

## States with Meal or Meal and Rest Requirements

\* In New York and Massachusetts, meal periods must also be provided for employees in exempt positions.

State	Meal Requirement Summary	Rest Requirement Summary
<b>CA</b>	<ul style="list-style-type: none"> <li>• Employees working more than 5 hours per day must be provided with an uninterrupted, duty-free meal period that lasts at least 30 minutes. This meal period should begin no later than the end of the fifth hour of work.</li> <li>• Employees working more than 10 hours per day must be provided with a second uninterrupted, duty-free meal period that lasts at least 30 minutes. This second meal period should begin no later than the end of the tenth hour of work.</li> <li>• Both meal periods are unpaid.</li> </ul>	<ul style="list-style-type: none"> <li>• Employees must be provided with a 10-minute paid rest period for every shift that lasts 3½ hours up to 6 hours, a second 10-minute paid rest period for every shift that lasts more than 6 hours up to 10 hours, a third 10-minute paid rest period for a shift that lasts 10 hours up to 14 hours, and so on for every four hours or a major fraction thereof.</li> <li>• Rest periods are paid.</li> </ul>
<b>CO</b>	<ul style="list-style-type: none"> <li>• Employees working more than 5 hours are required to take an uninterrupted, duty-free 30-minute meal period.</li> <li>• When the workday will be completed in 6 hours or less, no meal period is required.</li> <li>• Meal periods are unpaid.</li> </ul>	<ul style="list-style-type: none"> <li>• For every four hours worked, employees are required to take a 10-minute rest period. If practicable, the rest period should be in the middle of the four-hour period.</li> <li>• Rest periods are paid.</li> </ul>
<b>CT</b>	<ul style="list-style-type: none"> <li>• Employees working at least 7½ hours are required to take an uninterrupted, duty-free 30-minute meal period.</li> <li>• Meal period must be taken no earlier than the completion of 2 hours of work but no later than beginning the last 2 hours of work.</li> <li>• Meal periods are unpaid.</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
<b>DE</b>	<ul style="list-style-type: none"> <li>• Employees working at least 7½ hours are required to take an uninterrupted, duty-free 30-minute meal period.</li> <li>• Meal period must be taken no earlier than the completion of 2 hours of work but no later than beginning the last 2 hours of work.</li> <li>• Meal periods are unpaid.</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
<b>IL</b>	<ul style="list-style-type: none"> <li>• Employees working at least 7 ½ hours are required to take an uninterrupted, duty-free 20-minute meal period.</li> <li>• Meal period must be taken no later than the completion of 5 hours of work.</li> <li>• Meal periods are unpaid.</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>
<b>KY</b>	<ul style="list-style-type: none"> <li>• Employees are required to take an uninterrupted, duty-free 30-minute meal period if they work a shift of six or more hours.</li> <li>• Meal period must be no earlier than the completion of 3 work hours, but no later than the completion of 5 work hours, and be as close to the middle of the employee's scheduled work shift as possible.</li> <li>• Meal periods are unpaid.</li> </ul>	<ul style="list-style-type: none"> <li>• For every four hours worked, employees are required to take a 10-minute rest period.</li> <li>• Rest periods are paid.</li> </ul>
<b>MA*</b>	<ul style="list-style-type: none"> <li>• Employees are required to take an uninterrupted, duty-free 30-minute meal period no later than the completion of the 6th hour of work.</li> <li>• Meal periods are unpaid.</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>

