

MINNESOTA

Minnesota Amends Meal and Rest Break Requirements

On June 14, 2025, Minnesota enacted [Senate Bill 17](#), which expands existing meal and rest break requirements and imposes penalties for noncompliance. The amendments become effective on **Jan. 1, 2026**.

Background

Under Minnesota's current meal and rest break law, employers must provide employees with "adequate time" to utilize the nearest convenient restroom for every four consecutive work hours. Additionally, employers must permit employees working eight or more consecutive hours "sufficient time" to eat a meal. The current law does not specify a length of time employers must provide employees for meal and rest breaks.

Amendment Overview

The amendments require employers to provide employees with a rest break of at least 15 minutes or enough time to utilize the nearest convenient restroom, whichever is longer, for every four consecutive work hours. Employers must also allow employees working six or more consecutive hours an unpaid meal break of at least 30 minutes.

The amendments also impose penalties on any employer that fails to provide a required meal or rest break. If an employer does not provide a required meal or rest break, they must compensate the employee at the employee's regular rate of pay for the missed break. In addition, the employer is also liable for an equal amount in liquidated damages.

Employer Takeaways

Employers should take steps to comply with the meal and rest break amendments by reviewing and, if necessary, revising any workplace policies and procedures to conform to the new requirements by Jan. 1, 2026.

Provided to you by **Employco USA, Inc.**

Important Dates

June 14, 2025

Minnesota expanded meal and rest break requirements.

Jan. 1, 2026

The expanded meal and rest break requirements take effect.

Minnesota employers must comply with expanded meal and rest break requirements starting Jan. 1, 2026.