRED EXPENSES IN VIOLATION OF CAL. LAB. CODE § 2802.

**DEMAND FOR A JURY TRIAL**

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

**PRELIMINARY ALLEGATIONS**

1. Defendant UNITED SECURITY SPECIALISTS, INC. (“DEFENDANT and/or DEFENDANTS”) is a California corporation that at all relevant times mentioned herein conducted and continues to conduct substantial and regular business throughout California.

2. DEFENDANT operates a security company in California, including in the county of San Francisco, where PLAINTIFF worked.

3. PLAINTIFF has been employed by DEFENDANT in California since July 2022 as a non-exempt employee, paid on an hourly basis, and entitled to the legally required meal and rest periods and payment of minimum and overtime wages due for all time worked.

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

5. PLAINTIFF brings this Class Action on behalf of himself and a CALIFORNIA CLASS in order to fully compensate the CALIFORNIA CLASS for their losses incurred during the CLASS PERIOD caused by DEFENDANT’s uniform policy and practice which failed to

1 lawfully compensate these employees. DEFENDANT's uniform policy and practice alleged  
2 herein was an unlawful, unfair, and deceptive business practice whereby DEFENDANT retained  
3 and continue to retain wages due PLAINTIFF and the other members of the CALIFORNIA  
4 CLASS. PLAINTIFF and the other members of the CALIFORNIA CLASS seek an injunction  
5 enjoining such conduct by DEFENDANT in the future, relief for the named PLAINTIFF and the  
6 other members of the CALIFORNIA CLASS who have been economically injured by  
7 DEFENDANT's past and current unlawful conduct, and all other appropriate legal and equitable  
8 relief.

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

18         7. The agents, servants and/or employees of Defendant and each of them acting on  
19 behalf of Defendant acted within the course and scope of his, her or its authority as the agent,  
20 servant and/or employee of Defendant, and personally participated in the conduct alleged herein  
21 on behalf of the Defendant with respect to the conduct alleged herein. Consequently, the acts of  
22 each Defendant are legally attributable to the other Defendants and all Defendants are jointly and  
23 severally liable to PLAINTIFF and the other members of the CALIFORNIA CLASS, for the loss  
24 sustained as a proximate result of the conduct of the Defendants' agents, servants and/or  
25 employees.

26         8. DEFENDANT was PLAINTIFF's employers or persons acting on behalf of  
27 PLAINTIFF's employer, within the meaning of California Labor Code § 558, who violated or  
28 caused to be violated, a section of Part 2, Chapter 1 of the California Labor Code or any provision

1 regulating hours and days of work in any order of the Industrial Welfare Commission and, as  
2 such, are subject to civil penalties for each underpaid employee, as set forth in Labor Code § 558,  
3 at all relevant times.

4 9. DEFENDANT was PLAINTIFF’s employers or persons acting on behalf of  
5 PLAINTIFF’s employer either individually or as an officer, agent, or employee of another person,  
6 within the meaning of California Labor Code § 1197.1, who paid or caused to be paid to any  
7 employee a wage less than the minimum fixed by California state law, and as such, are subject to  
8 civil penalties for each underpaid employee.

9 10. DEFENDANT’s uniform policies and practices alleged herein were unlawful,  
10 unfair, and deceptive business practices whereby DEFENDANT retained and continue to retain  
11 wages due to PLAINTIFF and other members of the CALIFORNIA CLASS.

12 11. PLAINTIFF and other members of the CALIFORNIA CLASS seek an injunction  
13 enjoining such conduct by DEFENDANT in the future, relief for the named PLAINTIFF and  
14 other members of the CALIFORNIA CLASS who has been economically injured by  
15 DEFENDANT’s past and current unlawful conduct, and all other appropriate legal and equitable  
16 relief.

17 **JURISDICTION AND VENUE**

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

22 13. Venue is proper in this Court pursuant to California Code of Civil Procedure,  
23 Sections 395 and 395.5, because DEFENDANT operates in locations across California, employ  
24 the CALIFORNIA CLASS across California, including in this County, and committed the  
25 wrongful conduct herein alleged in this County against the CALIFORNIA CLASS.

26 **THE CONDUCT**

27 14. In violation of the applicable sections of the California Labor Code and the  
28 requirements of the Industrial Welfare Commission (“IWC”) Wage Order, DEFENDANT as a

