**DID YOU KNOW?**

**Professional Employee Break Time**

UUP members are entitled to take occasional breaks during the work day as long as their work (i.e., the "professional obligation" defined by their performance program) gets done.

Usually it is the employee who decides when to take a break, because the employee *is* a professional, a concept that implies greater independence in managing one's work time and workload than may be afforded an hourly employee.

This rule may play out differently at various times and in various units.

- If the unit requires coverage during all work hours or particular hours, then the supervisor is entitled to be sure that such coverage is being taken care of before an employee who is necessary for coverage takes a break.

- Coverage cannot be the job of one employee for all time periods to the exclusion of other employees.

- Breaks cannot be permitted to some employees and denied to others.

- The employee should not abuse the break time and supervisors should not deny occasional breaks within reason.