



KNOW YOUR RIGHTS BREAKS & LUNCH

**Breaks and lunches are critical to
worker well-being**

Breaks and Lunch why are they important?

- Because as federal employees you are entitled to a minimum of 30 minutes for a meal break it is mandated you take your lunch break for the purpose of maintaining efficiency throughout the work day.
- The National Labor Standards Act (NLSA) also requires breaks throughout the work day contingent on the number of hours you work during a work day.
- What is a rest break? **A rest break is a period of rest during the work day for the purpose of getting a reprieve from the pressures and demands of the job.**
- Is it important for me to take my breaks? **Breaks are designed to give you an opportunity to recharge and remotivate yourself. You need your breaks to recalibrate your mental and emotional well-being.**
- Breaks and lunches are necessary for maintaining concentration, efficiency, and productivity. When you work through your break you are doing more harm than good.
- Did you know when you don't take your breaks you are breaking the law? It is the duty of management to exercise control and see that work is not performed and if they fail you are potentially entitled to time and a half.
- In accordance with the 2019 negotiated National Agreement (NA) Article 30 § 1: *A rest period of fifteen (15) minutes duration will be allowed each employee twice a day provided the employee works seven hours and once a day provided the employee works four hours.*
- Did you know if you work two hours of overtime after an eight hour day you are entitled to a third break of ten minutes? *A rest period of ten (10) minutes duration will be allowed each employee during each period of extended shift overtime of at least 2 hours duration.*
- Working off the clock is prohibited by law in the absence of recompense.
- If you feel like you are not given a choice and have to work through your breaks and lunches please contact your local Union representative for immediate consultation. All communications with the Union are private until you give your consent to act.

Need Help ?

Contact a Union Representative Today.

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