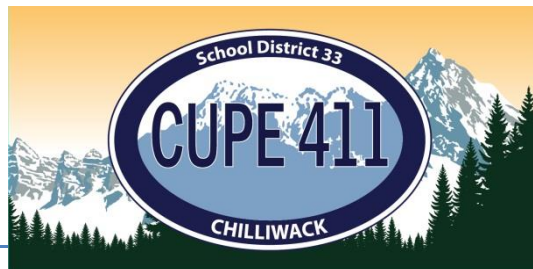


# CUPE 411 – Quick Facts

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## November 2016

### *Hours of Work vs Break Entitlements*

The following is the expectation that the School District has for its employees in relation their hours of work:

- ▶ Less than five (5) hours per day = one (1) fifteen (15) minute “Paid” break
- ▶ Less than seven (7), but more than five (5) hours per day = one (1) fifteen (15) minute “Paid” break and one (1) half-hour (1/2) “Unpaid” break
- ▶ Less than eight (8), but more than seven (7) hours per day = two (2) fifteen (15) minute “Paid” breaks and one (1) half-hour (1/2) “Unpaid” break

*Employees are **NOT** permitted to regularly take their break(s) at the end of their shift*

It is not necessarily required that the union have this specific language in its collective agreement as the employer is required to follow the law as dictated by employment standards, however there is additional language in our Collective Agreement that coincides with this expectation; please refer to the following:

#### **Article 9 HOURS OF WORK**

##### **9.8 Rest Periods**

*All employees shall be permitted a rest period of fifteen (15) **consecutive** minutes both in the first and second half of a normal work day or shift.*

If for some reason you are interrupted and directed to cut your break short then you are entitled to start your break all over again until the employer’s obligation of time allowed has been met.

Should you every have any questions regarding the above please do not hesitate to contact your respective Shop Steward or a member of the Executive for further assistance.

In Solidarity.....