

CHAPTER 559—S.F.No. 1958

An act relating to employment; requiring rest breaks during the work day; amending Minnesota Statutes 1986, section 177.32, subdivision 1; proposing coding for new law in Minnesota Statutes, chapter 177.

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

Section 1. [177.253] MANDATORY WORK BREAKS.

Subdivision 1. REST BREAKS. An employer must allow each employee adequate time from work within each four consecutive hours of work to utilize the nearest convenient restroom.

Subd. 2. COLLECTIVE BARGAINING AGREEMENT. Nothing in this section prohibits employers and employees from establishing rest breaks different from those provided in this section pursuant to a collective bargaining agreement.

Sec. 2. Minnesota Statutes 1986, section 177.32, subdivision 1, is amended to read:

Subdivision 1. MISDEMEANORS. An employer who does any of the following is guilty of a misdemeanor:

- (1) hinders or delays the commissioner in the performance of duties required under sections 177.21 to 177.35;
- (2) refuses to admit the commissioner to the place of business or employment of the employer, as required by section 177.27, subdivision 1;
- (3) repeatedly fails to make, keep, and preserve records as required by section 177.30;
- (4) falsifies any record;
- (5) refuses to make any record available, or to furnish a sworn statement of the record or any other information as required by section 177.27;
- (6) repeatedly fails to post a summary of sections 177.21 to 177.35 or a copy or summary of the applicable rules as required by section 177.31;
- (7) pays or agrees to pay wages at a rate less than the rate required under sections 177.21 to 177.35; ~~or~~
- (8) refuses to allow adequate time from work as required by section 1; or
- (9) otherwise violates any provision of sections 177.21 to 177.35.

Approved April 18, 1988

New language is indicated by underline, deletions by ~~strikeout~~.