State	Meal Requirement Summary	Rest Requirement Summary
<b>MD</b>	<ul style="list-style-type: none"> <li>Effective 3/1/11, non-exempt employees assigned to a retail location with 50+ employees are required to take a duty-free, 30-minute meal period after six or more consecutive hours.</li> </ul>	<ul style="list-style-type: none"> <li>For every four to six hours of consecutive work, employees are required to take a 15-minute rest period.</li> <li>For every eight or more consecutive hours, employees are required to take at least 15 minutes for every four consecutive hours.</li> </ul>
<b>ME</b>	<ul style="list-style-type: none"> <li>Employees working at least 6 hours are required to take an uninterrupted, duty-free 30-minute meal period no later than the completion of the 6th hour of work.</li> <li>Meal periods are unpaid.</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
<b>MN</b>	<ul style="list-style-type: none"> <li>Employees working at least 8 hours are required to take an uninterrupted, duty-free 30-minute meal period.</li> <li>Meal periods are unpaid.</li> </ul>	<ul style="list-style-type: none"> <li>For every four hours worked, employees are required to take sufficient time to use the restroom.</li> <li>Rest periods are paid.</li> </ul>
<b>NE</b>	<ul style="list-style-type: none"> <li>Manufacturing employees must receive at least one 30-minute meal break during each eight-hour shift. This provision does not apply if covered by a valid collective bargaining agreement or other written agreement.</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
<b>ND</b>	<ul style="list-style-type: none"> <li>Employees who work at least 5 hours are required to take an uninterrupted, duty-free 30-minute meal period no later than the completion of the 5th hour worked.</li> <li>Meal periods are unpaid.</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
<b>NH</b>	<ul style="list-style-type: none"> <li>Employees working for a continuous 5 hour period are required to take an uninterrupted, duty-free 30-minute meal period no later than the completion of the 5th hour of work.</li> <li>Meal periods are unpaid.</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
<b>NM</b>	<ul style="list-style-type: none"> <li>State does not require a meal period. But when employees are granted a meal period (in industrial, mercantile and certain service industries), it must be at least 30 minutes, not counted as time worked.</li> <li>Meal periods are unpaid.</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
<b>NV</b>	<ul style="list-style-type: none"> <li>Employees working at least 8 hours are required to take an uninterrupted, duty-free 30-minute meal period.</li> <li>Meal periods are unpaid.</li> </ul>	<ul style="list-style-type: none"> <li>For every four hours worked, employees are required to take a 10-minute rest period.</li> <li>Rest periods are paid.</li> </ul>
<b>NY*</b>	<ul style="list-style-type: none"> <li>Employees who work at least 6 hours that extends over the 11 a.m. to 2 p.m. time period are required to take an uninterrupted, duty-free 30-minute meal period (1 hour for factories) between 11 a.m. and 2 p.m.</li> <li>Every person employed for a period starting before 11 a.m. and extending beyond 7 p.m. is required to take an uninterrupted, duty-free 20-minute meal period between 5 p.m. and 7 p.m.</li> <li>Employees who work at least 6 hours and begin their shift between 1 p.m. and 6 a.m. are required to take an uninterrupted, duty free 45-minute meal period (1 hour for factories) as close to the middle of the shift as possible.</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>

State	Meal Requirement Summary	Rest Requirement Summary
	<ul style="list-style-type: none"> <li>Meal periods are unpaid.</li> </ul>	
<b>OR</b>	<ul style="list-style-type: none"> <li>Employees who work at least 6 hours are required to take an uninterrupted, duty-free 30-minute meal period.</li> <li>If employee's shift is between 6 and 7 hours long, the meal period must be taken no earlier than the completion of 2 hours of work, but no later than the completion of 5 hours of work.</li> <li>If employee's shift is more than 7 hours long, the meal period must be taken no earlier than the completion of 3 hours of work, but no later than the completion of 6 hours of work.</li> <li>Employees who work 14 hours or more must be given a second meal period.</li> <li>Meal periods are unpaid.</li> </ul>	<ul style="list-style-type: none"> <li>For every four hours worked, employees are required to take a 10-minute rest period.</li> <li>Rest periods are paid.</li> </ul>
<b>RI</b>	<ul style="list-style-type: none"> <li>Employees who work at least 6 hours are required to take an uninterrupted, duty-free 20-minute meal period when working a 6 hour shift, or an uninterrupted, duty-free 30-minute meal period when working an 8 hour shift.</li> <li>Meal periods are unpaid.</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
<b>TN</b>	<ul style="list-style-type: none"> <li>Employees who work at least 6 hours are required to take an uninterrupted, duty-free 30-minute meal period no earlier than the completion of 1 hour of work.</li> <li>Meal periods are unpaid.</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
<b>VT</b>	<ul style="list-style-type: none"> <li>Employees are required to take reasonable opportunities during work periods to eat.</li> </ul>	<ul style="list-style-type: none"> <li>Employees are required to take reasonable time to use toilet facilities.</li> </ul>
<b>WA</b>	<ul style="list-style-type: none"> <li>Employees who work at least 5 hours are entitled to an uninterrupted, duty-free 30-minute meal period to be taken no earlier than the completion of 2 hours of work, but no later than the completion of 5 hours of work. No employee may be required to work more than 5 consecutive hours during their regularly scheduled shift without a meal period. The second meal period must be given within 5 hours of the end of the first meal period.</li> <li>Employees who work 3 or more hours longer than the shift they are regularly scheduled to work are required to take a second uninterrupted, duty-free 30-minute meal period before or during the overtime period.</li> <li>Meal periods are unpaid.</li> </ul>	<ul style="list-style-type: none"> <li>For every four hours worked, employees are required to take a 10-minute rest period.</li> <li>Employee cannot be required to work more than 3 hours without a rest break.</li> <li>Rest periods are paid.</li> </ul>
<b>WV</b>	<ul style="list-style-type: none"> <li>Employees who work at least 6 hours are required to take an uninterrupted, duty-free 20-minute meal period.</li> <li>Meal periods are unpaid.</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>