

REFERENCE TITLE: **employment; FLSA; meal breaks**

State of Arizona  
House of Representatives  
Fifty-sixth Legislature  
Second Regular Session  
2024

## **HB 2797**

Introduced by  
Representatives Sandoval: Aguilar, Austin, Blattman, Contreras L,  
Contreras P, Crews, De Los Santos, Ortiz, Peshlakai, Quiñonez, Schwiebert,  
Seaman, Stahl Hamilton, Terech, Villegas

AN ACT

AMENDING TITLE 23, CHAPTER 2, ARTICLE 1, ARIZONA REVISED STATUTES, BY  
ADDING SECTION 23-207; RELATING TO EMPLOYMENT PRACTICES AND 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 1, Arizona Revised  
3 Statutes, is amended by adding section 23-207, to read:  
4 23-207. Employer requirements; employee breaks; overtime pay;  
5 fair labor standards act  
6 A. AN EMPLOYER SHALL PROVIDE AN EMPLOYEE ALL OF THE FOLLOWING:  
7 1. A THIRTY-MINUTE UNPAID MEAL BREAK WHEN WORKING MORE THAN FIVE  
8 HOURS IN A DAY AND AN ADDITIONAL THIRTY-MINUTE UNPAID MEAL BREAK WHEN  
9 WORKING MORE THAN TWELVE HOURS IN A DAY.  
10 2. A PAID TEN-MINUTE REST BREAK FOR EVERY FOUR HOURS WORKED.  
11 3. ONE AND ONE-HALF TIMES THE EMPLOYEE'S REGULAR RATE OF PAY FOR  
12 BOTH OF THE FOLLOWING:  
13 (a) THE HOURS WORKED OF MORE THAN EIGHT HOURS UP TO AND INCLUDING  
14 TWELVE HOURS IN A WORKDAY.  
15 (b) THE FIRST EIGHT HOURS WORKED ON THE SEVENTH CONSECUTIVE DAY OF  
16 WORK IN A WORKWEEK.  
17 4. DOUBLE THE EMPLOYEE'S REGULAR RATE OF PAY FOR THE HOURS WORKED  
18 OF MORE THAN BOTH OF THE FOLLOWING:  
19 (a) TWELVE HOURS IN A WORKDAY.  
20 (b) EIGHT HOURS ON THE SEVENTH CONSECUTIVE DAY OF WORK IN A  
21 WORKWEEK.  
22 B. NOTWITHSTANDING ANY OTHER LAW, THE FEDERAL FAIR LABOR STANDARDS  
23 ACT APPLIES TO EMPLOYERS WHOSE ANNUAL SALES TOTAL \$100,000 OR THAT ENGAGE  
24 IN INTERSTATE COMMERCE.