

## **INFORMATION REGARDING BREAKS FOR MNU MEMBERS**

For all nurses who currently work "8 hour" shifts please be advised that per 7.75 hours of the said shift attracts pay and excludes a 30 minute meal period but must include 2 x 20 minutes paid rest or coffee breaks for a total of 70 minutes, 30 minutes which is unpaid (members may leave work for that period of time only)/ per 8 hour shift.

Nurses who are working a 12 hour shift either work 12 hours 25 minutes or 12 hours and 15 minutes and are paid 11.63 hours of pay. The break allotment time is different based on which variation of the shift the nurse works; Most nurses at HSC work the 12 hr 15 min version;

Ex- 0700-1925 (12 hr 25 m) are entitled to 2 x 35 min. meal period and 2 x 20 min. rest periods= 110 minutes in total which offers paid and unpaid time during said break. (47.40 unpd time)

Ex- of 12 hr 15min= 0700 to 1915 or 0730-1934 and as breaks are entitled to 2 x 30 min meals and 2 x coffee equaling 37.50 minutes or roughly 2 x 20 mins again some time paid and some unpaid. (37.50 unpd time)

The express purpose of breaks or rest periods are just that, feed and nourish your body and brains, rest your dogs and empty your bladders. Neither the Union nor the Employer advocate "blocking breaks" which can lead to a number of issues;

Missing entitled break time, stealing time from the Employer, increasing workloads for extended periods of time and thereby participating in a precedence setting of working extended periods with very diminished staffing. Although as an Organization, we understand that occasional napping may occur on breaks and is considered a beneficial practice, we do not advocate sleeping for 1 or 2 hours consecutively on "blocked breaks" and believe this practice may result in discipline, adjusted staffing complements. The Union does not support "rotating breaks" either, as this may also lead to theft of time from the Employer or may precipitate decreased staffing levels on units, too. This practice may also result assigned break schedules in the facilities. Please be advised all members that censure of these practices by the Employer are ongoing and can have negative outcomes.