



ILLINOIS

Illinois Amends Meal Period Requirements

On May 13, 2022, Illinois adopted [Senate Bill \(SB\) 3146](#) to amend meal break provisions of and create notification requirements under the Illinois One Day Rest In Seven Act (ODRISA). The amendments will become effective on **Jan. 1, 2023**.

Meal Breaks

Under ODRISA, every employer that requires employees to work for 7.5 hours must be given at least **20 minutes** for a meal period, beginning no later than **five hours** after the start of the work period.

The new law requires employers to provide their employees with additional 20-minute meal periods for every additional 4.5 continuous hours of work. The new law also clarifies that meal periods do not include reasonable time spent using restroom facilities.

Civil Penalties

The new law clarifies that meal break requirement violations are subject to civil penalties. The severity of the penalty depends on employer size (measured by the number of employees) and the number of days and weeks of noncompliance.

New Notification Requirements

SB 3146 also requires employers subject to ODRISA to post and maintain a poster that summarizes ODRISA requirements and information on how employees can submit a complaint. The poster must be displayed in an area where other required workplace posters are displayed. SB 3146 charges the Illinois Department of Labor to create this poster.

SB 3146 specifically indicates employers may provide this poster to remote or traveling employees via email or a website that employers regularly use to communicate work-related information.

Important Information

May 13, 2022

Adoption date of Illinois SB 3146, a bill that amends ODRISA.

Jan. 1, 2023

Effective date of Illinois' new ODRISA requirements.

SB 3146 amends ODRISA meal break provisions and creates new employer notification requirements.

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