1 matter of company policy, practice, and procedure, intentionally, knowingly, and systematically  
2 failed to provide legally compliant meal and rest periods, failed to accurately compensate  
3 PLAINTIFF and the other members of the CALIFORNIA CLASS for missed meal and rest  
4 periods, failed to pay PLAINTIFF and the other members of the CALIFORNIA CLASS for all  
5 time worked, failed compensate PLAINTIFF and the other members of the CALIFORNIA  
6 CLASS for off-the-clock work, failed to pay PLAINTIFF and the other members of the  
7 CALIFORNIA CLASS overtime at the correct regular rate of pay, failed to compensate  
8 PLAINTIFF and other members of the CALIFORNIA CLASS meal and rest premiums at the  
9 regular rate of pay, failed to pay PLAINTIFF and other CALIFORNIA CLASS Members  
10 redeemed sick pay at the regular rate of pay, failed to reimburse PLAINTIFF and other  
11 CALIFORNIA CLASS Members for business expenses, and failed to issue to PLAINTIFF and  
12 the members of the CALIFORNIA CLASS with accurate itemized wage statements showing,  
13 among other things, all applicable hourly rates in effect during the pay periods and the  
14 corresponding amount of time worked at each hourly rate. DEFENDANT's uniform policies and  
15 practices are intended to purposefully avoid the accurate and full payment for all time worked as  
16 required by California law which allows DEFENDANT to illegally profit and gain an unfair  
17 advantage over competitors who comply with the law. To the extent equitable tolling operates to  
18 toll claims by the CALIFORNIA CLASS against DEFENDANT, the CLASS PERIOD should be  
19 adjusted accordingly.

20 **A. Meal Period Violations**

21 15. Pursuant to the Industrial Welfare Commission Wage Orders, DEFENDANT was  
22 required to pay PLAINTIFF and CALIFORNIA CLASS Members for all their time worked,  
23 meaning the time during which an employee is subject to the control of an employer, including  
24 all the time the employee is suffered or permitted to work. From time to time during the CLASS  
25 PERIOD, DEFENDANT required PLAINTIFF and CALIFORNIA CLASS Members to work  
26 without paying them for all the time they were under DEFENDANT's control. Specifically,  
27 DEFENDANT required PLAINTIFF to work while clocked out during what was supposed to be  
28 PLAINTIFF's off-duty meal break. Indeed, there were many days where PLAINTIFF did not

1 even receive a partial lunch. As a result, PLAINTIFF and other CALIFORNIA CLASS Members  
2 forfeited minimum wage and overtime compensation by regularly working without their time  
3 being accurately recorded and without compensation at the applicable minimum wage and  
4 overtime rates. DEFENDANT's uniform policy and practice not to pay PLAINTIFF and other  
5 CALIFORNIA CLASS Members for all time worked is evidenced by DEFENDANT's business  
6 records.

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

24       **B. Rest Period Violations**

25       17. From time to time during the CLASS PERIOD, PLAINTIFF and other  
26 CALIFORNIA CLASS Members were also required to work in excess of four (4) hours without  
27 being provided ten (10) minute rest periods as a result of their rigorous work requirements and  
28 DEFENDANT's inadequate staffing. Further, for the same reasons, these employees were denied

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

11 **C. Unreimbursed Business Expenses**

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

23 19. In the course of their employment, DEFENDANT required PLAINTIFF and other  
24 CALIFORNIA CLASS Members to incur personal expenses for the use of their personal cell  
25 phones and vehicles as a result of and in furtherance of their job duties. Specifically, PLAINTIFF  
26 and other CALIFORNIA CLASS Members were required to use their personal cell phones and  
27 vehicles in order to perform work related tasks. However, DEFENDANT unlawfully failed to  
28 reimburse PLAINTIFF and other CALIFORNIA CLASS Members for the use of their personal



1 cell phones and vehicles. As a result, in the course of their employment with DEFENDANT, the  
2 PLAINTIFF and other CALIFORNIA CLASS Members incurred unreimbursed business  
3 expenses that included, but were not limited to, costs related to the use of their personal cell  
4 phones and vehicles, all on behalf of and for the benefit of DEFENDANT.

5 **D. Wage Statement Violations**

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

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

22 22. Further, DEFENDANT from time to time, failed to provide PLAINTIFF and other  
23 CALIFORNIA CLASS Members with itemized wage statements that provided the name and  
24 address of the legal entity that is the employer, in violation of Cal. Lab. Code § 226(a)(8).

25 23. In addition to the foregoing, DEFENDANT, from time to time, failed to provide  
26 PLAINTIFF and the CALIFORNIA CLASS Members with wage statements that comply with  
27 Cal. Lab. Code § 226(a)(1)-(9).

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1           24. As a result, DEFENDANT issued PLAINTIFF and other members of the  
2 CALIFORNIA CLASS with wage statements that violate Cal. Lab. Code § 226(a)(1)-(9).  
3 Further, DEFENDANT’s violations are knowing and intentional, were not isolated due to an  
4 unintentional payroll error due to clerical or inadvertent mistake.

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

6           25. During the CLASS PERIOD, from time-to-time DEFENDANT failed and  
7 continue to fail to accurately pay PLAINTIFF and other members of the CALIFORNIA CLASS  
8 for all hours worked.

