


Are you California Compliance Ready?

California’s labor laws are the nation’s most demanding, with complex overtime rules, strict break requirements and a \$20 minimum wage. We created this diagnostic to help test your readiness. Answer the questions and use the scoring scale to see how you did.



Question	Yes	No
Overtime and Break Compliance		
1. Are all overtime hours for employees working over 8 hours per day or 40 hours per week automatically calculated at 1.5x the employee’s regular rate of pay?		
2. Does your system automatically track and notify managers of double-time requirements when an employee exceeds 12 hours in a workday?		
3. Does your system automatically track when an employee has worked 7 consecutive days in a workweek – and if so, does it calculate the required 1.5x their regular rate of pay for the first 8 hours worked on the 7th day, and 2x their regular rate for any hours beyond 8?		
Meal & Rest Breaks		
4. Are missed meal or rest breaks automatically flagged, and is a premium pay added for each missed or non-compliant break?		
5. Does your system allow employees to execute meal period waivers digitally and retain them for audit purposes?		
6. When a meal or rest break is missed or non-compliant, does your system automatically deploy an attestation to the employee to determine whether a premium penalty may be owed?		
Minors Rules		
7. Have you configured your system to prevent minors from being scheduled without a work permit?		
8. Are the system’s scheduling restrictions for minors automatically triggered based on school hours and age-specific rules?		
Documentation & Recordkeeping		
9. Do you regularly audit payroll records to check for discrepancies and ensure compliance with all applicable California labor laws?		
10. Are payroll submissions for break premiums, overtime, and fair workweek premiums automatically integrated with your system?		

How does your California compliance stack up?

	8-10 questions	5-7 questions	0-4 questions
If you answered YES to:	Low Risk	Moderate Risk	Immediate Action Recommended