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LAWYERS FOR WORKPLACE FAIRNESS APC
4100 West Alameda Avenue, Third Floor
Burbank, California 91505
(323) 375-5101 telephone (general)
(323) 306-5571 facsimile
www.LawyersForWorkplaceFairness.com

VICTOR BEAUCHAMP
(323) 498-2827 telephone (direct)
vbeauchamp@lawyersforworkplacefairness.com

February 2, 2016

SENT CERTIFIED MAIL

Labor and Workforce
Development Agency
Attn. PAGA Administrator
1515 Clay Street, Ste. 801
Oakland, CA 94612

Wal-Mart Stores Inc.
702 SW 8th St
Bentonville, AR 72716

RE: REPORTING LABOR VIOLATIONS OF Wal-Mart Stores Inc.

Dear Labor and Workforce Development Agency:

This firm represents David Garza, who is a former employee of Wal-Mart Stores Inc., ("Employer"). Pursuant to Cal. Labor Code §2699, et seq, my client is giving notice of the alleged labor violations. If the Labor and Workforce Development Agency does not have time or interest in investigating these matters, please inform me of your intent to not investigate at the following address:

Victor Beauchamp
Lawyers for Workplace Fairness
4100 West Alameda Avenue, Third Floor
Burbank, CA 91505

My client was employed by Employer from approximately May 1, 2012 through August 31, 2015. The company's address where my client was employed is:

Wal-Mart Stores Inc.
702 SW 8th St
Bentonville, AR 72716

Below are the facts and theories of the various labor violations committed against my client as well as all other aggrieved employees in California. My client believes that all of the following labor violations were committed against all employees working in a similar capacity to Mr. Garza. In addition, the following employees are also aggrieved of the violations ("AGGRIEVED EMPLOYEES"): All hourly employees working within the State of California.

Labor and Workforce Development Agency

Re: *David Garza vs. Wal-Mart Stores Inc.*

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Mr. Garza experienced regular meal and rest break violations that went uncompensated in violation of California Labor Code § 226.7. He was often not allowed to take meal and rest breaks because he worked in the deli which was short staffed. With no one to relieve Mr. Garza, he was not able to take a break when there was a line of customers waiting. Mr. Garza's meal breaks were late on occasion. Mr. Garza's rest breaks were interrupted, late, or missed approximately twice a week.

Mr. Garza never received rest break premiums. At times, he did not receive a meal break premium. Thus, not all information required by California Labor Code § 226 was printed on the pay stubs issued. Additionally, Mr. Garza is therefore entitled to the maximum waiting time penalty pursuant to California Labor Code § 203.

Mr. Garza was also required by Walmart to purchase specific pants and a shirt for his work uniform.

Mr. Garza remains unreimbursed for these expenses, in violation of California Labor Code § 2802 (a).

Additionally, my client understands that other Aggrieved Employees were similarly treated and experienced the same labor code violations.

Based on the foregoing, Mr. Garza requests investigation by the Labor and Workforce Development Agency of Wal-Mart Stores, Inc.'s wage and hour violations, or in the alternative, Mr. Garza requests LWDA issue a notice of non-citation so that he may pursue the appropriate civil remedies on behalf of himself and other Aggrieved Employees.

Thank you for your time and any assistance in this matter.

/s/ Victor Beauchamp

Lawyers for Workplace Fairness APC

CERTIFIED MAIL

Aaron Bubar
Lawyers for Workplace Fairness APC
4100 W. Alameda Ave.
Floor 3
Burbank CA 91505



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OAKLAND DISTRICT OFFICE