9           26. During the CLASS PERIOD, from time-to-time DEFENDANT required  
10 PLAINTIFF and other members of the CALIFORNIA CLASS to perform pre-shift or post-shift  
11 work, including but not limited to, sending emails, filling out forms, and communicating with  
12 supervisors. This resulted in PLAINTIFF and other members of the CALIFORNIA CLASS  
13 having to work while off-the-clock.

14           27. DEFENDANT directed and directly benefited from the undercompensated off-the-  
15 clock work performed by PLAINTIFF and the other CALIFORNIA CLASS Members.

16           28. DEFENDANT controlled the work schedules, duties, and protocols, applications,  
17 assignments, and employment conditions of PLAINTIFF and the other members of the  
18 CALIFORNIA CLASS.

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

23           30. PLAINTIFF and the other members of the CALIFORNIA CLASS were non-  
24 exempt employees, subject to the requirements of the California Labor Code.

25           31. DEFENDANT’s policies and practices deprived PLAINTIFF and the other  
26 CALIFORNIA CLASS Members of all minimum regular, overtime, and double time wages owed  
27 for the off-the-clock work activities. Because PLAINTIFF and the other members of the  
28 CALIFORNIA CLASS typically worked over forty (40) hours in a workweek, and more than

1 eight (8) hours per day, DEFENDANT's policies and practices also deprived them of overtime  
2 pay.

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

5 33. As a result, PLAINTIFF and the other members of the CALIFORNIA CLASS  
6 forfeited wages due to them for all hours worked at DEFENDANT's direction, control, and  
7 benefit for the time spent working while off-the-clock, including but not limited to, sending  
8 emails, filling out forms, and communicating with supervisors. DEFENDANT's uniform policy  
9 and practice to not pay PLAINTIFF and the members of the CALIFORNIA CLASS wages for all  
10 hours worked in accordance with applicable law is evidenced by DEFENDANT's business  
11 records.

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

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

23 35. State law provides that employees must be paid overtime at one-and-one-half times  
24 their "regular rate of pay." PLAINTIFF and other CALIFORNIA CLASS Members were  
25 compensated at an hourly rate plus incentive pay that was tied to specific elements of an  
26 employee's performance.

27 36. The second component of PLAINTIFF's and other CALIFORNIA CLASS  
28 Members' compensation was DEFENDANT's non-discretionary incentive program that paid

1 PLAINTIFF and other CALIFORNIA CLASS Members incentive wages based on their  
2 performance for DEFENDANT. The non-discretionary bonus program provided all employees  
3 paid on an hourly basis with bonus compensation when the employees met the various  
4 performance goals set by DEFENDANT.

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

23 38. In violation of the applicable sections of the California Labor Code and the  
24 requirements of the Industrial Welfare Commission ("IWC") Wage Order, DEFENDANT as a  
25 matter of company policy, practice, and procedure, intentionally and knowingly failed to  
26 compensate PLAINTIFF and the other members of the CALIFORNIA CLASS at the correct rate  
27 of pay for all overtime and double time worked, meal and rest period premiums, and redeemed  
28 sick pay as required by California law which allowed DEFENDANT to illegally profit and gain

1 an unfair advantage over competitors who complied with the law. To the extent equitable tolling  
2 operates to toll claims by the CALIFORNIA CLASS Members against DEFENDANT, the  
3 CLASS PERIOD should be adjusted accordingly.

4 **G. Unlawful Deductions**

5 39. DEFENDANT, from time-to-time unlawfully deducted wages from PLAINTIFF  
6 and CALIFORNIA CLASS Members' pay without explanations and without authorization to do  
7 so or notice to PLAINTIFF and the CALIFORNIA CLASS Members. As a result, DEFENDANT  
8 violated Labor Code § 221.

9 **H. Timekeeping Manipulation**

10 40. During the CLASS PERIOD, DEFENDANT, from time-to-time, did not have an  
11 immutable timekeeping system to accurately record and pay PLAINTIFF and other members of  
12 the CALIFORNIA CLASS for the actual time PLAINTIFF and other members of the  
13 CALIFORNIA CLASS worked each day, including regular time, overtime hours, sick pay, meal  
14 and rest breaks. As a result, DEFENDANT was able to and did in fact, unlawfully, and  
15 unilaterally alter the time recorded in DEFENDANT's timekeeping system for PLAINTIFF and  
16 other members of the CALIFORNIA CLASS in order to avoid paying these employees for all  
17 hours worked, applicable overtime compensation, applicable sick pay, missed meal breaks and  
18 missed rest breaks.

19 41. As a result, PLAINTIFF and other members of the CALIFORNIA CLASS, from  
20 time-to-time, forfeited time worked by working without their time being accurately recorded and  
21 without compensation at the applicable pay rates.

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

1           43. As a result, PLAINTIFF and the other members of the CALIFORNIA CLASS  
2 forfeited wages due to them for all hours worked at DEFENDANT's direction, control and  
3 benefit for the time the timekeeping system was inoperable. DEFENDANT's uniform policy  
4 and practice to not pay PLAINTIFF and the members of the CALIFORNIA CLASS wages for  
5 all hours worked in accordance with applicable law is evidenced by DEFENDANT's business  
6 records.

