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January 14, 2016

VIA CERTIFIED MAIL (w/ RETURN RECEIPT)

ATTN: PAGA Administrator
California Labor & Workforce Development Agency
1515 Clay Street, Ste. 801
Oakland, CA 94612

Re: ***Oto-Oto Izakaya Japonaise and Ramla USA, Inc.***

Notice of Labor Code Violations pursuant to Labor Code §2699.3(a)(1)

Dear PAGA Administrator:

This letter shall constitute the required written notification under Labor Code §2699.3(a)(1) of Labor Code violations alleged against **Oto-Oto Izakaya Japonaise and Ramla USA, Inc.** (collectively "Oto-Oto"). Our clients **Liza Vargas, Erika Clipper and Briana Bryant** ("Claimants"), worked as a non-exempt employees for Oto-Oto. Claimants and other non-exempt employees were subject to several Labor Code violations by Oto-Oto. The claimant hereby issues this Notice to both the LWDA and the employer in compliance with the notice requirements of Labor Code section 2699.3(a)(1).

The claimant hereby gives Notice of the following specific provisions of the Labor Code that have been violated and the facts and theories to support the alleged violations:

Violation	Facts and Theories
Labor Code sections 510 and 1194	Labor Code section 510 states: "Eight hours of labor constitutes a day's work. Any work in excess of eight hours in one workday and any work in excess of 40 hours in any one workweek and the first eight hours worked on the seventh day of work in any one workweek shall be compensated at the rate of no less than one and one-half times the regular rate of pay for an employee." Labor Code section 1194 provides "any employee receiving less than the legal minimum wage or the legal overtime compensation applicable to the employee is entitled to recover in a civil action the unpaid balance of the full amount of this minimum wage or

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	overtime compensation, including interest thereon, reasonable attorney's fees, and costs of suit." Here, Claimants and other similarly situated Oto-Oto employees ("Oto-Oto Employees") regularly worked in excess of eight hours in one workday and in excess of 40 hours in one workweek, and were not paid for it. For example, Oto-Oto Employees would customarily work at least eight hours in one day without taking a meal break, yet would have a 30-minute "meal break" automatically deducted from their pay each day. Oto-Oto Employees would also frequently work more than 10 hours in one day, causing Oto-Oto Employees to automatically have a second 30-minute "meal break" deducted from their pay each day, when such a meal break was not taken. Furthermore, Oto-Oto Employees who worked more than eight hours in one day or 40 hours in one week would frequently not be paid for their overtime because Oto-Oto would simply short-change them and not pay for overtime. Lastly, Claimants and Oto-Oto Employees who worked more than 12 hours in one day were not paid their double-time rate. Oto-Oto managers would often change Claimants' and other Oto-Oto Employees' hours after their shifts ended. As a result of these practices, Labor Code sections 510 and 1194 were violated.
Labor Code section 204	Labor Code section 204 states that "all wages... earned by any person in employment are due and payable twice during each calendar month, on days designated in advance by the employer as the regular paydays." Oto-Oto often engaged in practices that did not include all the hours worked by its employees, which resulted in their hours not being calculated for overtime pay. For example, Claimants and other Oto-Oto Employees regularly worked in excess of eight hours in one workday and in excess of 40 hours in one workweek, and were often not compensated with overtime pay. As a result, all earned wages were not paid on the regular paydays.
Labor Code section 226	Labor Code § 226(a) provides: "Every employer shall, semimonthly or at the time of each payment of wages, furnish each of his or her employees, either as a detachable part of the check, draft, or voucher paying the employee's wages, or separately when wages are paid by personal check or cash, an accurate itemized statement in writing showing (1) gross wages earned, (2) total hours worked by the employee, except for any employee whose compensation is solely based on a salary and who is exempt from payment of overtime under subdivision (a) of Section 515 or any applicable order of the Industrial Welfare Commission, (3) the number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis, (4) all deductions, provided that all

