

SynergySuite Labor & Breaks Configuration:

- **Meal Breaks** - For each state we have programmed a meal break to be automatically added based on the below hours. So, for example, NJ, a meal break will be added to the schedule when someone is scheduled more than 4:01 hours.
 - **Note:** All Breaks can be edited/changed/deleted on the schedule editor at the discretion of the store.
 - Unpaid meal break rules:

Rule	State
States that will populate a 30-minutes meal break after hitting 4:01	NJ
States that will populate a 30-minute meal break after hitting 5:01	NH
States that will populate a 30-minute meal break after hitting 6.01:	MA, DE, FL, ME, NJ, NC, OH, PA, RI, VT, VA
States that will populate a 30-minute meal break after hitting 6.31:	NY (see below for details)
States that will populate a 30-minute meal break after hitting 7.31:	CT
No Breaks Rule Assigned	SC

- New York Breaks:

Break	Shift Duration	Break Duration	Note
Noon Day Meal	6.5 hours	30 minutes	Starts before 11am with a shift ending after 2pm
Additional Meal (PAID)	8 hours	20 minutes	Paid Rest Break
Evening Meal	6.31 hours	Min 30 minutes	Shift Starts after 1pm with a shift ending after 6:00pm

- **Payroll Rules Configured:**

- 7th Consecutive Day (CT): On the seventh consecutive day of work, employers must pay one-and-a-half times the minimum wage rate.
- 10 hour spread Rule (NY): 1 hour added at minimum wage for any person that works more than 10 hours. If 10 hour is caused from 2 different locations in the same day, the borrowed location gets charged the spread.



Owners: If you have a question about how break rules are configured or if a break rule changes, please submit a FranConnect ticket.