

**ARTICLE VIII**  
**REST PERIODS**

1. SECTION 1. The granting of rest periods is a privilege and  
2. not a right of employees; therefore, operating officials  
3. may, at their discretion, suspend a particular rest period  
4. to meet an emergency work situation which must be  
5. immediately addressed . However, before suspending the  
6. rest period, the operating official should consider if  
7. delaying the rest period will resolve the emergency work  
8. situation.

9. SECTION 2. It is agreed and understood that the rest  
10. periods may not be contiguous to the lunch period, granted  
11. immediately after the beginning of the work shift or  
12. immediately prior to quitting time, nor shall they be  
13. accumulated.

14. SECTION 3. Each Unit employee will be granted a fifteen  
15. (15) minute rest period during each four (4) hours of  
16. continuous duty. Insofar as practical, the rest periods  
17. will be at the midpoint of the four (4) hour duty period.  
18. Where continuous coverage of a function is required, rest  
19. periods may be staggered to accommodate work load.