

HOUSE BILL NO. 359  
INTRODUCED BY K. GALVIN-HALCRO

A BILL FOR AN ACT ENTITLED: "AN ACT REQUIRING AN EMPLOYER WITH 15 OR MORE EMPLOYEES, INCLUDING MANAGEMENT, TO ADOPT A POLICY GENERALLY PROVIDING FOR REST PERIODS OF NOT LESS THAN 10 MINUTES EVERY 4 HOURS; PROVIDING EXCEPTIONS; AND PROVIDING AN IMMEDIATE EFFECTIVE DATE."

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

NEW SECTION. **Section 1. Rest periods for employees.** (1) An employer shall adopt a policy or procedure providing that whenever feasible, given the reasonable demands of the employer's operation, an employee may not be required to work more than 4 hours without a rest period of at least 10 minutes. Rest periods must be accommodated within the reasonable flow of work.

(2) This section applies to an employer that employs 15 or more employees, including management, and that is located in or doing business in Montana.

(3) This section does not alter the terms, conditions, or practices contained in any collective bargaining agreement.

(4) This section does not apply to an individual subject to the provisions of the Motor Carrier Act, 49 U.S.C. 31502, or the Railway Labor Act, 45 U.S.C. 151.

NEW SECTION. **Section 2. Codification instruction.** [Section 1] is intended to be codified as an integral part of Title 39, chapter 2, part 2, and the provisions of Title 39, chapter 2, part 2, apply to [section 1].

NEW SECTION. **Section 3. Effective date.** [This act] is effective on passage and approval.

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