

# Improve Meal and Rest Break Compliance

Simplify and streamline regulatory adherence for minimized compliance risk

## Keep up with evolving meal and rest break laws and requirements

While meal and rest breaks are not mandated by federal law, many individual states have specific break rules you need to follow. In fact, 21 states have meal break laws<sup>1</sup>, and 9 states have rest period laws<sup>2</sup> that organizations need to adhere to. As these laws become increasingly complex and require documented proof of compliance, accurate time and labor management is more critical than ever – because failure to comply can lead to serious financial consequences and other repercussions such as, noncompliance lawsuits, audits by the Department of Labor and other agencies, reputational damage, employee relations, and union grievances.

UKG Dimensions™ integrated attestation tools, built right into the platform, gives both managers and employees the tools needed to make it easier to comply with meal break and rest period laws.

## Key benefits

### Reduce risk

by adhering to state and local labor laws

### Simplify compliance

and benefit from automated notifications and reminders

### Improve enforcement

by better managing wage and hour policies with customizable prompts that capture pertinent attestation data

### Empower employees

by enabling review and verification of time worked, meal and rest breaks

### Provide a complete process

for maintaining meal and rest break audit documentation

[Learn more about UKG Dimensions](#)

## Capture responses from employees on meal and rest breaks

As more states pass labor laws related to meal and rest breaks, employee attestation is critical for minimizing compliance risk. With UKG Dimensions, employees can receive a prompt asking them to attest to whether they've taken mandated meal and rest breaks.

Enable employees to attest, as they punch out, to whether they took their lunch break. If an employee registers their punch with the "No Lunch" flag, the automatic lunch deduction is canceled for the day and the supervisor is notified.

Attestation within UKG Dimensions can also be configured to block employees from returning early from their meal or rest breaks, efficiently eliminating premiums related to their early return, and can be tailored to allow employees to opt out of meal penalties as well.

Attestation provides irrefutable proof that an employee did or did not take their meal or rest break.

## Manage compliance with robust reporting

Attestation is a great way to keep a record of meal and rest break activity so that you can report on the penalties waived and paid and know precisely where you fall in terms of compliance.

UKG Dimensions offers powerful reporting to help managers monitor employee attestation, identify trends, and demonstrate compliance. Easy access to comprehensive attestation data empowers managers to process employee timesheets more effectively and stay up to date with employee status. And with a full audit report, you can have a detailed record of all employee prompts and captured responses, which clearly demonstrates compliance efforts in the event of an audit.

Attestation reporting helps organize employee attestation activities so that managers can monitor trends and act as new ones arise.

<sup>1</sup> Minimum Length of Meal Period Required Under State Law for Adult Employees in Private Sector 1. U.S. Department of Labor. Accessed at: <https://www.dol.gov/agencies/whd/state/meal-breaks>

<sup>2</sup> Minimum Paid Rest Period Requirements Under State Law for Adult Employees in Private Sector. U.S. Department of Labor. Accessed at: <https://www.dol.gov/agencies/whd/state/meal-breaks>

21

Number of states  
with meal break laws

9

Number of states  
with rest period laws