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REST BREAKS

Common Mistakes Made by Employers: Ten Minutes of Rest

One of the most common claims that Non-Exempt employees make to employers is that employers fail to provide a ten-minute break. Violation of rest periods gives employees the right to receive additional compensation equivalent to one hour's salary. Compensation for this type of extra wage can easily accumulate into a very expensive mistake.

Common Rest Break Mistakes

- ❖ The employee said they didn't know they had to take a ten minute break
- ❖ Employers do not allow ten minutes of rest time
- ❖ Take two breaks and combine them for a break, or combine with the meal break
- ❖ Use break time to leave work early or delay arrival to work
- ❖ Provide less than ten minutes or too few breaks
- ❖ Interrupt employee breaks (for example, on call)
- ❖ Written rest rules do not have employee signatures



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