7           **I. Unlawful Rounding Practices**

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

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

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

27           46. Pursuant to California Labor Code section 204, PLAINTIFF and the  
28 CALIFORNIA CLASS members were entitled to timely payment of wages during their

1 employment. PLAINTIFF and the CALIFORNIA CLASS members, from time to time, did not  
2 receive payment of all wages, including, but not limited to, overtime wages, minimum wages,  
3 meal period premium wages, and rest period premium wages within permissible time period.

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

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

15 **K. Sick Pay Violations**

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

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





1 for off-the-clock work, failure to provide accurate itemized wage statements, failure to maintain  
2 required records, and interest, statutory and civil penalties, attorney's fees, costs, and expenses.

3 54. The members of the class are so numerous that joinder of all class members is  
4 impractical.

5 55. Common questions of law and fact regarding DEFENDANT's conduct, including  
6 but not limited to, off-the-clock work, unpaid meal and rest period premiums, failure to accurately  
7 calculate the regular rate of pay for overtime compensation, failure to accurately calculate the  
8 regular rate of compensation for missed meal and rest period premiums, failing to provide legally  
9 compliant meal and rest periods, failure to reimburse for business expenses, failure to provide  
10 accurate itemized wage statements accurate, and failure to ensure they are paid at least minimum  
11 wage and overtime, exist as to all members of the class and predominate over any questions  
12 affecting solely any individual members of the class. Among the questions of law and fact  
13 common to the class are:

- 14 a. Whether DEFENDANT maintained legally compliant meal period policies and  
15 practices;
- 16 b. Whether DEFENDANT maintained legally compliant rest period policies and  
17 practices;
- 18 c. Whether DEFENDANT failed to pay PLAINTIFF and the CALIFORNIA CLASS  
19 Members accurate premium payments for missed meal and rest periods;
- 20 d. Whether DEFENDANT failed to pay PLAINTIFF and the CALIFORNIA CLASS  
21 Members accurate overtime wages;
- 22 e. Whether DEFENDANT failed to pay PLAINTIFF and the CALIFORNIA CLASS  
23 Members at least minimum wage for all hours worked;
- 24 f. Whether DEFENDANT failed to compensate PLAINTIFF and the CALIFORNIA  
25 CLASS Members for required business expenses;
- 26 g. Whether DEFENDANT issued legally compliant wage statements;

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- 1           h. Whether DEFENDANT committed an act of unfair competition by systematically  
2           failing to record and pay PLAINTIFF and the other members of the CALIFORNIA  
3           CLASS for all time worked;
- 4           i. Whether DEFENDANT committed an act of unfair competition by systematically  
5           failing to record all meal and rest breaks missed by PLAINTIFF and other  
6           CALIFORNIA CLASS Members, even though DEFENDANT enjoyed the benefit  
7           of this work, required employees to perform this work and permits or suffers to  
8           permit this work;
- 9           j. Whether DEFENDANT committed an act of unfair competition in violation of the  
10           UCL, by failing to provide the PLAINTIFF and the other members of the  
11           CALIFORNIA CLASS with the legally required meal and rest periods.
- 12           56. PLAINTIFF is a member of the CALIFORNIA CLASS and suffered damages as  
13 a result of DEFENDANT's conduct and actions alleged herein.
- 14           57. PLAINTIFF's claims are typical of the claims of the CALIFORNIA CLASS, and  
15 PLAINTIFF has the same interests as the other members of the class.
- 16           58. PLAINTIFF will fairly and adequately represent and protect the interests of the  
17 CALIFORNIA CLASS Members.
- 18           59. PLAINTIFF retained able class counsel with extensive experience in class action  
19 litigation.
- 20           60. Further, PLAINTIFF's interests are coincident with, and not antagonistic to, the  
21 interest of the other CALIFORNIA CLASS Members.
- 22           61. There is a strong community of interest among PLAINTIFF and the members of  
23 the CALIFORNIA CLASS to, inter alia, ensure that the combined assets of DEFENDANT are  
24 sufficient to adequately compensate the members of the CALIFORNIA CLASS for the injuries  
25 sustained.
- 26           62. The questions of law and fact common to the CALIFORNIA CLASS Members  
27 predominate over any questions affecting only individual members, including legal and factual  
28 issues relating to liability and damages.

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

- 9 a. Inconsistent or varying adjudications with respect to individual members of the  
10 CALIFORNIA CLASS which would establish incompatible standards of conduct  
11 for the parties opposing the CALIFORNIA CLASS; and/or,  
12 b. Adjudication with respect to individual members of the CALIFORNIA CLASS  
13 which would as a practical matter be dispositive of the interests of the other  
14 members not party to the adjudication or substantially impair or impeded their  
15 ability to protect their interests.

