From: Jodi Webber
To: West, Danielle@Labor
Subject: PAGA Feedback
Date: Friday, March 20, 2026 8:01:44 PM

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Hi Danielle,

I hope you're doing well. I own a small business here in California with about 25 employees, and the new PAGA-related rules from the Labor Workforce Development Agency really worry me.

I read the Notice of Proposed Rulemaking and the other documents (links below), and I felt like I needed to speak up:

Proposed Notice of Regulatory Action:
https://www.labor.ca.gov/wp-content/uploads/sites/338/2026/02/2026-2-6-Ntc_Prop_Rulemaking_LWDA_PAGA-Z2026-0121-03.pdf

LWDA PAGA Rulemaking Resources:
https://www.labor.ca.gov/resources/paga/rulemaking-labor-code-private-attorneys-general-act-of-2004/

I try hard to follow the rules and take care of my team, but the constant changes make it really hard to keep up. Even small mistakes or unclear rules can turn into big problems, even when no one was harmed. It feels like the system treats honest employers the same as bad actors.

What's even tougher is how easy it is for attorneys to file frivolous lawsuits. They are fishing for opportunities to bring claims against an employers using a rinse & repeat method and compelling employees to seek financial payments without considering the efforts of the employer to do the right thing.
For a small business, fighting those claims takes money away from our employees and our operations.

I think the state could help by making the rules clearer and giving some understanding and empathy to employers who are trying to do things right. If you have any advice on how small business owners can make sure our concerns are heard, I'd appreciate it.

Thanks for taking the time to read this.

Mrs. Cain
Sent from my iPhone