

## IDAHO LAW DOES NOT REQUIRE

1. pay or wage replacement during a vacation, holiday, sick day, or severance;
2. a termination notice, or even a reason at all for ending your employment;
3. paid or unpaid rest periods, breaks, lunch breaks, sick time off, certain days or weekends off, holidays off, vacations or personal days off;
4. premium pay rates for weekends or holidays worked or other circumstances;
5. pay raises at any time, or any paid or unpaid benefits such as a retirement, 401(k), ROTH, stock purchase plans, health care or disability; or
6. a limit on the number of hours an employee can work per day or per week for employees 16 years of age or older.

These items are matters for agreement between the employer and the employee or their authorized Union representative.

\*Union Collective Bargaining Agreements contain these and many more provisions through bargaining using the strength in employee membership and the provisions in the NLRA.