16 64. Class treatment provides manageable judicial treatment calculated to bring an  
17 efficient and rapid conclusion to all litigation of all wage and hour related claims arising out of  
18 the conduct of DEFENDANT.

19 **FIRST CAUSE OF ACTION**

20 **Unlawful Business Practices**

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

22 **(Alleged by PLAINTIFF and the CALIFORNIA CLASS against Defendant)**

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

26 66. DEFENDANT is a “person” as that term is defined under Cal. Bus. And Prof.  
27 Code § 17021.

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

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

12           68. By the conduct alleged herein, DEFENDANT has engaged and continue to engage  
13 in a business practice which violates California law, including but not limited to, the applicable  
14 Wage Order(s), the California Code of Regulations and the California Labor Code including  
15 Sections 201, 202, 203, 204, 210, 226.7, 510, 512, 558, 1194, 1197, 1197.1, 1198, and 2802, for  
16 which this Court should issue declaratory and other equitable relief pursuant to Cal. Bus. & Prof.  
17 Code § 17203 as may be necessary to prevent and remedy the conduct held to constitute unfair  
18 competition, including restitution of wages wrongfully withheld.

19           69. By the conduct alleged herein, DEFENDANT’s practices were unlawful and unfair  
20 in that these practices violated public policy, were immoral, unethical, oppressive unscrupulous  
21 or substantially injurious to employees, and were without valid justification or utility for which  
22 this Court should issue equitable and injunctive relief pursuant to Section 17203 of the California  
23 Business & Professions Code, including restitution of wages wrongfully withheld.

24           70. By the conduct alleged herein, DEFENDANT’s practices were deceptive and  
25 fraudulent in that DEFENDANT’s uniform policy and practice failed to provide the legally  
26 mandated meal and rest periods and the required amount of compensation for missed meal and  
27 rest periods, failed to pay minimum and overtime wages owed, and failed to reimburse all  
28 necessary business expenses incurred, due to a systematic business practice that cannot be  
justified, pursuant to the applicable Cal. Lab. Code, and Industrial Welfare Commission  
requirements in violation of Cal. Bus. Code §§ 17200, *et seq.*, and for which this Court should

1 issue injunctive and equitable relief, pursuant to Cal. Bus. & Prof. Code § 17203, including  
2 restitution of wages wrongfully withheld.

3 71. By the conduct alleged herein, DEFENDANT's practices were also unlawful,  
4 unfair, and deceptive in that DEFENDANT's employment practices caused PLAINTIFF and the  
5 other members of the CALIFORNIA CLASS to be underpaid during their employment with  
6 DEFENDANT.

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

11 73. Therefore, PLAINTIFF demands on behalf of himself and on behalf of each  
12 CALIFORNIA CLASS member, one (1) hour of pay for each workday in which an off-duty meal  
13 period was not timely provided for each five (5) hours of work, and/or one (1) hour of pay for  
14 each workday in which a second off-duty meal period was not timely provided for each ten (10)  
15 hours of work.

16 74. PLAINTIFF further demands on behalf of himself and on behalf of each  
17 CALIFORNIA CLASS member, one (1) hour of pay for each workday in which a rest period was  
18 not timely provided as required by law.

19 75. By and through the unlawful and unfair business practices described herein,  
20 DEFENDANT has obtained valuable property, money and services from PLAINTIFF and the  
21 other members of the CALIFORNIA CLASS, including earned wages for all time worked, and  
22 has deprived them of valuable rights and benefits guaranteed by law and contract, all to the  
23 detriment of these employees and to the benefit of DEFENDANT so as to allow DEFENDANT  
24 to unfairly compete against competitors who comply with the law.

25 76. All the acts described herein as violations of, among other things, the Industrial  
26 Welfare Commission Wage Orders, the California Code of Regulations, and the California Labor  
27 Code, were unlawful and in violation of public policy, were immoral, unethical, oppressive, and  
28

1 unscrupulous, were deceptive, and thereby constitute unlawful, unfair, and deceptive business  
2 practices in violation of Cal. Bus. & Prof. Code §§ 17200, *et seq.*

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

8 78. PLAINTIFF and the other members of the CALIFORNIA CLASS are further  
9 entitled to, and do, seek a declaration that the described business practices are unlawful, unfair,  
10 and deceptive, and that injunctive relief should be issued restraining DEFENDANT from  
11 engaging in any unlawful and unfair business practices in the future.

12 PLAINTIFF and the other members of the CALIFORNIA CLASS have no plain, speedy  
13 and/or adequate remedy at law that will end the unlawful and unfair business practices of  
14 DEFENDANT. Further, the practices herein alleged presently continue to occur unabated. As a  
15 result of the unlawful and unfair business practices described herein, PLAINTIFF and the other  
16 members of the CALIFORNIA CLASS have suffered and will continue to suffer irreparable legal  
17 and economic harm unless DEFENDANT is restrained from continuing to engage in these  
18 unlawful and unfair business practices.

