

REFERENCE TITLE: labor; rest periods; meal breaks

State of Arizona
House of Representatives
Fifty-second Legislature
First Regular Session
2015

HB 2502

Introduced by
Representatives Larkin, Andrade, Steele, Wheeler: Clark, Espinoza,
Gonzales, Hale, Sherwood

AN ACT

AMENDING TITLE 23, CHAPTER 2, ARTICLE 5, ARIZONA REVISED STATUTES, BY ADDING SECTION 23-283; RELATING TO WORKING CONDITIONS.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:
2 Section 1. Title 23, chapter 2, article 5, Arizona Revised Statutes,
3 is amended by adding section 23-283, to read:
4 23-283. Meal breaks; rest periods; exemption
5 A. AN EMPLOYER SHALL ALLOW EACH EMPLOYEE TO TAKE AT LEAST ONE
6 THIRTY-MINUTE MEAL BREAK DURING EVERY CONTINUOUS EIGHT HOURS OF LABOR
7 PERFORMED.
8 B. AN EMPLOYER SHALL ALLOW EACH EMPLOYEE TO TAKE AT LEAST ONE
9 TEN-MINUTE REST PERIOD DURING EVERY FOUR HOURS OF LABOR PERFORMED. THE
10 EMPLOYER MAY NOT DEDUCT ANY WAGES FROM THE EMPLOYEE FOR THE PERIOD OF TIME
11 THAT THE EMPLOYEE IS PARTICIPATING IN A REST PERIOD.
12 C. THIS SECTION DOES NOT APPLY TO EITHER OF THE FOLLOWING:
13 1. A LOCATION WHERE ONLY ONE PERSON IS EMPLOYED.
14 2. EMPLOYEES WHO ARE COVERED UNDER A COLLECTIVE BARGAINING AGREEMENT.
15 D. AN EMPLOYER MAY APPLY TO THE INDUSTRIAL COMMISSION OF ARIZONA FOR
16 AN EXEMPTION TO THIS SECTION. THE INDUSTRIAL COMMISSION OF ARIZONA SHALL
17 CONDUCT A HEARING REGARDING THE EXEMPTION REQUEST AND MAY GRANT THE EXEMPTION
18 IF THE EMPLOYER PROVIDES SUFFICIENT EVIDENCE THAT BUSINESS NECESSITY
19 PRECLUDES PROVIDING THE BENEFITS UNDER THIS SECTION. AN EXEMPTION UNDER THIS
20 SECTION SHALL APPLY TO MALE AND FEMALE EMPLOYEES.
21 E. THE INDUSTRIAL COMMISSION OF ARIZONA SHALL ADOPT RULES PURSUANT TO
22 TITLE 41, CHAPTER 6 TO IMPLEMENT SUBSECTION D OF THIS SECTION.