

HOUSE AMENDMENT NO. \_\_\_\_\_  
TO  
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Offered By

1 AMEND House Amendment No. \_\_\_\_\_ to House Committee Substitute for House Bill No. 2489,  
2 Page 1, Line 8, by inserting after all of said line the following:

3  
4 "Further amend said bill, Page 11, Section 285.545, Line 144, by inserting after all of said section  
5 and line the following:

6  
7 "290.180. 1. As used in this section, the following terms mean:

8 (1) "Department", the department of labor and industrial relations;

9 (2) "Meal period" or "meal break", an approved period of time in a nonwork status that  
10 interrupts a basic workday or a period of overtime work for the purpose of permitting employees to  
11 eat or engage in permitted personal activities, which may be paid or unpaid. A "meal period" shall  
12 provide bona fide breaks in the workday. If an employee is not excused from job duties, or if he or  
13 she is recalled to job duties, the employee is entitled to pay for compensable work, including work  
14 that is de minimis in nature.

15 2. Except as provided under subsection 3 of this section, every employer in this state shall  
16 allow its employees a meal period not less than thirty consecutive minutes for each eight-hour shift.  
17 In no event shall an employee be at the place of employment for a period longer than five and one-  
18 half hours without a meal break.

19 3. Nothing in this section requires the employer to pay the employee during the meal break.

20 4. This section does not apply to employment that is covered by a valid collective-  
21 bargaining agreement or other written agreement between an employer and employee. The  
22 department may grant exemptions to employers in cases where:

23 (1) Requiring compliance would adversely affect public safety;

24 (2) The duties of a position may only be performed by one employee;

25 (3) The employer employs fewer than five employees on a shift at a single place of business  
26 provided the exemption shall apply only to the employees on such shift; or

27 (4) The continuous nature of an employer's operations requires that employees be available  
28 to respond to urgent or unusual conditions at all times and such employees are compensated for  
29 meal periods.

Action Taken \_\_\_\_\_ Date \_\_\_\_\_

1           5. Any employer who violates the provisions of this section shall be subject to a fine of not  
2 less than three hundred dollars, increased by an additional three hundred dollars for each subsequent  
3 violation, but not to exceed one thousand two hundred dollars for each violation.

4           6. The department may promulgate all necessary rules and regulations for the administration  
5 of this section. Any rule or portion of a rule, as that term is defined in section 536.010, that is  
6 created under the authority delegated in this section shall become effective only if it complies with  
7 and is subject to all of the provisions of chapter 536 and, if applicable, section 536.028. This section  
8 and chapter 536 are nonseverable and if any of the powers vested with the general assembly  
9 pursuant to chapter 536 to review, to delay the effective date, or to disapprove and annul a rule are  
10 subsequently held unconstitutional, then the grant of rulemaking authority and any rule proposed or  
11 adopted after August 28, 2024, shall be invalid and void."; and"; and

12  
13 Further amend said bill by amending the title, enacting clause, and intersectional references  
14 accordingly.

15  
16 THIS AMENDS 5303H.01H.