19 **SECOND CAUSE OF ACTION**

20 **Failure To Pay Minimum Wages**

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

22 **(Alleged by PLAINTIFF and the CALIFORNIA CLASS against Defendant)**

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

26 80. PLAINTIFF and the other members of the CALIFORNIA CLASS bring a claim  
27 for DEFENDANT's willful and intentional violations of the California Labor Code and the  
28

1 Industrial Welfare Commission requirements for DEFENDANT's failure to accurately calculate  
2 and pay minimum wages to PLAINTIFF and CALIFORNIA CLASS Members.

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

5 82. Cal. Lab. Code § 1197 provides the minimum wage for employees fixed by the  
6 commission is the minimum wage to be paid to employees, and the payment of a less wage than  
7 the minimum so fixed is unlawful.

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

10 84. DEFENDANT maintained a uniform wage practice of paying PLAINTIFF and the  
11 other members of the CALIFORNIA CLASS without regard to the correct amount of time they  
12 work. As set forth herein, DEFENDANT's uniform policy and practice was to unlawfully and  
13 intentionally deny timely payment of wages due to PLAINTIFF and the other members of the  
14 CALIFORNIA CLASS.

15 85. DEFENDANT's uniform pattern of unlawful wage and hour practices manifested,  
16 without limitation, applicable to the CALIFORNIA CLASS as a whole, as a result of  
17 implementing a uniform policy and practice that denies accurate compensation to PLAINTIFF  
18 and the other members of the CALIFORNIA CLASS in regard to minimum wage pay.

19 86. In committing these violations of the California Labor Code, DEFENDANT  
20 inaccurately calculated the correct time worked and consequently underpaid the actual time  
21 worked by PLAINTIFF and other members of the CALIFORNIA CLASS. DEFENDANT acted  
22 in an illegal attempt to avoid the payment of all earned wages, and other benefits in violation of  
23 the California Labor Code, the Industrial Welfare Commission requirements and other applicable  
24 laws and regulations.

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

28 ///

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

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

9           90. DEFENDANT knew or should have known that PLAINTIFF and the other  
10 members of the CALIFORNIA CLASS were under-compensated for their time worked.  
11 DEFENDANT systematically elected, either through intentional malfeasance or gross  
12 nonfeasance, to not pay employees for their labor as a matter of uniform company policy, practice  
13 and procedure, and DEFENDANT perpetrated this systematic scheme by refusing to pay  
14 PLAINTIFF and the other members of the CALIFORNIA CLASS the correct minimum wages  
15 for their time worked.

16           91. In performing the acts and practices herein alleged in violation of California labor  
17 laws, and refusing to compensate the members of the CALIFORNIA CLASS for all time worked  
18 and provide them with the requisite compensation, DEFENDANT acted and continues to act  
19 intentionally, oppressively, and maliciously toward PLAINTIFF and the other members of the  
20 CALIFORNIA CLASS with a conscious and utter disregard for their legal rights, or the  
21 consequences to them, and with the despicable intent of depriving them of their property and legal  
22 rights, and otherwise causing them injury in order to increase company profits at the expense of  
23 these employees.

24           92. PLAINTIFF and the other members of the CALIFORNIA CLASS therefore request  
25 recovery of all unpaid wages, according to proof, interest, statutory costs, as well as the  
26 assessment of any statutory penalties against DEFENDANT, in a sum as provided by the  
27 California Labor Code and/or other applicable statutes. To the extent minimum wage  
28 compensation is determined to be owed to the CALIFORNIA CLASS Members who have



1 terminated their employment, DEFENDANT's conduct also violates Labor Code §§ 201 and/or  
2 202, and therefore these individuals are also be entitled to waiting time penalties under Cal. Lab.  
3 Code § 203, which penalties are sought herein on behalf of these CALIFORNIA CLASS  
4 Members. DEFENDANT's conduct as alleged herein was willful, intentional and not in good  
5 faith. Further, PLAINTIFF and other CALIFORNIA CLASS Members are entitled to seek and  
6 recover statutory costs.

7 **THIRD CAUSE OF ACTION**

8 **Failure To Pay Overtime Compensation**

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

10 **(Alleged by PLAINTIFF and the CALIFORNIA CLASS against Defendant)**

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

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

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

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

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

28 ///

1           98. During the CLASS PERIOD, PLAINTIFF and CALIFORNIA CLASS Members  
2 were required by DEFENDANT to work for DEFENDANT and were not paid for all the time  
3 they worked, including overtime work.

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

11           100. In committing these violations of the California Labor Code, DEFENDANT  
12 inaccurately recorded overtime worked and consequently underpaid the overtime worked by  
13 PLAINTIFF and other CALIFORNIA CLASS Members. DEFENDANT acted in an illegal  
14 attempt to avoid the payment of all earned wages, and other benefits in violation of the California  
15 Labor Code, the Industrial Welfare Commission requirements and other applicable laws and  
16 regulations.

