**FWEA ESP Lunch and Break Rotation**

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** | **15 min Break** | **30 Min Duty Free Lunch** | **15 min Break** |
| Ex: Sam | 9:30 – 9:45 | 12:30-1:00 | 2:00-2:15 |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

**Relevant Collectively Bargained Language**

(in addition to the law providing for rest and meal breaks):

**Section 9.3** - There shall be a thirty (30) minute uninterrupted lunch period on the employee's own time in every regularly scheduled shift of five (5) hours or more as near the middle of the shift as practicable. The employer shall permit employees to take a rest of fifteen (15) minutes for every four (4) hours worked as near the middle of the four (4) hour period as reasonable or as agreed to between the supervisor and the employee. A rest period will not be authorized for persons working less than three (3) hours. Authorized rest period time will be counted as time worked for which there will be no deduction in pay. Authorized rest periods that are not taken by the employee will be lost.

**Section 9.4** - Employees required to work through their regular lunch period will be given time to eat at a time agreed upon by the employee and supervisor. In the event the District requires an employee to forego the lunch period, the employee shall be compensated for the lunch period given up at the employee's appropriate rate of pay

**Workload Prioritization:**

**Section 9.13** - In the event that concerns arise regarding workload, each employee, at the request of the employee or supervisor, should meet with the supervisor to establish priorities and otherwise address workload concerns. The intent of this meeting is to reach a shared understanding of work priorities and what work can reasonably be accomplished within the regular work hours.