

California Break Rules

Last Modified on 12/22/2023 10:53 am MST

California Break Rules

10-Minute Break Requirements

Employees must be *offered* one paid 10-minute rest break for a shift greater than 3.5 hours, a second break after 6 hours, and a third break after 10 hours.

- Upon Clock-Out, employees affirm that 10-min Break(s) were made available.

Time Punch Verification

Shift Start: 04/22/16 6:00 AM Shift End: 04/22/16 4:01 PM **10.0 Hours**

Break Start: 04/22/16 10:59 AM Break End: 04/22/16 11:29 AM **30 Minutes**

Location: **Cafe Downtown**
Role: **None**

3 paid 10 min rest breaks were made available.

My Time Punch is Correct

Type Correction Notes Here

Needs Correction!

- NOTE: Employees are not required to *take the break* to satisfy the requirement, rather, it must be acknowledged that the break(s) were *offered*.
- NOTE: An employee must actively *uncheck* the checkbox to claim a break violation.
- NOTE: Employees do not clock-out for the 10-minute paid break(s).

30-Minute Break Requirements

Employees must take an uninterrupted, 30-minute meal break for shifts exceeding 5 hours in length. A second break is required for shifts exceeding 12 hours.

- Breaks must begin **by the end of the 5th / 10th hour**.
- 30-Minute breaks can be unpaid
- Employees must clock-out for 30-minute breaks.

Waiving 30-Minute Breaks

- For shifts less than 6 hours, the 30-minute break can be waived by the employee (at clock-out).
- Employers can waive individual or all discretionary 30-minute breaks if employee(s)

signatures are on file.