

MINNESOTA
DEPARTMENT OF LABOR AND INDUSTRY
MINNESOTA STATUTES 177.253 AND 177.254

MEAL AND REST BREAK LAW

Effective January 1, 2026

All Minnesota employees are entitled to meal and rest breaks during the workday.

Employees must be allowed:

Meal Breaks

- At least 30 minutes when working 6 or more consecutive hours
- May be unpaid if the employee is completely relieved of work duties

Rest Breaks

- At least 15 minutes
- Within each 4 consecutive hours worked
- Breaks under 20 minutes must be paid
- If the nearest restroom cannot be reached and used within 15 minutes, additional time must be allowed.

Employers can require that their employees stay on the premises during their breaks.

Sample Scenarios:

Employee A

Schedule: 8:00am – 5:00pm

Meal Break: 12:00pm – 12:30pm

The employee must be allowed to take two rest breaks of at least 15 minutes each because the schedule includes two periods of four consecutive hours worked.

Employee B

Schedule: 6:00am – 6:00pm

The employee must be allowed to take one meal break of at least 30 minutes because the schedule requires working six or more consecutive hours. Minnesota's Meal and Rest Break Law does not require more than one meal break.

Employee C

Schedule: 8:00am – 4:00pm

Meal Break: 11:30am – 12:00pm

The employee must be allowed to take a rest break of at least 15 minutes after the meal break, but not before. The rest break must be offered before 4:00pm.

For more information, visit <https://www.dli.mn.gov/breaks>

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