

HB 2856 -- MANDATORY EMPLOYEE MEAL PERIODS

SPONSOR: Windham

This bill requires employers to allow their employees a "meal period", as defined in the bill, of no less than 30 minutes in an eight-hour shift. The employer is not required to pay the employee for the meal period. The bill does not apply to employment covered by a valid collective bargaining agreement, but the Department of Labor and Industrial Development may grant exemptions for some circumstances, including but not limited to public safety and continuous operation, as described in the bill. Violation of the requirement will be subject to a fine of \$300, increased by an additional \$300 for subsequent violations, not to exceed \$1200.