

**SENATE  
STATE OF MINNESOTA  
NINETY-FOURTH SESSION**

**S.F. No. 4594**

(SENATE AUTHORS: SEEBERGER)

DATE  
03/18/2026

D-PG  
6816 Introduction and first reading  
Referred to Labor

OFFICIAL STATUS

1.1 A bill for an act  
1.2 relating to employment; clarifying an employee's ability to waive a meal break;  
1.3 amending Minnesota Statutes 2024, section 177.254, by adding a subdivision.

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

1.5 Section 1. Minnesota Statutes 2024, section 177.254, is amended by adding a subdivision  
1.6 to read:

1.7 Subd. 5. Meal break waiver. (a) Notwithstanding subdivision 3, an employee may  
1.8 voluntarily waive a mandatory meal break required under this section. An employer must  
1.9 pay an employee for time worked during a meal break waived under this paragraph.

1.10 (b) A meal break waiver request:

1.11 (1) must be made to the employer electronically or in writing; and

1.12 (2) may be revoked by an employee for any shift where reasonable notice is provided  
1.13 to the employer.

1.14 (c) An employer must not require an employee to waive a meal break required under  
1.15 this section.