

JEANTTE GARCIA

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September 18, 2025

VIA ONLINE FILING

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

Re: Jeantte Garcia v. Child & Family Center

To Whom It May Concern:

This correspondence shall constitute my written notice under Labor Code § 2699.3 of claims against Child & Family Center (“Defendant” or “the Company”). Specifically, I allege as follows:

1. The Company violated Labor Code §§ 226.7 and 512 by failing to provide me and other similarly situated aggrieved employees proper meal and rest breaks as such breaks were either not provided, or were provided late into our shifts, or were interrupted. Furthermore, while the Company sometimes may have paid premiums for such violations, the Company failed to pay me and other similarly situated aggrieved employees our meal and/or rest period premium pay at our regular rates of pay as required by these provisions. Labor Code § 226.7(c) states that “the employer shall pay the employee one additional hour of pay at the employee’s **regular rate** of compensation for each workday that the meal or rest or recovery period is not provided.” Specifically, I and other employees were paid different hourly rates within the same workweek. However, whenever meal and/or rest period premiums were paid in such workweeks, the meal and/or rest period premiums were not paid based on a combination of such rates. Rather, they were paid at rates that were lower than the lowest hourly rate of pay. Additionally, the Company failed to pay me and other similarly situated aggrieved employees the full one-hour premium required by law. On multiple occasions, I and other employees received less than one hour of pay as the premium pay. Further, as a result of such violations, the Company also violated Labor Code §§ 201-203 by failing to pay me and other aggrieved employees all of the wages owed upon separation of employment due to the unpaid/underpaid meal and/or rest period premiums. The Company also violated Labor Code § 226 by failing to accurately identify the accurate rates of pay, and gross and net wages earned as a result of these violations.

2. The Company violated Labor Code §§ 510, 558, and 1194 by failing to correctly calculate the regular rate of pay for purposes of paying overtime wages to myself and other similarly situated aggrieved employees. Specifically, I and other employees were paid different hourly rates within the same workweek. However, when overtime wages were paid in such workweeks, the overtime rate of pay was not calculated based on a combination of such rates. As a result, the Company underpaid overtime wages to myself and other aggrieved employees. Further, as a result of such violations, the Company also violated Labor Code §§ 201-203 by

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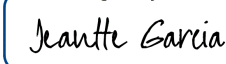
failing to pay me and other aggrieved employees all of the wages owed upon separation of employment due to the underpaid overtime wages. The Company also violated Labor Code § 226 by failing to accurately identify the overtime wage rates, and gross and net wages earned as a result of these violations.

The address for Defendant is:

Child & Family Center
21545 Centre Pointe Parkway
Santa Clarita, CA 91350

Please contact my attorneys Max W. Gavron and Mai Tulyathan at the above address/phone number if you have any questions regarding this matter.

Sincerely,

DocuSigned by:

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Jeantte Garcia

Cc: Child & Family Center (via certified mail, return receipt requested to the addresses above)