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State of Minnesota

HOUSE OF REPRESENTATIVES

NINETY-FOURTH SESSION

H. F. No. 2990

04/01/2025 Authored by Frazier

The bill was read for the first time and referred to the Committee on Workforce, Labor, and Economic Development Finance and Policy

04/02/2025 By motion, recalled and re-referred to the Committee on Judiciary Finance and Civil Law

1.1 A bill for an act
1.2 relating to employees; modifying mandatory break laws; amending Minnesota
1.3 Statutes 2024, sections 177.253, subdivision 1, by adding a subdivision; 177.254,
1.4 subdivisions 1, 2, by adding a subdivision.

1.5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

1.6 Section 1. Minnesota Statutes 2024, section 177.253, subdivision 1, is amended to read:

1.7 Subdivision 1. **Rest breaks.** An employer must allow each employee ~~adequate time~~ at
1.8 least 15 minutes away from work within each four consecutive hours of work to utilize the
1.9 nearest convenient restroom or to otherwise be relieved from work duties.

1.10 Sec. 2. Minnesota Statutes 2024, section 177.253, is amended by adding a subdivision to
1.11 read:

1.12 Subd. 3. **Remedies.** (a) If an employer does not provide rest breaks to an employee as
1.13 required by this section and related rules, the employer is liable to the employee for the rest
1.14 break time that should have been provided at the employee's regular rate of pay, plus an
1.15 additional equal amount as liquidated damages.

1.16 (b) In addition to the remedies in paragraph (a), the commissioner may assess a penalty
1.17 of up to \$1,000 per employee per day during which rest breaks are not provided as required
1.18 by this section.

1.19 Sec. 3. Minnesota Statutes 2024, section 177.254, subdivision 1, is amended to read:

1.20 Subdivision 1. **Meal break.** An employer must permit each employee who is working
1.21 for ~~eight~~ six or more consecutive hours ~~sufficient time~~ at least 30 minutes to eat a meal.

2.1 Sec. 4. Minnesota Statutes 2024, section 177.254, subdivision 2, is amended to read:

2.2 Subd. 2. **Payment not required.** Except for subdivision 4, nothing in this section requires
2.3 the employer to pay the employee during the meal break.

2.4 Sec. 5. Minnesota Statutes 2024, section 177.254, is amended by adding a subdivision to
2.5 read:

2.6 Subd. 4. **Remedies.** (a) If an employer does not provide meal breaks to an employee as
2.7 required by this section and related rules, the employer is liable to the employee for the
2.8 meal break time that should have been provided at the employee's regular rate of pay, plus
2.9 an additional equal amount as liquidated damages.

2.10 (b) In addition to the remedies in paragraph (a), the commissioner may assess a penalty
2.11 of up to \$1,000 per employee per day during which meal breaks are not provided as required
2.12 by this section.