

# CA REQUIRED MEAL BREAKS



## Overview

Employees are granted a 30-minute unpaid meal break for every five hours worked.

## Optional Opt-out

The state of California offers workers the option to opt out of their required 30-minute unpaid meal break under specific circumstances. Read the [Voluntary Meal Break Waiver](#) for details.

## Additional Information

The first meal break must be taken within the first five hours of a shift. The second meal break must be taken by the end of the employee's 10th hour of work, and so on. For each workday that we fail to provide an employee a meal break as required, we are required to pay the employee one additional hour of pay at their regular rate.

Total Working Hours	Meal Breaks Earned
0 to 5 hours	0
5 to 10 hours	1
10 to 15 hours	2
15 to 20 hours	3
20 to 24 hours	4