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CA Court Confirms Employers Must Timely Pay and Report Meal Period Premiums or Face Additional Penalties

On May 23, 2022, the California Supreme Court issued a seminal opinion in *Naranjo v. Spectrum Security Services, Inc.*, which found that employees can recover penalties for failure to timely pay wages at termination and failure to provide accurate itemized wage statements based on untimely paid or unreported meal and rest period premiums. Prior to the court's decision in *Naranjo*, employers frequently argued meal and rest period premiums did not constitute "wages" and thus did not subject employers to waiting time penalties or penalties for wage statement violations. Such arguments no longer hold water. [Read the full article on PerkinsCoie.com](#)

Authors

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