
A BILL FOR AN ACT

RELATING TO EMPLOYMENT PRACTICES.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

- 1 SECTION 1. Chapter 378, Hawaii Revised Statutes, is
2 amended by adding a new section to be appropriately designated
3 and to read as follows:
- 4 "§378- Paid rest periods. (a) Employers shall
5 authorize and permit each employee a paid rest period of no less
6 than ten consecutive minutes for every four hours worked.
7 Insofar as practicable, the rest period shall be in the middle
8 of each work period. Rest periods under this subsection shall
9 be counted as time worked, for which there shall be no deduction
10 from wages.
- 11 (b) Any employer that fails to authorize or permit a rest
12 period required under subsection (a) shall:
- 13 (1) Pay the employee for one hour of pay at the employee's
14 regular rate of compensation for each workday that the
15 rest period is not provided; and
- 16 (2) Be subject to a fine of \$ for each violation
17 of this section. Each violation shall be deemed a



1 separate offense. The fine shall be imposed by the
2 department of labor and industrial relations.

3 (c) This section shall not apply to employees subject to a
4 collective bargaining agreement under chapter 89 or their
5 excluded counterparts.

6 (d) This section shall not be construed to prohibit any
7 employer from providing rest periods that are longer than ten
8 consecutive minutes or that occur more frequently than every
9 four hours worked."

10 SECTION 2. This Act does not affect rights and duties that
11 matured, penalties that were incurred, and proceedings that were
12 begun before its effective date.

13 SECTION 3. New statutory material is underscored.

14 SECTION 4. This Act shall take effect on July 1, 3000.



H.B. NO. 555 H.D. 1

Report Title:

Employment Practices; Paid Rest Periods

Description:

Requires employers to authorize and permit employees a 10-minute paid rest period for every four hours worked. Effective 7/1/3000. (HD1)

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