

Employee Meal Period Waiver Form (California)

Employee Full Name: _____

Position: _____

Date: _____

Section 1: First Meal Period Waiver (for shifts of 6 hours or less)

I understand that under California law, I am entitled to an unpaid, off-duty meal period of at least 30 minutes if I work more than 5 hours in a workday.

I voluntarily agree to waive my meal period for any workday in which my total hours worked do not exceed 6 hours.

I understand that:

- This waiver is voluntary and made with the consent of my employer.
- I may revoke this waiver in writing at any time.
- If I work more than 6 hours in a day, I will be provided a 30-minute meal period unless I separately waive the second meal period as below.

Employee Initials: _____

Section 2: Second Meal Period Waiver (for shifts over 10 hours but not more than 12 hours)

I understand that if I work more than 10 hours in a workday, I am entitled to a second 30-minute unpaid, off-duty meal period.

☐ I voluntarily agree to waive my second meal period on days when:

- My total hours worked do not exceed 12 hours, and
- I did not waive my first meal period.

I understand that:

- This waiver is voluntary and made with the consent of my employer.
- I may revoke this waiver in writing at any time.

Employee Initials: _____

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Section 3: Acknowledgment

I have read and understand this Meal Period Waiver. I have had the opportunity to ask questions about my meal period rights under California law and voluntarily agree to the waiver(s) indicated above.

Employee Signature :	Date :
Employer Representative :	Date :

Important Notes for Employers

- Keep a signed copy in the employee’s personnel file.
- Allow employees to revoke at any time in writing
- Do not encourage waivers; they must be truly voluntary.
- Apply consistently and ensure meal breaks are still offered when required.