



CALIFORNIA DAY OF REST WAIVER REQUEST

Kelly Services Employees in California are entitled to 1 day off, or day of rest, in each 7-day workweek, except:

- *A Kelly Employee who does not work more than 6 hours on any day in the workweek and whose total hours in the workweek do not exceed 30 is not entitled to a day of rest.*
- *A Kelly Employee may be required to work 7 consecutive days in a single workweek in cases of emergency to protect life or property from loss or destruction, when approved in advance by the site's Kelly Services Representative.*

- An applicable collective bargaining agreement may expressly provide otherwise.

A California non-exempt Kelly Employee can voluntarily waive their day of rest only with the approval of a Kelly Services Representative by submitting a completed California Day of Rest Waiver to the Kelly Services Representative no later than the end of their work shift on the sixth workday in the workweek.

Non-exempt associates who work 7 consecutive days in a workweek will be paid one and one-half (1 1/2) times their regular rate of pay for the first 8-hours worked and 2 times their regular rate of pay for all hours worked in excess of 8 on the seventh consecutive day in the workweek; unless an applicable collective bargaining agreement expressly provides otherwise.

The Client Company's workweek begins at 12:00 a.m. on Monday and ends at 11:59 p.m. on Sunday.

Please indicate the circumstances under which you are requesting to voluntarily waive your day of rest:

I am voluntarily waiving my day of rest on the following day: _____
(Month/Day/Year)

I understand that I must submit additional waivers for any subsequent workweeks in which I choose to waive my day of rest.

I am voluntarily waiving my entitlement to a day of rest for thirty (30) days from the date I sign this waiver. I understand that notwithstanding this waiver, I must obtain pre-approval from the Kelly Services Representative before working the seventh day in any particular workweek, which can be approved up to thirty (30) days in advance. I understand I can revoke this waiver at any time by notifying my Kelly Services Representative in writing.

By signing this California Day of Rest Waiver Request, you represent that:

- You understand that you are not permitted to work on the seventh consecutive day in the workweek unless the Kelly Services approves this waiver request.
- You are expected to arrive on-time and work the entirety of your assigned shift on the seventh consecutive workday. If you arrive late, leave early, are absent, take extended or unapproved breaks, or commit other attendance-related infraction(s), you will be subject to discipline up to and including termination.
- You understand that the Kelly Services does not encourage or discourage associates from waiving their day of rest.
- You are waiving your day of rest voluntarily, without pressure, coercion or encouragement from anyone in the Kelly Services.
- You understand that if you have been pressured, coerced, or encouraged to waive your day of rest, you should not sign this waiver and should notify a member of Kelly Services immediately. You understand that the Kelly Services prohibits retaliation against associates who report such concerns in good faith.

Employee Signature

Employee Name (Printed)

Date

Kelly Representative Signature

Kelly Representative Name & Title (Printed)

Date

Kelly Representative Write Approved or Denied: _____

**** Employee revoked this waiver on: _____
(Attach a copy of the revocation to this waiver) ****