	deductions made on written orders of the employee may be aggregated and shown as one item, (5) net wages earned, (6) the inclusive dates of the period for which the employee is paid, (7) the name of the employee and only the last four digits of his or her social security number or an employee identification number other than a social security number, (8) the name and address of the legal entity that is the employer and, if the employer is a farm labor contractor, as defined in subdivision (b) of Section 1682, the name and address of the legal entity that secured the services of the employer, and (9) all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee and, beginning July 1, 2013, if the employer is a temporary services employer as defined in Section 201.3, the rate of pay and the total hours worked for each temporary services assignment.” Oto-Oto often engaged in practices that did not include all the hours worked by its employees, which resulted in their hours not being calculated for overtime pay. For example, Claimants and other Oto-Oto Employees regularly worked in excess of eight hours in one workday and in excess of 40 hours in one workweek, and were often not compensated with overtime pay. Furthermore, Oto-Oto Employees would customarily work at least eight hours in one day without taking a meal break, yet would have a 30-minute “meal break” automatically deducted from their pay each day. Oto-Oto Employees would also frequently work more than 10 hours in one day, causing Oto-Oto Employees to automatically have a second 30-minute “meal break” deducted from their pay each day, when such a meal break was not taken. As a result, all earned wages were not paid on the regular paydays. As a result, Oto-Oto failed to furnish accurate itemized statements that accurately reported: all applicable hourly rates and total hours worked by Oto-Oto Employees in violation of Labor Code section 226.
Labor Code sections 226.7 and 512	Labor Code sections 226.7 and 512 provide that no employer shall employ any person for a work period of more than five (5) hours without a meal period of not less than 30 minutes. Under these provisions, a first meal period is required no later than the end of an employee’s fifth hour of work, and a second meal period no later than the end of an employee’s 10th hour of work. If an employer fails to provide an employee meal periods in accordance with this law, the employer shall pay the employee one (1) hour of pay at the employee’s regular rate of compensation for each workday that the meal period is not provided. Oto-Oto did not comply with these meal period provisions. For example, Claimants and other Oto-Oto Employees typically worked eight-hour shifts without receiving a requisite meal break. Moreover, Oto-Oto Employees would frequently work in excess of 10 hours without a second meal break. Despite this, Oto-Oto would frequently clock Claimants and

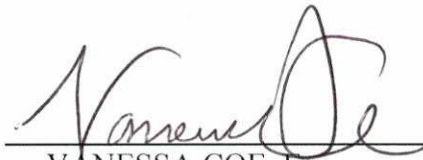
	other Oto-Oto Employees out for meal breaks, and automatically deduct 30 minutes from each Oto-Oto Employee paycheck for each meal break that would have otherwise been required under California law.
Labor Code 226.7	Labor Code section 226.7 provides that employers shall authorize and permit employees to take rest periods at the rate of (10) minutes net rest time per four (4) hours of work, or major fraction thereof. This means that an employer must provide 10 minutes net rest time for each four hour period worked by employees. If an employer fails to provide an employee rest periods in accordance with this law, the employer shall pay the employee one (1) hour of pay at the employee's regular rate of compensation for each workday that the rest period is not provided. Oto-Oto did not comply with these rest period provisions. For example, Claimants and other Oto-Oto Employees did not receive rest breaks during their workday. Claimants and other Oto-Oto Employees were too busy during the day to take 10-minute rest breaks.
Labor Code sections 201, 202 and 203	Labor Code section 201 states that if an employer discharges an employee, the wages earned and unpaid at the time of discharge are due and payable immediately. Labor Code section 202 states 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 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. In either case, if an employer willfully fails to pay in accordance with 201 and 202, any wages of an employee who is discharge or who quits shall continue as a penalty. Oto-Oto failed to pay all overtime wages earned by Oto-Oto employees as required by Labor Code sections 201 and 202. Moreover, Oto-Oto has failed to pay all premium wages for missed meal and rest periods to those employees who were discharged or who quit in violation of Labor Code section 201 and 202. Additionally, Oto-Oto has not paid any of the continuation wages under Labor Code section 203.
Labor Code 226 and 1174.5	Labor Code section 1174.5 states: "Any person employing labor who willfully fails to maintain the records required by subdivision (c) of Section 1174 or accurate and complete records required by subdivision (d) of Section 1174, or to allow any member of the commission or employees of the division to inspect records pursuant to subdivision (b) of Section 1174, shall be subject to a civil penalty of five hundred dollars (\$500)." As a result of the aforementioned practices, i.e. Oto-Oto automatically deducting a 30-minute meal period from Oto-Oto Employees' pay every day when such a meal break was not taken, in addition to changing the number of hours Oto-Oto Employees' worked after their shift ended, Oto-Oto willfully failed to maintain Claimants' and other Oto-Oto Employees' accurate and complete employment records.

Please notify us within the required time period whether or not the Labor and Workforce Development Agency intends to investigate these alleged violations. If no such notice is received within 33 calendar days of the postmark date of this letter, we will proceed with a civil action for penalties pursuant to Labor Code § 2699. Such as civil action will be pursued on behalf of Claimant and other Oto-Oto Employees. Please send the Notice to our office located at 11601 Wilshire Blvd., Suite 2440, Los Angeles, CA 90025.

Thank you for your attention to this matter.

Respectfully,

MAKAREM & ASSOCIATES, APLC

By: 
VANESSA COE, Esq.

cc: **Ramla USA, Inc. - Agent for Service**
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Gardena, CA 90248

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128 E. Palm Avenue
Monrovia, CA 91016

Oto-Oto Izakaya Japonaise
105 S. Palm Canyon Drive
Palm Springs, CA 92262

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