

Voluntary Meal Period Waiver Request

This is a form to request the voluntary waiver of certain meal period regulations available to certain PeaceHealth direct care and clinical caregivers under [WAC 296-126-092](#) and [RCW 49.12.480](#) (as amended by 2025 HB 1879).

- If a covered employee does not request waiver of these rights, and PeaceHealth is not otherwise relieved of the obligation to provide these rights, then the employee must be allowed a 30-minute meal period that commences between the second and fifth hour of the shift, and cannot be required to work more than five hours without a meal period.
- If an employee works three or more hours beyond a normal workday, the employee must be allowed a thirty-minute meal period before or during the additional work time. This means, for example, in a 12-hour shift, the employee must take a 30-minute unpaid meal period between the second and fifth hour of the shift and must take another unpaid 30-minute period so as to go no more than five hours without a meal period. This would mean that an employee would need to work a 13-hour shift in order to receive two 30-minute unpaid meal periods and still receive 12 hours' pay.

An employee with a shift 8-hours or longer must take at least one meal period between the third hour and the second to last hour of the scheduled shift, regardless of any waivers (including this waiver). All other timing requirements may be waived.

Covered employees may be entitled to additional meal break rights under a collective bargaining agreement.

I request to waive my right to the following meal period obligations from [START DATE] (check all that apply):

- ☐ **Timeliness of meal period:** I am waiving the right to receive a meal period that begins between the second and fifth hour of each shift and with no more than five hours without a meal period. This means I will still receive one or more 30-minute unpaid meal periods if I work more than five consecutive hours, but it may be scheduled to begin outside of the time period described under WAC 296-126-092(1). However, in a shift of 8-hours or longer, at least one meal period must be taken between the third hour and the second to last hour of the shift.
- ☐ **Waiver of additional meal period(s) (for shifts lasting 8-hours or longer):** I am waiving the right to receive more than one meal period in a shift that is longer than 10-hours. This means that I will still receive a 30-minute unpaid meal period during a 10-plus hour shift. Thus, for example, in a twelve-hour shift I would be at work for twelve- and one-half hours and receive twelve hours' pay.
- I understand that this waiver is entirely voluntary and I may revoke it at any time. If I do revoke it, PeaceHealth must reinstate my meal period rights. I also understand that PeaceHealth does not have to agree to allow me to voluntarily waive any of these rights. The waiver must be agreed to by both PeaceHealth and the employee *in advance of the first shift* in which it is relied upon.

By signing this form, I am voluntarily requesting to waive the above indicated rights regarding my meal periods. I was not compelled, coerced or induced by anyone acting on behalf of PeaceHealth to waive these rights.

Signature

Date

Employee Name:

Employee Number:

Job Title:

Department: