

## **Components of the Rest Breaks/Mandatory Overtime Bill**

### **HB 1155/SB 5190**

- Meals and rest periods must be uninterrupted and employers cannot use intermittent meals/breaks.
- Exceptions to uninterrupted breaks are included for unforeseeable emergent circumstances and need for the specific skill/expertise of the employee on break.
- Requires hospitals to record taken and missed meal and rest breaks.
- Addresses the mandatory overtime loophole:
  - Employer may not use prescheduled on-call time to fill chronic or foreseeable staff shortages;
  - Exceptions are included for unforeseeable emergent circumstances, immediate and unanticipated patient care emergencies, documented reasonable efforts to otherwise obtain staffing, when overtime is required to complete a patient care procedure already in progress;
  - Employer may not schedule nonemergency procedures that would require overtime.