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

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

28 ///

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

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

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

16           106. DEFENDANT knew or should have known that PLAINTIFF and the other  
17 members of the CALIFORNIA CLASS were undercompensated for their time worked.  
18 DEFENDANT systematically elected, either through intentional malfeasance or gross  
19 nonfeasance, to not pay them for their labor as a matter of uniform company policy, practice and  
20 procedure, and DEFENDANT perpetrated this systematic scheme by refusing to pay PLAINTIFF  
21 and the other members of the CALIFORNIA CLASS the correct overtime wages for their  
22 overtime worked.

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

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

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

#### 13 **FOURTH CAUSE OF ACTION**

#### 14 **Failure To Provide Required Meal Periods**

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

16 **(Alleged by PLAINTIFF and the CALIFORNIA CLASS against Defendant)**

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

20 110. During the CLASS PERIOD, DEFENDANT failed to provide all the legally  
21 required off-duty meal breaks to PLAINTIFF and the other CALIFORNIA CLASS Members as  
22 required by the applicable Wage Order and Labor Code. The nature of the work performed by  
23 PLAINTIFF and CALIFORNIA CLASS Members did not prevent these employees from being  
24 relieved of all of their duties for the legally required off-duty meal periods. As a result of their  
25 rigorous work schedules, PLAINTIFF and other CALIFORNIA CLASS Members were often not  
26 fully relieved of duty by DEFENDANT for their meal periods. Additionally, DEFENDANT's  
27 failure to provide PLAINTIFF and the CALIFORNIA CLASS Members with legally required  
28 meal breaks prior to their fifth (5th) hour of work is evidenced by DEFENDANT's business

1 records. Further, DEFENDANT failed to provide PLAINTIFF and CALIFORNIA CLASS  
2 Members with a second off-duty meal period in some workdays in which these employees were  
3 required by DEFENDANT to work ten (10) hours of work. As a result, PLAINTIFF and other  
4 members of the CALIFORNIA CLASS forfeited meal breaks without additional compensation  
5 and in accordance with DEFENDANT's strict corporate policy and practice.

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

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

14 **FIFTH CAUSE OF ACTION**

15 **Failure To Provide Required Rest Periods**

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

17 **(Alleged by PLAINTIFF and the CALIFORNIA CLASS against Defendant)**

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

21 114. From time to time, PLAINTIFF and other CALIFORNIA CLASS Members were  
22 required to work in excess of four (4) hours without being provided ten (10) minute rest periods.  
23 Further, these employees were denied their first rest periods of at least ten (10) minutes for some  
24 shifts worked of at least two (2) to four (4) hours, a first and second rest period of at least ten (10)  
25 minutes for some shifts worked of between six (6) and eight (8) hours, and a first, second and  
26 third rest period of at least ten (10) minutes for some shifts worked of ten (10) hours or more.  
27 PLAINTIFF and other CALIFORNIA CLASS Members were also not provided with one-hour  
28 wages *in lieu* thereof. As a result of their rigorous work schedules, PLAINTIFF and other

1 CALIFORNIA CLASS Members were periodically denied their proper rest periods by  
2 DEFENDANT and DEFENDANT’s managers. In addition, DEFENDANT failed to compensate  
3 PLAINTIFF and other CALIFORNIA CLASS Members for their rest periods as required by the  
4 applicable Wage Order and Labor Code. As a result, DEFENDANT’s failure to provide  
5 PLAINTIFF and the CALIFORNIA CLASS Members with all the legally required paid rest  
6 periods is evidenced by DEFENDANT’s business records.

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

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

15 **SIXTH CAUSE OF ACTION**

16 **Failure To Provide Accurate Itemized Statements**

17 **(Cal. Lab. Code § 226)**

18 **(Alleged by PLAINTIFF and the CALIFORNIA CLASS against Defendant)**

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

22 118. Cal. Labor Code § 226 provides that an employer must furnish employees with an  
23 “accurate itemized” statement in writing showing:

- 24 a. Gross wages earned,
- 25 b. (2) total hours worked by the employee, except for any employee whose  
26 compensation is solely based on a salary and who is exempt from payment of  
27 overtime under subdivision (a) of Section 515 or any applicable order of the  
28 Industrial Welfare Commission,

- c. the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis,
- d. all deductions, provided that all deductions made on written orders of the employee may be aggregated and shown as one item,
- e. net wages earned,
- f. the inclusive dates of the period for which the employee is paid,
- g. the name of the employee and his or her social security number, except that by 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.

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

120. Further, from time to time, DEFENDANT issued wage statements that included items such as vacation pay, meal break penalties, sick pay and double-counted shift differential payments into the calculation for total hours worked, in violation of Cal. Lab. Code § 226(a)(2).

121. Further, DEFENDANT from time to time, failed to provide PLAINTIFF and other CALIFORNIA CLASS Members with itemized wage statements that provided the name and address of the legal entity that is the employer, in violation of Cal. Lab. Code § 226(a)(8).





