



## HOW MANY MEAL BREAKS IN A CALIFORNIA WORKDAY?

### ➤ Employees Who Do Not Sign or Who Revoke First and Second Meal Break Waivers

<b>0 – 5 hours</b>	If an employee works 5 hours or less, no 30-minute Meal Break is provided.
<b>5.1 – 10 hours</b>	If an employee works more than 5 hours, but not more than 10 hours in a shift, the employee must take a 30-minute Meal Break before the end of the employee's 5th hour of work (i.e. meal break must start on or before 4 hours and 59 minutes of work).
<b>10.1 - 15 hours</b>	If an employee works more than 10 hours, but not more than 15 hours in a shift, the employee must take two 30-minute Meal Breaks: (1) the first before the end of the employee's 5th hour of work (i.e. meal break must start on or before 4 hours and 59 minutes of work); and (2) the second before the end of the employee's 10th hour of work (i.e. meal break must start on or before 9 hours and 59 minutes of work).

### ➤ Employees Who Sign First Meal Break Waiver and/or Second Meal Break Waiver

<b>0 - 6 Hours</b>	If an employee works 6 hours or less, no 30-minute Meal Break is provided.	This assumes a First Meal Waiver is in place.
<b>6.1 - 10 Hours</b>	If an employee works more than 6 hours, but not more than 10 hours in a shift, the employee must take a 30-minute Meal Break before the end of the employee's 5th hour of work (i.e. meal break must start on or before 4 hours and 59 minutes of work).	This is true even if a First Meal Waiver is in place.
<b>10.1 - 12 Hours</b>	If an employee works more than 10 hours, but not more than 12 hours in a shift, the employee must take a 30-minute Meal Break before the end of the employee's 5th hour of work (i.e. meal break must start on or before 4 hours and 59 minutes of work).	This assumes a Second Meal Waiver is in place, which requires that the first meal not be waived. If a Second Meal Waiver is in place but the employee waived his or her first meal, then two 30-minute meal breaks must be provided during the shift: (1) the first before the end of the employee's 5th hour of work (i.e. meal break must start on or before 4 hours and 59 minutes of work); and (2) the second before the end of the employee's 10th hour of work (i.e. meal break must start on or before 9 hours and 59 minutes of work).
<b>12.1 - 15 Hours</b>	If an employee works more than 12 hours, but not more than 15 hours in a shift, the employee must take two 30-minute Meal Breaks: (1) the first before the end of the employee's 5th hour of work (i.e. meal break must start on or before 4 hours and 59 minutes of work); and (2) the second before the end of the employee's 10th hour of work (i.e. meal break must start on or before 9 hours and 59 minutes of work).	This is true even if a First Meal Waiver and/or Second Meal Waiver are in place.