

JAN 20 2023

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; paid meal periods. (a)

5 Employees shall be allowed:

- 6 (1) A paid rest period of at least fifteen consecutive
7 minutes for each four hours of working time; and
8 (2) A paid meal period of at least thirty consecutive
9 minutes for each eight hours of working time."

10 SECTION 2. Section 390-2, Hawaii Revised Statutes, is
11 amended by amending subsection (c) to read as follows:

12 "(c) A minor who has attained the age of fourteen years
13 but not sixteen years may be employed or permitted to work:

- 14 (1) During periods when the minor is not legally required
15 to attend school or when the minor is excused by
16 school authorities from attending school;



- 1 (2) If the employer of the minor procures and keeps on
2 file a valid certificate of employment;
- 3 (3) No more than [~~five~~] eight hours [~~continuously~~] without
4 an interval of at least thirty consecutive minutes for
5 a [~~rest or lunch period~~;
6 ~~(4)~~] paid meal break;
- 7 (4) No more than four hours without an interval of at
8 least fifteen consecutive minutes for a paid rest
9 break;
- 10 (5) Between 7:00 a.m. and 7:00 p.m. of any day; provided
11 that during any authorized school break, the minor may
12 be employed between 6:00 a.m. and 9:00 p.m.;
- 13 ~~(+5)~~ (6) No more than six consecutive days;
- 14 ~~(+6)~~ (7) No more than eighteen hours in a calendar week
15 during which the minor is legally required to attend
16 school, and no more than forty hours in a calendar
17 week during which the minor is not legally required to
18 attend school or when the minor is excused by school
19 authorities from attending school;
- 20 ~~(+7)~~ (8) No more than three hours on any school day; and
21 ~~(+8)~~ (9) No more than eight hours on any nonschool day."




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1 SECTION 3. Statutory material to be repealed is bracketed
2 and stricken. New statutory material is underscored.

3 SECTION 4. This Act shall take effect upon its approval.

4

INTRODUCED BY:

A handwritten signature in black ink, appearing to be 'J. S. L.', is written over a horizontal line.



S.B. NO. 877

Report Title:

Employment Practices; Paid Rest Periods; Paid Meal Periods;
Child Labor Law

Description:

Requires employers to provide certain paid breaks to employees.

The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.

