

Direct Dial: (831) 531-4214
Email: bill@polarislawgroup.com

January 15, 2020

California Labor & Workforce Development Agency
Attn: PAGA Administrator
1515 Clay Street, Suite 801
Oakland, CA 94612

SF Markets, LLC
5455 E. High Street St., Ste 11
Phoenix, AZ 85054

Filed with the LWDA Online and Sent to SF Markets, LLC via Certified U.S. Mail

Re: Notice of Labor Law Violations
California Labor Code §§ 2699, 2699.3, 2699.5

Dear Employer and Representatives of the Labor and Work Force Development Agency:

Pursuant to California Labor Code §§2699, 2699.3, 2699.5 aggrieved employee, Adam Wright, hereby notifies you of the labor law violations and facts and circumstances giving rise to them, committed by SF Markets, LLC. ("the employer") against Adam Wright and all similarly aggrieved employees. The employer has engaged in the following violations against Mr. Wright and all similarly aggrieved non-exempt employees.

Failure To Provide Legally Compliant Itemized Pay Statements

When paying "Retro Pay", the employer has violated Labor Code § 226.

Specifically, when paying "Retro Pay" to Mr. Wright and all similarly aggrieved non-exempt employees, the pay statements fail to identify all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each rate by Mr. Wright and all similarly aggrieved employees in violation of Labor Code § 226(a)(9).

For example, for the pay statement with the pay period beginning on November 18, 2019 and ending on November 24, 2019, with the check date of November 29, 2019,

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\$3.82 was paid in "Retro Pay". However, neither the hours worked nor the pay rate is identified for this "Retro Pay" as to Mr. Wright. Mr. Wright believes that the wage statements issued to all other non-exempt employees who were paid "Retro Pay" also are in the same format and do not identify the hourly rate and hours worked for "Retro Pay."

As the aggrieved employee believes that such violations are ongoing, he will seek to pursue such violations that occurred prior to the date of this letter, as well as any violations that occur after the date of this letter on behalf of himself and all similarly aggrieved employees.

Very truly yours,

Polaris Law Group LLP



William L. Marder

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PROOF OF SERVICE

I, Megan Tittle, am employed by POLARIS LAW GROUP LLP, in the County of San Benito, California. I am over the age of 18 and not a party to the within action. My business address is 501 San Benito Street, Suite 200, Hollister, California 95023.

On this date I caused to be served the **PAGA Letter** the parties in this action, by placing copies of the same in envelopes, addressed as follows and delivered in the manner indicated:

SF Markets, LLC
5455 E. High Street, Ste. 11
Phoenix, AZ 85054

 X (By Mail) I caused each envelope, with postage prepaid to be placed in the United States mail at Hollister, California. I am readily familiar with the business practices of the firm regarding the collection and processing of correspondence for mailing with the United States Postal Service. Pursuant to such business practices, and in the ordinary course of business, all correspondence is deposited with the United States Postal Service on the same day it is placed for collection and mailing.

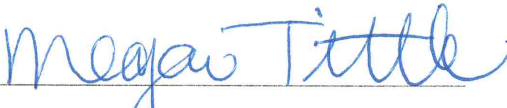
 (By Courier) I delivered the envelopes to UPS who contracted to deliver the envelope to the addressee on the same day next day.

 (By Hand) I delivered the envelope to addressee.

 (By Telecopier) I also caused each document to be sent by telecopier to the fax numbers stated above. The transmissions were reported as complete and without error.

 (By E-Mail) I caused each document to be send via e-mail to the e-mail stated above via Drop Box. The transmission was reported as complete and without error.

I declare under penalty of perjury that the foregoing is true and correct. Executed at Hollister, CA on January 15, 2020.


Megan Tittle