State of New Jersey
DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
P.O. BOX 389, TRENTON, NEW JERSEY 08625-0389

August 21, 2025

Pal Pro Builders
50b Garden Drive
Elmwood Park, Nj 07407 NJ 07407

Re: PC-450-0825-GCA
Subcontractor:
R & L Concrete, Inc
Additions at John Adams & Woodrow Wilson Middle Schools
Edison Township Board of Education

The Division of Wage and Hour Compliance conducted an inspection of your subcontractor's firm and determined that they failed to pay their workers the prevailing wage rate on the above-referenced public works project in violation of Title 34. Title 34 provides that any person who violates any provision of the law or regulation adopted under the law may be prosecuted, fined, and/or penalized. In addition, the Commissioner of Labor and Workforce Development has the authority to assess an administrative fee based on the amount of back wages, liquidated damages and misclassification penalty assessed. As a result of our inspection, you may be liable for a Penalty or both a Penalty and Administrative Fee.

As the hiring contractor on a public works project, you are responsible to insure all workers employed by your subcontractor are paid in accordance with the law. Furthermore, any violation of the New Jersey Prevailing Wage Act may result in formal action including but not limited to, listing you as ineligible for public works projects for a period of three (3) years.

Under the provisions of N.J.S.A. 34:11-4.1, an employer is any individual, partnership, association, joint stock company, trust, corporation, the administrator or executor of the estate of a deceased individual, or the receiver, trustee, or successor of any of the same, employing any person in this State.

Total Monies Due Employees: *These monies are due directly to Employees.*

Back Wages: If back wages are assessed, the gross back wages due amount is listed on the attached Monies Due Employees Form. Gross back wages **are** subject to tax deductions.

Liquidated Damages: If liquidated damages are assessed, the amount is listed on the attached Monies Due Employees Form. Liquidated Damages cannot exceed 200% of gross back wages due and are **not** subject to tax deductions.

Misclassification Penalty: Pursuant to N.J.S.A. 34:1A-1.18, a misclassification penalty is assessed for each worker not properly classified as an employee. If a misclassification penalty is assessed, the amount is listed on the attached Monies Due Employees Form. The penalty is based up to 5% of the misclassified worker's gross back wages for the past 12 months and is **not** subject to tax deductions.

Administrative Fee: If back wages, liquidated damages or misclassification penalty are assessed, an administrative fee is due. The fee is equal to a percentage of total monies due employees and is based on your history of violations: 10% for the first violation, 18% for the second violation, and 25% for the third and subsequent violations.

Penalty: The attached Assessment Form provides a brief explanation of each violation, the section of law or regulation violated, and the penalty amount which has been assessed.

Respond to this Notice within 15 Days of the above Date:

1. If you are not contesting this assessment, complete the bottom section of the Assessment Form and submit payment within 15 days of the above date.
2. If you are contesting any portion of this assessment, you must submit a written request for a hearing. Complete the bottom section of the Assessment Form and return within 15 days of the above date. We will schedule you for a hearing in Trenton and send you written notification regarding your hearing.

Sincerely,

Marc Goldberg, Section Chief
Public Contracts Section
609-292-2259

Assessment Form

Case No. PC-450-0825-GCA Pal Pro Builders 8/21/2025

Subcontractor Case # PC-87-0324-BUL

Violation of New Jersey Statutes Annotated (N.J.S.A.) and/or New Jersey Administrative Code (N.J.A.C.):

Violation	Citation No.	Penalty
Records - Earned Sick Leave	34:11D-6	5,500.00 *((11 ee's x 500))*
Unpaid Wages / Late Payment	34:11-4.2	2,750.00 *((11 ee's x 250))*
Failure to Pay Prevailing Wage	34:11-56.27	2,750.00 *((11 ee's x 250))*
Records - Inaccurate Certified Payroll	34:11-56.29 / 12:60-2.1	2,750.00 *((11 ee's x 250))*
Certified Payroll / Public Body	34:11-56.33 / 12:60-5.1(c)	500.00 *((Violation))*

Assessments:

Total Monies due Employees		$12,079.49
Back Wages	$12,079.49	
Liquidated Damages	$0.00	
Misclassification Penalty	$0.00	
Administrative Fee (10% of Total Monies)		$1,207.95
Penalty		$14,250.00

Instructions

1. **Payment of Total Monies due Employees**: Pay employees directly. For gross back wages due, provide employees with a statement of deductions. Any withholdings should be remitted to the proper taxing agencies. Liquidated Damages and Misclassification Penalty are not subject to tax deductions. Submit copies of all payments to employee (cancelled checks) and corresponding statement of deductions to this office as proof of payment.

