



## MEAL BREAKS

### Common Mistakes Made by Employers: Meal Breaks

One of the most common claims that Non-Exempt employees make to employers is that employers fail to provide sufficient meal time. Violations of rest or meal time allow employees to receive additional compensation equivalent to one hour's salary. Over time, the compensation for such extra wages can easily accumulate into a very expensive mistake.



#### Common Meal Break Mistakes by Employers:

- ❖ Give employees less than 30 minutes of meal time
- ❖ Working more than five hours before meals
- ❖ Require employees to work during meals or be on standby
- ❖ No rules for dining punch records
- ❖ Use meal breaks to leave work early or delay arriving at work
- ❖ No meal time for employees (no exemption)
- ❖ No meal time after ten hours of work
- ❖ No written meal break policy

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