
THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 486 Session of
2021

INTRODUCED BY HOWARD, HILL-EVANS, SANCHEZ, CIRESI, SCHLOSSBERG,
SHUSTERMAN, NEILSON, FREEMAN, O'MARA, DELLOSO AND ROZZI,
FEBRUARY 9, 2021

REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, FEBRUARY 9, 2021

AN ACT

1 Providing for a meal or rest period for employees after working
2 a specified number of hours.

3 The General Assembly of the Commonwealth of Pennsylvania
4 hereby enacts as follows:

5 Section 1. Short title.

6 This act shall be known and may be cited as the Rest Period
7 for Workers Act.

8 Section 2. Definitions.

9 The following words and phrases when used in this act shall
10 have the meanings given to them in this section unless the
11 context clearly indicates otherwise:

12 "Employer." An individual, partnership, association,
13 corporation, business trust, or person or group of persons
14 acting, directly or indirectly, in the interest of an employer
15 in relation to an employee. The term does not include police and
16 fire departments, public ambulance or providers of emergency
17 medical services.

1 "Place of business." A store, factory, office or other area
2 where an employee works.

3 Section 3. Five-hour work periods, 30-minute meal or 30-minute
4 rest periods between work periods.

5 (a) General rule.--No employer may employ or permit an
6 individual to work for more than five hours continuously in or
7 in connection with a place of business without a meal or rest
8 period of at least 30 minutes, which period shall not be
9 considered a part of the hours of labor, and no period of less
10 than 30 minutes shall be deemed to interrupt a continuous period
11 of work.

12 (b) Location of meal and rest periods.--No employer shall
13 require an employee to remain in a workroom or at the employee's
14 work station during the meal or rest periods required under this
15 section. If the strict application of the 30-minute meal or 30-
16 minute rest periods impose an unnecessary hardship on an
17 employer and the employee or a limitation on the job
18 opportunities of an employee, the Secretary of Labor and
19 Industry may grant upon written application of the employer an
20 exception from compliance with this section.

21 Section 4. Effective date.

22 This act shall take effect immediately.