

October 2, 2025

VIA ONLINE SUBMISSION

California Labor and Workforce Development Agency
Attn: PAGA Administrator

VIA CERTIFIED MAIL (RETURN RECEIPT REQUESTED)

Agent for Service of Process for Richard L. Jones-Calexico, Inc.:
Clifford C. Caldwell
444 South Eight St
El Centro, CA 92244

Re: Adrian Rodriguez v. Richard L. Jones-Calexico, Inc.

Dear Labor and Workforce Development Agency and Richard L. Jones-Calexico, Inc.:

This letter shall serve as Adrian Rodriguez's ("Mr. Rodriguez") written notice as required by California Labor Code 2699.3(a)(1) of the specific provisions of the Labor Code allegedly violated by Richard L. Jones-Calexico, Inc. ("R.L. Jones"), including the facts and theories to support the alleged violations. Mr. Rodriguez intends to seek civil penalties against R.L. Jones under the Private Attorneys General Act of 2004 ("PAGA") on their own behalf and on behalf of all other non-exempt employees currently or formerly employed by R.L. Jones in California during the statutory period ("Aggrieved Employees"). Mr. Rodriguez is informed and believes and based thereon alleges that there are at least 100 Aggrieved Employees in the statutory period.

Labor Code Provisions Alleged to Have Been Violated

Mr. Rodriguez alleges R.L. Jones violated the following Labor Code provisions: Labor Code §§ 201, 202, 203, 204, 210, 226, 226.7, 246, 510, 512, 558, 1174, 1174.5, 1194, 1194.2, 1197, 1197.1, 1198.

Facts and Theories Supporting Each Alleged Violation

Mr. Rodriguez has been employed by R.L. Jones in Calexico, California as a non-exempt HTS Specialist since approximately February 2008.

Minimum, Regular, Sick, and Overtime Wages

Throughout the statutory period, R.L. Jones failed to pay Mr. Rodriguez and other Aggrieved Employees at least the legal minimum, regular, sick, and overtime wages for all hours worked due to R.L. Jones' policy and practice of requiring Plaintiff and other Aggrieved Employees to work off-site and off-the-clock and failing to include bonuses dependent on hours worked in the regular rate of pay. As a result, R.L. Jones failed to pay Mr. Rodriguez and other Aggrieved Employees for all minimum, regular, sick, and overtime wages due in violation of Labor Code §§ 246, 510, 558, 1194, 1194.2, 1197, 1197.1, and 1198.

Meal Periods

Throughout the statutory period, R.L. Jones failed to provide Mr. Rodriguez and other

Aggrieved Employees with 30-minute meal periods for every 5 hours worked as required by Labor Code § 512. Mr. Rodriguez and other Aggrieved Employees frequently worked shifts over five hours and did not receive lawful meal periods because they were discouraged from taking meal periods, were interrupted during their meal periods, were required to remain on call during meal periods, and/or were not scheduled to be relieved at the appropriate intervals to receive all lawful meal periods, among other reasons. Further, when Mr. Rodriguez and other Aggrieved Employees worked shifts over ten hours, they did not receive a second meal period. As a result, their meal periods were missed, late, short, and/or interrupted. R.L. Jones failed to pay Mr. Rodriguez and other Aggrieved Employees an additional hour of pay at their regular rate of pay when they suffered a meal period violation. As a result, R.L. Jones failed to provide meal periods and pay meal period premiums in violation of Labor Code §§ 226.7 and 512.

Rest Periods

Throughout the statutory period, R.L. Jones failed to authorize and permit Mr. Rodriguez and other Aggrieved Employees to take 10-minute rest periods for every 4 hours worked or major fraction thereof. Mr. Rodriguez and other Aggrieved Employees were required and/or incentivized to work through their rest periods, discouraged from taking their rest periods, required to remain on call during their rest periods, and/or were not relieved of all duties in order to take all rest periods. R.L. Jones failed to pay Mr. Rodriguez and other Aggrieved Employees an additional hour of pay at their regular rate of pay when they suffered a rest period violation. As a result, R.L. Jones failed to permit rest periods and pay rest period premiums in violation of Labor Code § 226.7.

Wage Statements

Due to R.L. Jones' wage, meal period, rest period, and deduction violations as alleged above, R.L. Jones failed to provide Mr. Rodriguez and other Aggrieved Employees with accurate, itemized wage statements that accurately reported gross wages earned, total hours worked, net wages earned, and all applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate in violation of Labor Code § 226. This failure was knowing and intentional.

Timing of Wage Payments

Due to R.L. Jones' wage, meal period, rest period, and deduction violations as alleged above, R.L. Jones failed to pay all wages due during Mr. Rodriguez's and other Aggrieved Employees' employment and at the end of their employment in violation of Labor Code §§ 201, 202, 203, 204, and 210. This failure was willful and intentional.

Recordkeeping

Due to R.L. Jones' wage, meal period, and rest period as alleged above, R.L. Jones failed to maintain accurate and complete records showing the hours worked each day by Mr. Rodriguez and other Aggrieved Employees in violation of Labor Code §§ 1174 and 1174.5.

Based on these violations, Mr. Rodriguez seeks civil penalties, injunctive relief, and attorneys' fees and costs under PAGA. Enclosed and incorporated herein is the class action complaint Mr. Rodriguez will be filing on behalf of himself and all other Aggrieved Employees against R.L. Jones. Mr. Rodriguez intends to amend the complaint to add a cause of action under PAGA 65 days after the date of this notice pursuant to Labor Code § 2699.3(a)(2)(A).



Thank you for your assistance on this matter. Should you have any questions or comments, please do not hesitate to contact the undersigned.

Sincerely,
ABRAMSON LABOR GROUP

A handwritten signature in blue ink, appearing to read "Fawn F. Bekam", written in a cursive style.

Fawn F. Bekam

Enclosure: Class Action Complaint