



Shirazi Law Firm Addresses Growing Concerns Over Wage and Hour Laws Compliance in California Workplaces

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Shirazi Law Firm, a Los Angeles-based employment law practice, reports an increase in consultations related to wage and hour violations as California workers become more aware of their rights under state and federal labor laws. The firm notes that many employees are discovering discrepancies in overtime pay, meal and rest breaks, and expense reimbursements that violate established labor standards.

California maintains some of the strongest employee protections in the nation, yet violations of wage and hour regulations remain widespread across industries. Recent data from the California Department of Industrial Relations indicates that wage theft affects workers at all income levels, with particular impact on those in retail, hospitality, and service sectors. These violations include unpaid overtime, denied meal and rest breaks, and misclassification of employees as independent contractors.

"Many workers don't realize they're entitled to specific protections under California law, including overtime

pay for work exceeding eight hours in a day, not just forty hours in a week," said Emanuel Shirazi, founder of the firm. "We're seeing cases where employers systematically deny meal breaks or pressure employees to work off the clock, which directly violates state labor codes."

The firm specializes in representing employees who have experienced workplace violations, including discrimination, harassment, wrongful termination, and wage disputes. With expertise spanning employment law matters from disability discrimination to whistleblower retaliation, Shirazi Law Firm wage and hour laws expertise has become increasingly relevant as economic pressures lead some employers to cut corners on labor compliance.

Employee misclassification represents another significant area of concern. Workers classified as independent contractors or exempt employees may lose access to overtime pay, benefits, and other protections guaranteed to regular employees. This practice affects numerous industries, from technology companies to delivery services, often resulting in substantial unpaid wages.

The firm emphasizes that employees have specific rights regarding meal and rest periods under California law. Employees working more than five hours must receive an uninterrupted 30-minute meal break, and those working more than ten hours are entitled to a second meal period. Additionally, employees must receive a paid 10-minute rest break for every four hours worked.

"When employers fail to provide proper breaks or compensate employees for missed breaks, they're violating fundamental labor protections," added Shirazi. "These aren't minor infractions ? they represent systematic failures that can significantly impact workers' health, safety, and financial security."

Beyond individual violations, the firm handles cases involving retaliation against employees who report illegal practices or exercise their rights under the Family Medical Leave Act and California Family Rights Act. Such retaliation can include wrongful termination, demotion, or creating hostile work environments for employees who speak up about violations.

Shirazi Law Firm operates on a contingency basis, eliminating upfront costs for clients seeking legal representation. The firm provides free consultations and confidential case evaluations for employees throughout California who believe their workplace rights have been violated. With offices in Los Angeles, the firm represents clients facing employment law challenges ranging from sexual harassment to disability discrimination, maintaining a focus on protecting employee rights under state and federal law.

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Shirazi Law Firm

Experienced and aggressive employment lawyers located in Los Angeles. We have successfully represented employees against all sizes of businesses including Fortune 500 companies, big banks, major retailers, utility companies, and hospitals.

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