



HOUSE BILL No. 4221

February 11, 1993, Introduced by Reps. Leland, Murphy, Schroer, Shepich, Barns, Olshove, Harder, Pitoniak, Bennane, Anthony, Gire, Scott, Jondahl, Brown, Jamian, Rivers, Wallace and Owen and referred to the Committee on Labor.

A bill to require meal and rest periods for certain employees; to prescribe certain powers and duties of employers and the department of labor; and to prescribe penalties.

THE PEOPLE OF THE STATE OF MICHIGAN ENACT:

1 Sec. 1. As used in this act:

2 (a) "Employee" means an individual employed by an employer.

3 (b) "Employer" means an individual, sole proprietorship,
4 partnership, association, or corporation, public or private; this
5 state or an agency of this state; a city, county, village, town-
6 ship, school district, or intermediate school district; an insti-
7 tution of higher education; or an individual acting directly or
8 indirectly in the interest of an employer who employs 1 or more
9 individuals.

10 Sec. 2. (1) An employer shall provide each employee with
11 not less than a 10-minute rest period for each 4 hours of work

1 time or major fraction thereof. The rest period shall be
2 provided, insofar as practicable, in the middle of the employee's
3 work time. An employer may, but is not required to, provide a
4 rest period for an employee whose total daily work time is less
5 than 3-1/2 hours.

6 (2) An employer shall provide each employee with not less
7 than a 30-minute meal period for each 5 hours of work time.

8 Sec. 3. A rest period required or provided for under this
9 act shall be considered time worked for purposes of
10 compensation.

11 Sec. 4. (1) An employer who violates this act shall be
12 liable for a civil fine of not more than \$500.00.

13 (2) A civil fine that is ordered pursuant to this act shall
14 be submitted to the state treasurer for deposit in the general
15 fund of the state.

16 Sec. 5. The department of labor shall administer and
17 enforce this act and, as necessary, promulgate rules for the
18 implementation of this act pursuant to the administrative proce-
19 dures act of 1969, Act No. 306 of the Public Acts of 1969, being
20 sections 24.201 to 24.328 of the Michigan Compiled Laws.