



KAISER PERMANENTE POLICY

LUNCHES AND BREAKS

- **Each employee shall receive a 15 minute rest period during each uninterrupted four hour segment of work.**
- **These 15 minute breaks cannot be broken up into smaller segments.**
- **For an 8 hour shift, you would receive two 15 minute breaks.**
- **Each employee shall receive a 45 minute meal period during an 8, 9 or 10 hour shift.**
- **Each employee shall decide if they want to combine one of their 15 minute rest periods with their 45 minute lunch period for a one hour meal period.**
- **For Local 105, if you decide to combine one of your 15 minute rest periods with your 45 minute meal period, then you will only be entitled to one 15 minute rest period during your 8, 9 or 10 hour shift.**
- **This rest period can be taken during either the first half of your work segment or the second half of your work segment.**
- **For Local 7, if you are scheduled to work a 10 hour shift, you shall receive an extra 15 minute rest period.**

Employee Signature: _____ **Date:** _____