

# California Meal & Rest Break Audit

Prepared for Luna Grill - LA County

**Audit period:** May 4, 2026 - May 6, 2026

**Industry:** Restaurant group

**County:** Los Angeles County

**Data source:** Homebase timecard export

**Generated:** Jun 9, 2026, 4:48 PM

**Audit reference:** audit\_sample\_luna\_grill

Confidential — prepared by South Bay Payroll Advisors for Luna Grill - LA County. Operational audit support; not legal advice.

## Executive Summary

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**6**

SHIFTS REVIEWED

**5**

POTENTIAL VIOLATIONS

**1**

RECORD GAPS

**\$86.00**

EST. UNPAID PREMIUMS

South Bay Payroll Advisors reviewed 6 shifts for Luna Grill - LA County covering May 4, 2026 - May 6, 2026, based on timecard and payroll data provided by the client. The review applied California meal and rest period rules to each shift as recorded in the imported data.

The review identified 4 potential meal period issues and 1 attested missed rest break. 1 shift lacks usable rest-break records; these are reported as record gaps rather than violations.

### **Estimated unpaid premium exposure: \$86.00 to \$112.50.**

The low end reflects premiums for issues detected or attested in the imported records that do not appear to have been paid. The high end adds a scenario in which the 1 record-gap shift represents one unpaid rest premium at the median pay rate of \$26.50/hr. These are operational estimates from imported data, not a legal determination of liability.

### **Top operational risk drivers**

- Missing first meal periods on shifts over 5 hours: **1**
- First meal periods starting after the end of the fifth hour: **1**
- First meal periods under 30 minutes: **1**
- Missing second meal periods on shifts over 10 hours: **1**
- Rest breaks attested as missed: **1**

### **Locations with the most flagged shifts**

- Los Angeles: **5** flagged exceptions

## Payroll Correction Review List

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One premium hour per category per day, valued at the employee's regular rate when imported, otherwise the base hourly rate. Premiums already detected in payroll are credited. Review with payroll before processing.

| Employee                               | Date       | Category | Code          | Hours | Rate    | Estimated | Paid    | Unpaid         | Source rows         |
|--|------------|----------|---------------|-------|---------|-----------|---------|----------------|---------------------|
| Maria Garcia<br>lg-1001                | 2026-05-04 | meal     | MEAL-<br>PREM | 1.00  | \$26.50 | \$26.50   | \$0.00  | <b>\$26.50</b> | homebase-row-004512 |
| Kevin<br>Nguyen<br>lg-1002             | 2026-05-04 | meal     | MEAL-<br>PREM | 1.00  | \$26.50 | \$26.50   | \$20.00 | <b>\$6.50</b>  | homebase-row-004513 |
| Priya Patel<br>lg-1004                 | 2026-05-05 | meal     | MEAL-<br>PREM | 1.00  | \$26.50 | \$26.50   | \$0.00  | <b>\$26.50</b> | homebase-row-004790 |
| Daniel Kim<br>lg-1006                  | 2026-05-06 | rest     | REST-<br>PREM | 1.00  | \$26.50 | \$26.50   | \$0.00  | <b>\$26.50</b> | homebase-row-005102 |
| <b>Total estimated unpaid premiums</b> |            |          |               |       |         |           |         | <b>\$86.00</b> |                     |

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## Detailed Findings

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Every finding is traceable to a source row in the imported file.

| Date       | Employee        | Location    | Shift              | Finding   | Evidence   | Source row          |
|------------|-----------------|-------------|--------------------|---|------------|---------------------|
| 2026-05-04 | Kevin Nguyen    | Los Angeles | 9:00 AM - 5:30 PM  | First meal period started after the end of the fifth hour | Detected   | homebase-row-004513 |
| 2026-05-04 | Maria Garcia    | Los Angeles | 9:00 AM - 5:30 PM  | Missing first meal period on a shift over 5 hours         | Detected   | homebase-row-004512 |
| 2026-05-05 | Luis Hernandez  | Los Angeles | 8:55 AM - 5:25 PM  | First meal period was under 30 minutes                    | Detected   | homebase-row-004789 |
| 2026-05-05 | Priya Patel     | Los Angeles | 11:00 AM - 9:20 PM | Missing second meal period on a shift over 10 hours       | Detected   | homebase-row-004790 |
| 2026-05-06 | Aaliyah Johnson | Los Angeles | 9:00 AM - 2:30 PM  | Rest-break evidence was not imported or recorded          | Record gap | homebase-row-005101 |
| 2026-05-06 | Daniel Kim      | Los Angeles | 10:30 AM - 7:21 PM | Rest break was attested as missed                         | Attested   | homebase-row-005102 |

## Assumptions & Exclusions

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- The analysis covers 6 accepted shifts (0 rows rejected during import validation) from data provided by the client via Homebase timecard export.
- All times are interpreted in Pacific Time (America/Los\_Angeles), including daylight saving transitions.
- Meal period rules applied: a first meal period of at least 30 minutes beginning before the end of the fifth hour on shifts over 5 hours, and a second meal period beginning before the end of the tenth hour on shifts over 10 hours.
- Shifts marked with a meal period waiver in the imported data were not flagged for the waived meal period. The validity or scope of those waivers was not assessed.
- Rest break findings rely on attestation data where imported. Shifts without usable rest-break records are reported as record gaps, not violations, and are quantified only in the high scenario estimate.
- Premium amounts assume one hour of pay per category per workday under Labor Code section 226.7, valued at the regular rate of pay where provided and otherwise at the base hourly rate. Regular-rate adjustments for bonuses, commissions, or multiple rates were not computed.
- Exposure figures are estimates for operational review and payroll correction planning. They are not a damages model and exclude interest, penalties, and derivative claims.

## Recommended next actions

- Review the payroll correction list with your payroll processor before the next payroll close.
- Confirm meal period waiver documentation for waived shifts.
- Establish or import rest-break attestation records to close the record gaps identified above.
- Review scheduling practices at the locations with the most flagged shifts.
- Document the corrective steps taken; consistent premium payment and monitoring practices are relevant to penalty exposure under PAGA.

This report was prepared by South Bay Payroll Advisors as operational audit support using data provided by the client. It is not legal advice, does not establish liability, and does not guarantee compliance. Findings reflect the imported records only and should be reviewed with payroll, human resources, or employment counsel before action is taken.