



Seattle Institute for Biomedical and Clinical Research

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LUNCH WAIVER

THIS DOCUMENT IS DESIGNED TO INFORM EMPLOYEES AND SUPERVISORS OF THEIR RIGHTS AND RESPONSIBILITIES CONCERNING LUNCH AND BREAK REGULATIONS.

WASHINGTON STATE LAW AND SIBCR POLICY STATE THE FOLLOWING:

1. Hours worked in excess of 40 within a work-week (Sunday through Saturday) must be paid at a rate of one and one-half the regular pay rate.
2. If four (4) consecutive hours are worked, the employee is entitled to **ONE** ten minute break in addition to any unpaid lunch break.
3. Every employee must be granted a reasonable period for lunch if the employee works five (5) or more consecutive hours.

SIBCR REALIZES THAT THERE ARE OCCASIONS WHEN IT MAY NOT BE ADVANTAGEOUS OR CONVENIENT TO TAKE AN UNPAID LUNCH BREAK; THEREFORE, WITH MUTUAL AGREEMENT AND CONSENT BETWEEN THE EMPLOYEE AND THE SUPERVISOR, THE UNPAID BREAK MAY BE WAIVED. BY SIGNING THIS AGREEMENT, THE EMPLOYEE IS PLACING ON FILE THE CONSENT FORM THAT, IF MUTUALLY AGREED, THE EMPLOYEE MAY AT TIMES WAIVE THE UNPAID BREAK.

Employee Name

Social Security Number

Employee Signature

Date

Supervisor Signature

Date