

RAM

RESTAURANT GROUP

MEAL PERIOD AND REST BREAK POLICY & ACKNOWLEDGMENT WITH OPTIONAL WAIVER OF MEAL PERIODS – WASHINGTON ONLY

MEAL PERIODS – ACKNOWLEDGMENT: I understand that I am entitled under Washington law to an uninterrupted, thirty-minute meal period for shifts in which I am scheduled to work more than five (5) hours, and that the meal period must occur approximately mid-point in my shift. I also understand that the meal period is not paid time, and that if I choose to take a meal period, I am required to clock out when I stop working at the start of my meal period and clock back in when I complete my meal period, before I recommence working.

OPTIONAL WAIVER OF MEAL PERIOD. I understand I can voluntarily waive my meal periods, and that if I wish to do so on a standing basis, I can check the box below (with the understanding that I can revoke this waiver at any time, either on a one-off or continuing basis). I also understand that if I do not voluntarily waive my meal period, it is a mandatory job duty to advise a leader if I do not have adequate opportunity for my meal periods, if I miss or have an interrupted meal period, or if I am pressured to waive or skip them.

PLEASE CHECK ONE OF THE FOLLOWING BOXES:

- “YES” – I WISH TO WAIVE MY RIGHT TO AN UNPAID MEAL PERIOD.
- “NO” – I DO NOT WANT TO WAIVE MY RIGHT TO A MEAL PERIOD AND I UNDERSTAND THAT I MUST CLOCK OUT AND CLOCK BACK IN AFTER A FULL 30 MINUTES FOR EVERY SHIFT FIVE (5) HOURS OR LONGER.

REST BREAKS – ACKNOWLEDGEMENT : I understand that I am entitled to and must take a paid rest break of ten (10) minutes for every four (4) hours of work. I also understand that these rest breaks are self-directed and unscheduled and may be taken as time allows on either a continuous basis or an intermittent basis (e.g., two to three "mini" breaks totaling ten (10) minutes in the aggregate). Examples of “mini” rest breaks are personal phone calls, eating a snack, having a cup of coffee, personal conversations, smoke breaks, and whenever I have the opportunity to take a break for a few minutes or more during a shift.

I understand rest breaks are paid, and therefore do not need to be noted on my time records. I understand that these rest breaks must commence no later than three (3) hours after the start of each four-hour work period, and that I should not work more than three (3) hours without a rest break. I also understand I may not waive these rest breaks or combine them with a meal period. I also understand that it is a mandatory job duty to advise a leader if I feel I do not have adequate opportunity for my rest breaks, if I miss a rest break, or if I am pressured to skip my rest breaks.

Team Member Signature

Date

Team Member No. _____