

SNP Meals Periods and Rest Breaks Policy

Washington and Oregon laws give employees the right to take rest breaks and meal periods, and it is our company policy that SNP employees are required to take meal and rest breaks. Where the standards differ between the two states, the more stringent requirements apply.

Meal Periods

Meal periods are unpaid time, and employees are off duty during that time. Washington requires providing employees with a 30-minute meal period roughly in the middle of the shift, for any work shift of 5 hours or longer. Oregon requires the same thing for shifts of 6 hours or longer. Washington law allows employees to voluntarily waive the unpaid meal period if the employer agrees, but Oregon law does not allow this. It is SNP policy that employees must take a 30-minute meal break during any shift of 5 hours or more.

Rest Breaks

Rest breaks are paid time periods when employees are free from any work duties; they are considered “hours worked”. Washington and Oregon have similar rest break rules. Employees are allowed a paid rest period of at least 10 minutes for every 4 hours worked, to be taken roughly in the middle of the work period. Employees cannot waive rest break requirements in either state. It is SNP policy that employees must take a 10-minute rest period for every 4 hours worked.

Combining Breaks

SNP does not allow employees to combine rest breaks with meal periods, which is also prohibited by both Oregon and Washington laws.

SNP meal and rest break policy is intended to support the health and safety of all our employees. Our work activities are physically demanding, and taking required breaks reduces the likelihood of injuries or accidents; this is well-established in multiple studies covering a broad range of industries. According to the Oregon Bureau of Labor and Industries FAQ for employers, “Your employee may not legally waive his rights to receive required rest and meal periods. To be in compliance, you must require your employee to take all mandated breaks, and you may even need to discipline an employee who refuses to do so.”



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