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"Justice is our Passion"

October 20, 2025

Via Online Submission

California Labor and Workforce Development Agency
800 Capitol Mall, MIC-55
Sacramento, CA 95814

Zee Foods, LLC
44755 S Grimmer Blvd suite c,
Fremont, CA 94538

To LWDA, Zee Foods, LLC:

RE: Notice of Labor Law Violations
California Labor Code §§2699.3(b)(2)(B)(ii),(c), 226.7(c), 510,512(a) et seq.
Cal. Code Regs. Tit. 2, § 599.780; Cal. Code Regs. tit. 8, § 11070(4)(B)
Location of Violations: 44755 S Grimmer Blvd suite c, Fremont, CA 94538

This is a PAGA notice submitted pursuant to Labor Code §2699.3(b)(2)(B)(ii), which authorizes aggrieved employees to pursue PAGA civil penalties under the provisions set forth in Labor Code §2699.3(c).

On or about August 2025 and at least 5 years prior, aggrieved employee Reina Jimenez ("Complainant" or "Employee"), on behalf of herself and other similarly situated aggrieved employees including all other crew members and non-supervisory employees employed by Zee Food, LLC ("Employer") at the Zee Foods, LLC 44755 S Grimmer Blvd suite c, Fremont, CA 94538, California location, where they worked allege that Employers willfully failed to pay for wages due for "hours worked. Cal. Code of Regs., tit. 8, § 13520 "A willful failure to pay wages within the meaning of Labor Code Section 203 occurs when an employer intentionally fails to pay wages to an employee when those wages are due." Complainants further allege that Employers failed to provide meal and rest periods under Labor Code §§226.7(c), 512(a) and under Cal. Code Regs. Tit. 2, § 599.780; Cal. Code Regs. tit. 8, § 11070(4)(B) for themselves and other similarly situated employees.

Complainant' therefore seeks to recover on behalf of the State of California and all aggrieved employees all civil penalties made recoverable by PAGA.

Meal Period Law

Complainants and each of them was employed for a work period of eight hours, and as such were entitled to meal period of not less than 30 minutes. None of the complainants waived their meal period by mutual consent. Under Cal. Lab. Code. § 512(a) (“An employer may not employ an employee for a work period of more than five hours per day without providing the employee with a meal period of not less than 30 minutes, except that if the total work period per day of the employee is no more than six hours, the meal period may be waived by mutual consent of both the employer and employee. An employer may not employ an employee for a work period of more than 10 hours per day without providing the employee with a second meal period of not less than 30 minutes, except that if the total hours worked is no more than 12 hours, the second meal period may be waived by mutual consent of the employer and the employee only if the first meal period was not waived.”).

Overtime Law

Complainants and each of them worked for a period exceeding eight hours per day but received no overtime pay at the proper legal rate. Claimants and each of them also worked more than twelve hours in a work shift and would receive no double time pay. California Labor Code § 510 requires overtime pay for non-exempt employees at one-and-a-half times their regular rate of pay when they work (a) more than 8 hours in a workday, (b) more than 40 hours in a workweek, or (c) more than six consecutive days in a workweek. Non-exempt employees get double-time pay for working more than 12 hours in a workday *or* more than 8 hours on the seventh consecutive day in a workweek.

Missed Meal Periods

While complainants did receive their meal period some of the time as required under Lab. Code 512(a), they were not allowed to take their meal breaks after 5 hours and sometimes were not provided a meal break at all, but were ordered by Employers to clock out for the day after completion of the fifth hour and were sent home without having been granted a meal period. California Labor Code Section 226.7(c) provides, “[i]f an employer fails to provide an employee a meal or rest or recovery period in accordance with a state law, including, but not limited to, an applicable statute or applicable regulation, standard, or order of the Industrial Welfare Commission, the Occupational Safety and Health Standards Board, or the Division of Occupational Safety and Health, 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.” Cal. Lab. Code § 226.7(c).

Missed Rest Periods

Employers failed to grant Complainants with rest periods after four hours of work citing deadlines, time crunches or simply not allowing Complainants to receive their required rest period. Cal. Code Regs. Tit. 2, § 599.780 states that: Every employee may be granted a rest period of not to exceed 15 minutes during each four hours or major fraction thereof of a working period but the total for any day shall not exceed 25 minutes. The appointing power or its designated representative shall determine the time when the rest period is to be taken and to whom it applies. Insofar as practicable, the rest period shall be granted in the middle of each work period. A rest period shall not be granted during

the first or last hour of a work period nor shall rest period time be accumulated. Except with the consent of the appointing power an employee shall not leave the building where employed.

Complainant was employed by Employer on and after the beginning of the PAGA limitations period on January 01, 2011 until May 30, 2025

The willful and flagrant workplace conditions and practices Employers where Complainants were employed constituted and continues' to constitute oppressive, fraudulent and unfair practices. Those practices include but are not limited to Employers knowing failure to: provide sufficient meal break and rest periods and payment for all hours worked in order to allow employees to work be more productively with less pressure and stress and to receive the compensation they have earned.

Law California Law Firm

By: _____


Eliyahu Y. Kaplunovsky, Esq.
Counsel for Complainant(s)

cc:
Zee Foods, LLC
44755 S Grimmer Blvd suite c,
Fremont, CA 94538