

HB 441 -- MANDATORY EMPLOYEE MEAL PERIODS

SPONSOR: Smith (74)

This bill requires employers to allow their employees a "meal period", as defined in the bill, of not less than 30 consecutive minutes in an eight-hour shift. The employer is not required to pay the employee for the meal period. An employee must have a meal break if the employee is at the place of employment for a period of longer than five and one-half hours. The bill does not apply to employment covered by a valid collective bargaining agreement, but the Department of Labor and Industrial Relations may grant exemptions in cases where compliance would adversely affect public safety; there is only one employee performing the duties; there are fewer than five employees on a shift at a single place; or the continuous nature of the employer's operation requires the ability to respond to urgent and unusual conditions.

Violation of the requirements in the bill will subject an employer to a fine of \$300, increased by an additional \$300 for each subsequent violation, but not to exceed \$1,200 for each violation.

This bill is similar to HB 2856 (2024).