

Rest and Meal Period Guide

9-HOUR SHIFT							
Start of Shift	Rest Period		Meal Period		Rest Period		End of Shift
	Start	End	Start	End	Start	End	
5:00 AM	7:30 AM	7:40 AM	10:00 AM	10:30 AM	12:30 PM	12:40 PM	2:30 PM
5:30 AM	8:00 AM	8:10 AM	10:30 AM	11:00 AM	1:00 PM	1:10 PM	3:00 PM
6:00 AM	8:30 AM	8:40 AM	11:00 AM	11:30 AM	1:30 PM	1:40 PM	3:30 PM
6:30 AM	9:00 AM	9:10 AM	11:30 AM	12:00 PM	2:00 PM	2:10 PM	4:00 PM
7:00 AM	9:30 AM	9:40 AM	12:00 PM	12:30 PM	2:30 PM	2:40 PM	4:30 PM
7:30 AM	10:00 AM	10:10 AM	12:30 PM	1:00 PM	3:00 PM	3:10 PM	5:00 PM

10.5-HOUR SHIFT							
Start of Shift	Rest Period		Meal Period		Rest Period		End of Shift
	Start	End	Start	End	Start	End	
5:00 AM	7:30 AM	7:45 AM	10:00 AM	10:30 AM	1:00 PM	1:15 PM	4:00 PM
5:30 AM	8:00 AM	8:15 AM	10:30 AM	11:00 AM	1:30 PM	1:45 PM	4:30 PM
6:00 AM	8:30 AM	8:45 AM	11:00 AM	11:30 AM	2:00 PM	2:15 PM	5:00 PM
6:30 AM	9:00 AM	9:15 AM	11:30 AM	12:00 PM	2:30 PM	2:45 PM	5:30 PM
7:00 AM	9:30 AM	9:45 AM	12:00 PM	12:30 PM	3:00 PM	3:15 PM	6:00 PM
7:30 AM	10:00 AM	10:15 AM	12:30 PM	1:00 PM	3:30 PM	3:45 PM	6:30 PM

9.5-HOUR SHIFT							
Start of Shift	Rest Period		Meal Period		Rest Period		End of Shift
	Start	End	Start	End	Start	End	
5:00 AM	7:30 AM	7:40 AM	10:00 AM	10:30 AM	12:30 PM	12:40 PM	3:00 PM
5:30 AM	8:00 AM	8:10 AM	10:30 AM	11:00 AM	1:00 PM	1:10 PM	3:30 PM
6:00 AM	8:30 AM	8:40 AM	11:00 AM	11:30 AM	1:30 PM	1:40 PM	4:00 PM
6:30 AM	9:00 AM	9:10 AM	11:30 AM	12:00 PM	2:00 PM	2:10 PM	4:30 PM
7:00 AM	9:30 AM	9:40 AM	12:00 PM	12:30 PM	2:30 PM	2:40 PM	5:00 PM
7:30 AM	10:00 AM	10:10 AM	12:30 PM	1:00 PM	3:00 PM	3:10 PM	5:30 PM

11-HOUR SHIFT							
Start of Shift	Rest Period		Meal Period		Rest Period		End of Shift
	Start	End	Start	End	Start	End	
5:00 AM	7:30 AM	7:45 AM	10:00 AM	10:30 AM	1:30 PM	1:45 PM	4:30 PM
5:30 AM	8:00 AM	8:15 AM	10:30 AM	11:00 AM	2:00 PM	2:15 PM	5:00 PM
6:00 AM	8:30 AM	8:45 AM	11:00 AM	11:30 AM	2:30 PM	2:45 PM	5:30 PM
6:30 AM	9:00 AM	9:15 AM	11:30 AM	12:00 PM	3:00 PM	3:15 PM	6:00 PM
7:00 AM	9:30 AM	9:45 AM	12:00 PM	12:30 PM	3:30 PM	3:45 PM	6:30 PM
7:30 AM	10:00 AM	10:15 AM	12:30 PM	1:00 PM	4:00 PM	4:15 PM	7:00 PM

10-HOUR SHIFT							
Start of Shift	Rest Period		Meal Period		Rest Period		End of Shift
	Start	End	Start	End	Start	End	
5:00 AM	7:30 AM	7:40 AM	10:00 AM	10:30 AM	1:00 PM	1:10 PM	3:30 PM
5:30 AM	8:00 AM	8:10 AM	10:30 AM	11:00 AM	1:30 PM	1:40 PM	4:00 PM
6:00 AM	8:30 AM	8:40 AM	11:00 AM	11:30 AM	2:00 PM	2:10 PM	4:30 PM
6:30 AM	9:00 AM	9:10 AM	11:30 AM	12:00 PM	2:30 PM	2:40 PM	5:00 PM
7:00 AM	9:30 AM	9:40 AM	12:00 PM	12:30 PM	3:00 PM	3:10 PM	5:30 PM
7:30 AM	10:00 AM	10:10 AM	12:30 PM	1:00 PM	3:30 PM	3:40 PM	6:00 PM

11.5-HOUR SHIFT							
Start of Shift	Rest Period		Meal Period		Rest Period		End of Shift
	Start	End	Start	End	Start	End	
5:00 AM	7:30 AM	7:45 AM	10:00 AM	10:30 AM	1:30 PM	1:45 PM	5:00 PM
5:30 AM	8:00 AM	8:15 AM	10:30 AM	11:00 AM	2:00 PM	2:15 PM	5:30 PM
6:00 AM	8:30 AM	8:45 AM	11:00 AM	11:30 AM	2:30 PM	2:45 PM	6:00 PM
6:30 AM	9:00 AM	9:15 AM	11:30 AM	12:00 PM	3:00 PM	3:15 PM	6:30 PM
7:00 AM	9:30 AM	9:45 AM	12:00 PM	12:30 PM	3:30 PM	3:45 PM	7:00 PM
7:30 AM	10:00 AM	10:15 AM	12:30 PM	1:00 PM	4:00 PM	4:15 PM	7:30 PM

12-HOUR SHIFT							
Start of Shift	Rest Period		Meal Period		Rest Period		End of Shift
	Start	End	Start	End	Start	End	
5:00 AM	7:30 AM	7:45 AM	10:00 AM	10:30 AM	1:45 PM	2:00 PM	5:30 PM
5:30 AM	8:00 AM	8:15 AM	10:30 AM	11:00 AM	2:15 PM	2:30 PM	6:00 PM
6:00 AM	8:30 AM	8:45 AM	11:00 AM	11:30 AM	2:45 PM	3:00 PM	6:30 PM
6:30 AM	9:00 AM	9:15 AM	11:30 AM	12:00 PM	3:15 PM	3:30 PM	7:00 PM
7:00 AM	9:30 AM	9:45 AM	12:00 PM	12:30 PM	3:45 PM	4:00 PM	7:30 PM
7:30 AM	10:00 AM	10:15 AM	12:30 PM	1:00 PM	4:15 PM	4:30 PM	8:00 PM

**3.5 to 6 hours worked: 10 minutes break time

**5 to 10 hours worked: 30-minute meal period

**Exception: Up to 6 hours worked in a day, employee can waive meal-period entitlement

**6 to 10 hours worked: meal period (as above); 20 minutes break time

**10 to 12 hours worked: 2nd meal period; 30 minutes break time

**Exception: Up to 12 hours worked in a day, employee can waive 2nd meal-period entitlement

**Employee, with employer's consent, may skip/forgo/decline to take all or any part of any provided meal period.