Non-Exempt Employee Meal Break Waiver Form

I, the undersigned employee, hereby acknowledge that I may be entitled to an unpaid meal break, depending on the amount of hours worked and as governed by applicable state law. I understand that if I am entitled to a meal break, I may waive this unpaid meal break at my discretion. I understand that I am only entitled to be paid for all time actually worked and that I will record all time worked on my timecard.

Colorado: 30-minute unpaid meal break if I work 5 or more consecutive hours.

Connecticut: 30-minute unpaid meal break if I work 7.5 or more consecutive hours.

Delaware: 30-minute unpaid meal break if I work 7.5 or more consecutive hours.

Illinois: 20-minute unpaid meal break if I work 7.5 or more consecutive hours, and a second 20-minute unpaid meal break if I work over 12 consecutive hours.

Kentucky: 30-minute unpaid meal break for every 5 consecutive hours I work in any shift.

Maine: 30-minute unpaid meal break if I work 6 or more consecutive hours.

Massachusetts: 30-minute unpaid meal break if I work 6 or more hours.

Minnesota: 30-minute unpaid meal break if I work 6 or more consecutive hours.

Nebraska: If I am an employee at a manufacturing plant or blending facility, a 30-minute unpaid meal break for each 8 hours of work.

Nevada: 30-minute unpaid meal break if I work 8 or more consecutive hours.

New Hampshire: 30-minute unpaid meal break if I work 5 or more hours.

North Dakota: 30-minute unpaid meal break if I work more than 5 hours if there are 2 or more employees on duty.

Oregon: 30-minute unpaid meal break if I work more than 6 hours.

Rhode Island: 20-minute unpaid meal break if I work more than 6 hours or 30-minute unpaid meal break if I work more than 8 hours.

Tennessee: 30-minute unpaid meal break if I work more than 6 hours.

Washington: 30-minute unpaid meal break if I work more than 5 hours.

West Virginia: 20-minute unpaid meal break if I work more than 6 hours.

Revoking the Waiver: I understand that I can revoke this meal break waiver at any time by emailing records@allegisgroup.com with the subject line "I revoke my meal break waiver," or by submitting a new meal break waiver and checking the box "No." Once completing those actions, the revocation will be effective the next business day, and I will then be required to take the full, unpaid, 30-minute meal break every day that I am eligible to receive a meal break.

Agreement:
I understand that by checking "Yes" below, I have requested and voluntarily agree to waive any meal break that I may be allowed under applicable state law.

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Voluntary Terms of Waiver:

- I understand I can revoke this voluntary waiver at any time by providing written notice as directed above.
- I certify that this decision is made voluntarily, without coercion or pressure by the Company or client.

Please indicate below if you would like to voluntarily waive the unpaid meal break that you may be otherwise entitled to under applicable state law: (check only one)

☐ Yes, I would like to waive my right to take an unpaid meal break at my discretion.

☐ No, I would not like to waive my right to take a meal break.

Employee's Name: _____ **Date:** _____