Client Alert

Minnesota - Updates to Meal and Rest Breaks

WHAT'S NEW: Minnesota has updated meal and rest break requirements, effective January 1, 2026.

Under the existing law employers are required to provide a reasonable amount of time for an employee to eat a meal when that employee has worked eight (8) consecutive hours. **Under the new law, employers will be required to provide the following:**

- At least a 15-minute break within every four (4) hours of work.
  - If it takes more than 15 minutes for an employee to use the nearest convenient restroom, then the employee must be allowed to take the additional time needed.
- One meal break of at least 30 minutes for employees who work for six (6) or more consecutive hours.

The new requirements do not apply to employees who are classified as exempt under Minnesota law.

WHAT EMPLOYERS SHOULD DO: Employers should review any paid leave policies and amend as necessary. **Find a Sample Policy here.**

Clients should also ensure that managers are educated on the new requirements.

If you have any questions, please contact your HR Business Partner/Consultant.