



August 29, 2017

Labor Commissioner Julie Su  
Division of Labor Standards Enforcement  
Bureau of Field Enforcement  
Los Angeles  
320 W. Fourth Street,  
Suite 450  
Los Angeles, CA 90013  
(213) 620-6330

**RE: Rampant Violations of Wage and Hour Law By Spanish Broadcasting System, Inc.**

Dear Labor Commissioner Su:

SAG-AFTRA writes to respectfully request that the Division of Labor Standards Enforcement Bureau of Field Enforcement investigate and conduct an audit of Spanish Broadcasting System, Inc. (SBS) for widespread violations of California wage and hour laws. SBS owns the first two Spanish language radio stations to unionize in Los Angeles: 97.9 La Raza and 96.3 Mega. The employees of these two stations voted to unionize in August 2016 due to SBS's systematic and endemic abuses—including rampant wage and hour violations. Since then, SBS has engaged in extensive and severe unfair labor practices, which are currently pending before the National Labor Relations Board.

SBS' egregious violations of California wage and hour laws have been numerous and pervasive throughout the workforce. SBS employees have suffered from the following unlawful atrocities: (1) paid less than minimum wage; (2) denied rest breaks; (3) denied meal breaks and access to bathrooms during live/remote events; (4) denied overtime; (5) paid below the legal threshold or misclassified as exempt; (6) denied reimbursements for business expenses, including for cell phones, head phones, and computers/laptops, all necessary to perform their work; as well as for mileage and other expenses for travel required for work; and (7) denied talent endorsement fees owed to them by contract. For example, employees were not paid for all hours worked, were not paid overtime for working seven days in a row, more than eight hours in a day, or more than 40 hours in a week; did not receive cell phone, mileage, and other reimbursements; often missed meal breaks or had breaks of less than thirty minutes; were paid wages in a different pay period than when they were earned; and never received rest breaks.

In sum, SBS has been violating the law with impunity and must be brought to justice. SAG-AFTRA, which represents these employees, seeks a full remedy for all who have been victims of SBS's illegal conduct, including back pay for the full statutory period. We urge you to promptly investigate these callous violations of the California labor law, and conduct an audit of Spanish Broadcasting System, Inc. Attached is SAG-AFTRA's Bureau of Field Enforcement Report of Labor Law Violation claim form.



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For further information, please contact me or SAG -AFTRA Outside Counsel, Julie Gutman Dickinson. I can be reached at 323/634-8117 or at [Anna.Calderon@sagaftra.org](mailto:Anna.Calderon@sagaftra.org). Ms. Gutman Dickinson can be reached at 818/973-3228 or at [jgutmandickinson@bushgottlieb.com](mailto:jgutmandickinson@bushgottlieb.com).

Very truly yours



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Anna Calderón  
National Director  
News and Broadcast, So. California

cc: Julie Gutman Dickinson, Esq.

Anna Calderón, National Director, News and Broadcast, So. California  
[Anna.Calderon@sagaftra.org](mailto:Anna.Calderon@sagaftra.org) • (323) 634-8117 (phone) • (323) 634-8120 (fax)  
SCREEN ACTORS GUILD - AMERICAN FEDERATION OF TELEVISION AND RADIO ARTISTS  
5757 Wilshire Blvd., 7<sup>th</sup> Floor, Los Angeles, CA 90036-3600  
Associated Actors & Artistes of America / AFL-CIO