



### MEALS AND LODGING

- (A) **“Meal”** means an adequate, well-balanced serving of a variety of wholesome nutritious foods.

**“Lodging”** means living accommodations available to the employee for full-time occupancy, which are adequate, decent, and sanitary according to usual and customary standards. Employees shall not be required to share a bed.

- (B) The cost of meals or lodging may not be deducted from or credited against the minimum wage without a voluntary written agreement between the employer and the employee. When credit for meals or lodging is used to meet part of the employer’s minimum wage obligations, the amounts so credited may not be more than the following:

	<b>Effective July 1, 2014</b>	<b>Effective January 1, 2016</b>
Room occupied alone	\$42.33 per week	\$47.03 per week
Room shared	\$34.94 per week	\$38.32 per week
Apartment – two thirds (2/3) of the ordinary rental value, and in no event more than	\$508.38 per month	\$564.81 per month
Where a couple are both employed by the employer, two-thirds (2/3) of the ordinary rental value, and in no event more than	\$752.02 per month	\$835.49 per month
Meals:		
Breakfast	\$3.26	\$3.62
Lunch	\$4.47	\$4.97
Dinner	\$6.01	\$6.68

(See appropriate Industrial Welfare Commission (IWC) Order and Minimum Wage Order MW-2014)

- (C) Meals evaluated as part of the minimum wage must be bona fide meals consistent with the employee’s work shift. Deductions shall not be made for meals not received nor lodging not used. (See appropriate IWC order and MW-2014)
- (D) If, as a condition of employment, the employee must live at the place of employment or occupy quarters owned or under the control of the employer, then the employer may not charge rent in excess of the values listed herein. (See appropriate IWC order and MW-2014)