

LAMPASAS COUNTY PERSONNEL POLICIES

SECTION 5. WORK SCHEDULE AND TIME REPORTING

5.5 BREAKS

EMPLOYEE BREAKS ARE DETERMINED BY EACH DEPARTMENT HEAD/ OFFICE HOLDER AND ARE NOT REQUIRED BY LAW TO BE GIVEN. IF A BREAK IS PROVIDED, THE BREAK WILL NOT BE ACCUMULATED OR USED FOR TIME OFF. A BREAK IS COUNTED AND PAID AS TIME WORKED. AN EMPLOYEE MAY BE REQUESTED TO CURTAIL THE BREAK, IF NECESSARY, TO PROVIDE WORK COVERAGE.

IN ACCORDANCE WITH THE FAIR LABOR STANDARDS ACT AS AMENDED AN EMPLOYEE WHO IS A NURSING MOTHER WILL BE PROVIDED REASONABLE BREAKS FOR A NURSING MOTHER TO EXPRESS BREAST MILK DURING THE FIRST YEAR FOLLOWING THE BIRTH OF A CHILD. A PRIVATE LOCATION, OTHER THAN A BATHROOM, WILL BE PROVIDED IN ACCORDANCE WITH THE FLSA REQUIREMENT. THE SPECIFIC LOCATION WILL BE DETERMINED ON A CASE BY CASE BASIS.

New: 2-10-14