AN ACT

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

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

Section 1. Short title. This act shall be known and may be cited as the Rest Period for Workers Act.

Section 2. Definitions. The following words and phrases when used in this act shall have the meanings given to them in this section unless the context clearly indicates otherwise:

"Employer." An individual, partnership, association, corporation, business trust, or person or group of persons acting, directly or indirectly, in the interest of an employer in relation to an employee. The term does not include police and fire departments, public ambulance or providers of emergency medical services.
"Place of business." A store, factory, office or other area where an employee works.

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

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

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

Section 4. Effective date.

This act shall take effect immediately.