



jeremy mittman and gabriel hemphill featured in *law360*

June 7, 2022

Jeremy Mittman and Gabriel Hemphill were featured in *Law360* for authoring the article, "Calif. Premium Pay Ruling May Raise Employer Liability Risks," published on June 7, 2022. The article discusses the California Supreme Court decision in *Naranjo v. Spectrum Security Services Inc.* that ruled that premium pay for missed meal and rest breaks constitutes wages that must be reported on wage statements during employment pursuant to California Labor Code Section 226, and paid within statutory deadlines upon an employee's discharge or resignation pursuant to California Labor Code Section 203.

From the article...

"Although the *Naranjo* decision opens the door for even more potential liability for California employers, which already face some of the strictest wage and hour regulations in the country, the decision is a critical reminder for these employers to be acutely vigilant in complying with applicable wage and hour laws and enforcing meal and rest break policies.

The high court's ruling in *Naranjo* presents an opportunity for California employers to revisit and enhance existing meal and rest period policies in order to avoid a potential windfall of liability that could result from noncompliance."

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practice areas

labor & employment