1           126. Cal. Lab. Code § 201 provides, in relevant part, that “If an employer discharges  
2 an employee, the wages earned and unpaid at the time of discharge are due and payable  
3 immediately.”

4           127. Cal. Lab. Code § 202 provides, in relevant part, that:  
5 If an employee not having a written contract for a definite period quits his or her  
6 employment, his or her wages shall become due and payable not later than 72 hours  
7 thereafter, unless the employee has given 72 hours previous notice of his or her intention  
8 to quit, in which case the employee is entitled to his or her wages at the time of quitting.  
9 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.

10           128. There was no definite term in PLAINTIFF’s or any CALIFORNIA CLASS  
11 Members’ employment contract.

12           129. Cal. Lab. Code § 203 provides:  
13 If an employer willfully fails to pay, without abatement or reduction, in accordance with  
14 Sections 201, 201.5, 202, and 205.5, any wages of an employee who is discharged or who  
15 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.

16           130. The employment of PLAINTIFF and many CALIFORNIA CLASS Members  
17 terminated, and DEFENDANT has not tendered payment of wages to these employees who  
18 missed meal and rest breaks, as required by law.

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

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1 **EIGHTH CAUSE OF ACTION**

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

3 **(Cal. Lab. Code §§ 2802)**

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

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

8 133. Cal. Lab. Code § 2802 provides, in relevant part, that:  
9 An employer shall indemnify his or her employee for all necessary expenditures or  
10 losses incurred by the employee in direct consequence of the discharge of his or her  
11 duties, or of his or her obedience to the directions of the employer, even though  
unlawful, unless the employee, at the time of obeying the directions, believed them  
to be unlawful.

12 134. From time to time during the CLASS PERIOD, DEFENDANT violated Cal. Lab.  
13 Code § 2802, by failing to indemnify and reimburse PLAINTIFF and the CALIFORNIA CLASS  
14 members for required expenses incurred in the discharge of their job duties for DEFENDANT's  
15 benefit. DEFENDANT failed to reimburse PLAINTIFF and the CALIFORNIA CLASS  
16 members for expenses which included, but were not limited to, the use of their personal cell  
17 phones and vehicles all on behalf of and for the benefit of DEFENDANT. Specifically,  
18 PLAINTIFF and other CALIFORNIA CLASS Members were required by DEFENDANT to use  
19 their personal cell phones and vehicles to execute their essential job duties on behalf of  
20 DEFENDANT. DEFENDANT's uniform policy, practice and procedure was to not reimburse  
21 PLAINTIFF and the CALIFORNIA CLASS members for expenses resulting from the use of  
22 their personal cell phones and vehicles within the course and scope of their employment for  
23 DEFENDANT. These expenses were necessary to complete their principal job duties.  
24 DEFENDANT is estopped by DEFENDANT's conduct to assert any waiver of this expectation.  
25 Although these expenses were necessary expenses incurred by PLAINTIFF and the  
26 CALIFORNIA CLASS members, DEFENDANT failed to indemnify and reimburse  
27 PLAINTIFF and the CALIFORNIA CLASS members for these expenses as an employer is  
28 required to do under the laws and regulations of California.

1 135. PLAINTIFF therefore demands reimbursement for expenditures or losses incurred  
2 by him and the CALIFORNIA CLASS members in the discharge of their job duties for  
3 DEFENDANT, or their obedience to the directions of DEFENDANT, with interest at the  
4 statutory rate and costs under Cal. Lab. Code § 2802.

5 **PRAYER FOR RELIEF**

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

8 1. On behalf of the CALIFORNIA CLASS:

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

19 2. On behalf of the CALIFORNIA CLASS:

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

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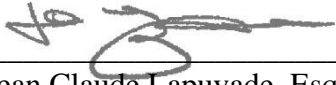
- d. The greater of all actual damages or fifty dollars (\$50) for the initial pay period in which a violation occurs and one hundred dollars (\$100) per each member of the CALIFORNIA CLASS for each violation in a subsequent pay period, not exceeding an aggregate penalty of four thousand dollars (\$4,000),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

3. On all claims:

- a. An award of interest, including prejudgment interest at the legal rate;
- b. Such other and further relief as the Court deems just and equitable; and
- c. An award of penalties, attorneys’ fees, and costs of suit, as allowable under the law, including, but not limited to, pursuant to Labor Code § 218.5, § 226, § 246 and/or § 1194.

DATED: August 14, 2024

**JCL LAW FIRM, APC**

By:   
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Jean Claude Lapuyade, Esq.  
Attorney for PLAINTIFF


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**DEMAND FOR A JURY TRIAL**

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

DATED: August 14, 2024

**JCL LAW FIRM, APC**

By:   
\_\_\_\_\_  
Jean Claude Lapuyade, Esq.  
Attorney for PLAINTIFF