



**House
Legislative
Analysis
Section**

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REQUIRE MEAL AND REST PERIODS

House Bill 4085

Sponsor: Rep. Paula K. Zelenko

**Committee: Employment Relations,
Training and Safety**

Complete to 2-8-01

A SUMMARY OF HOUSE BILL 4085 AS INTRODUCED 1-31-01

The bill would create a new act to require meal and rest periods for employees and to fine employers who do not provide them.

More specifically, except for employees whose total daily work for an employer were less than 3 2 hours, the bill would require employers to provide employees with rest periods of at least 10 minutes for each four-hour period (or major fraction of a four-hour period) -- in the middle of each four-hour work period, unless impractical -- that the employee worked for the employer. The rest periods required or provided for under the bill would be considered time worked for purposes of compensation. The bill also would require employers to provide each employee with a meal period of at least 30 minutes for each five-hour period that the employee worked for the employer.

An employer who violated the bill would be liable for a civil fine of up to \$500, with the fines collected under the bill being submitted to the state general fund for deposit into the general fund.

The Department of Consumer and Industry Services would administer and enforce the bill and, as necessary, promulgate rules to implement it in accordance with the Administrative Procedures Act.

Analyst: J. Hunault

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