

**DEPARTMENT OF INDUSTRIAL RELATIONS****Labor Commissioner's Office****Retaliation Complaint Investigation Unit**

320 W. Fourth Street, Suite 450

Los Angeles, CA 90013

Email: [retaliation@dir.ca.gov](mailto:retaliation@dir.ca.gov) • Fax: (213) 576-6227 • [www.dir.ca.gov](http://www.dir.ca.gov)

April 30, 2020

Hector Uribe  
3827 e 58th st  
Maywood, California 90270

Re: Hector Uribe v. Best carbide cutting tools ceratizid  
State Case No. RCI-CM-783625

Dear Hector Uribe:

We have reviewed your complaint, accepted it for investigation, and assigned it State Case No. RCI-CM-783625. At this time, we need additional information from you about the timing of events. Please use the enclosed instructions to prepare a brief timeline only. This timeline is necessary for the investigation of your complaint. Do not send any original documents. Any documents sent to our office may be scanned and shredded.

In addition, gather contact information for any witnesses and collect paperwork that will support your case. This includes emails, letters or other written evidence of complaints made to government agencies or to your employer, any termination notice or other disciplinary actions, and copies of your final checks. Hold on to these documents until the assigned investigator requests them from you.

Do not delete, destroy, or discard any potential evidence that relates to the claims, facts, or defenses raised by the complaint. This includes, but is not limited to, any relevant electronic evidence, such as text messages, social media posts, emails, or voicemails. If you have a policy or practice of regularly deleting, destroying, or discarding documents, information, or things, those policies or practices should be suspended in relation to any potential evidence. Deleting, destroying, or discarding any potential evidence is against the law.

Your employer has been asked to respond to your complaint; you will be given a chance to review the response and to provide a rebuttal after their response is received.

You must send written notice of any change to your phone number or address to the address listed above. Remember to include your case number in any correspondence with this Office. If we are unable to contact you, we will be unable to proceed with the investigation and, as a result, your case will be closed. Submit your timeline by May 30, 2020.

After we have reviewed your timeline and the employer's response to the complaint, your case will be reviewed to determine the next appropriate step.

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During the investigation, you are required to mitigate your damages by looking for other employment or working elsewhere. As you apply for employment opportunities, keep detailed records of the positions you apply for, any interviews that you attend, and any employment offers that are made to you. If you do accept an offer, please let me know. Keeping these records will assist the agency with calculating and proving what you may be owed.

If you filed a retaliation complaint because you made a workplace health or safety complaint, you may also file a separate complaint with the U.S. Department of Labor within 30 days of the date of the violation.

Keep in mind that legal claims cannot be brought indefinitely; legal claims have a “statute of limitations,” which is a time limit. Filing a complaint with our agency may not prevent the statute of limitations from running out on all the claims you may have, so if you are interested in pursuing this claim or other related claims in a lawsuit, consult with an attorney right away.

Sincerely,

*Armida Abaoag*

Armida Abaoag  
Deputy Labor Commissioner  
Retaliation Complaint Investigation Unit

Encl.