   If a former employee's check is returned to you as undeliverable, forward the returned check and statement of deductions to the Wage and Hour Division and Contract Compliance to be held in trust for that employee. Include case number on check.

2. **Payment of Administrative Fee and/or Penalty**: Make check payable to the Commissioner of Labor and Workforce Development. Include case number on check.

3. **Check the appropriate box below:** Mail completed forms, cancelled employee checks, corresponding statement of deductions, and payment to:

   Division of Wage and Hour Compliance
   PO Box 389
   Trenton, NJ 08625-0389
   Fax (609) 695-1174

q I am submitting payment for the Administrative Fee and/or Penalty. If any monies are due employees, I have paid employees directly as per the above instructions. I am submitting copies of the cancelled employee checks and corresponding statement of deductions as proof of payment. Any withholdings have been remitted to the proper taxing agencies.

q I am contesting the above Assessments and I am requesting a hearing to discuss my case because (explain briefly):

Print Name: _____ Phone: _____

Title: _____ Fax: _____

Signature: _____ Date: _____ Email: _____

Monies Due Employees Form

Pal Pro Builders
50b Garden Drive
Elmwood Park, Nj 07407 NJ 07407

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8/21/2025

If any employee's personal information is missing or incorrect, please provide missing information and/or make the necessary corrections. If the last four digits of the SSN is missing or incorrect, provide the entire SSN.

Pay employees directly. For gross back wages due, provide employees with a statement of deductions. Any withholdings should be remitted to the proper taxing agencies. Liquidated Damages and Misclassification Penalty are not subject to tax deductions. Submit copies of all payments to employee (cancelled checks) and corresponding statement of deductions to this office as proof of payment.

Employee Name and Mailing Address	SSN	Monies Due Employee
1. [redacted] Employee No. [redacted]	XXX-XX-	Gross Back Wages: $477.66 Liquidated Damages: $0.00 Misclass Penalty: $0.00 **Total Monies Due: $477.66**
2. [redacted] Employee No. [redacted]	XXX-XX-	Gross Back Wages: $451.48 Liquidated Damages: $0.00 Misclass Penalty: $0.00 **Total Monies Due: $451.48**
3. [redacted] Employee No. [redacted]	XXX-XX-	Gross Back Wages: $1,593.24 Liquidated Damages: $0.00 Misclass Penalty: $0.00 **Total Monies Due: $1,593.24**
4. [redacted] Employee No. [redacted]	XXX-XX-	Gross Back Wages: $1,603.74 Liquidated Damages: $0.00 Misclass Penalty: $0.00 **Total Monies Due: $1,603.74**
5. [redacted] Employee No. [redacted]	XXX-XX-	Gross Back Wages: $703.92 Liquidated Damages: $0.00 Misclass Penalty: $0.00 **Total Monies Due: $703.92**
6. [redacted] Employee No. [redacted]	XXX-XX-	Gross Back Wages: $873.78 Liquidated Damages: $0.00 Misclass Penalty: $0.00 **Total Monies Due: $873.78**
7. [redacted] Employee No. [redacted]	XXX-XX-	Gross Back Wages: $824.40 Liquidated Damages: $0.00 Misclass Penalty: $0.00 **Total Monies Due: $824.40**

Pal Pro Builders

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Employee Name and Mailing Address	SSN	Monies Due Employee
8. [redacted] Employee No. [redacted]	XXX-XX-	Gross Back Wages: $274.69 Liquidated Damages: $0.00 Misclass Penalty: $0.00 **Total Monies Due: $274.69**
9. [redacted] Employee No. [redacted]	XXX-XX-	Gross Back Wages: $2,404.69 Liquidated Damages: $0.00 Misclass Penalty: $0.00 **Total Monies Due: $2,404.69**
10. [redacted] Employee No. [redacted]	XXX-XX-	Gross Back Wages: $603.36 Liquidated Damages: $0.00 Misclass Penalty: $0.00 **Total Monies Due: $603.36**
11. [redacted] Employee No. [redacted]	XXX-XX-	Gross Back Wages: $2,268.53 Liquidated Damages: $0.00 Misclass Penalty: $0.00 **Total Monies Due: $2,268.53**

Total Gross Back Wages Due: $12,079.49

Total Liquidated Damages Due: $0.00

Total Misclass Penalty Due: $0.00

Total Monies Due Employees: $12,079.49