All-States Chart on Mandatory Breaks

State	Break/Work Requirements
Alaska	*Minors:* 30 minutes per six-hour shift; must occur after the first 30 minutes of work and before the last hour
Arkansas	*Nursing mothers:* Unpaid break to express breast milk; they may substitute paid break
California	30-minute meal break per five-hour shift (may be waived if shift is six hours); second 30-minute meal break per 10-hour shift (may be waived if shift is 12 hours); 10-minute rest break for every four-hour work period for some. Exceptions apply. *Nursing mothers:* Unpaid break to express breast milk; they may substitute paid break
Colorado	30-minute meal break per five-hour shift; 10-minute rest break after four hours for some. *Nursing mothers:* Unpaid break to express breast milk; they may substitute paid break
Connecticut	30-minute meal break between first two and last two hours of 7.5 hour shift. *Exceptions:* Employers with no more than five employees, or those that run continuous operations may pay employees to forgo meals. *Nursing mothers:* Unpaid break to express breast milk; they may substitute paid break
Delaware	30-minute meal break between first two and last two hours of 7.5 hour shift. *Exceptions:* Fewer than five employees on shift, single employee not relieved from work
Florida	*Minors:* 30-minute meal break after four hours
Georgia	*Nursing mothers:* Unpaid break to express breast milk; they may substitute paid break
Hawaii	*Minors under 16:* 30-minute rest break after five hours. *Nursing mothers:* Unpaid break to express breast milk
Illinois	20-minute meal break by fifth hour of 7.5 hour day. *Minors under 16:* 30-minute meal break after five hours. *Nursing mothers:* Unpaid break to express breast milk; they may substitute paid break
Indiana	*Nursing mothers:* Unpaid break to express breast milk; they may substitute paid break
Iowa	*Minors younger than 16:* 30-minute break after five hours
Kentucky	Reasonable meal break after three to five hours worked; 10-minute rest break for each four hours worked. *Minors:* 30-minute meal break after five hours
Louisiana	*Minors:* 30-minute meal break after five hours
Maine	Unpaid 30-minute meal break after six hours, if at least three employees are on duty. *Nursing mothers:* Unpaid break to express breast milk; they may substitute paid break
Maryland	Unpaid 15-minute break for retail nonexempts who work four to six hours (may be waived if shift is six hours); 30-minute break for those who work longer than six hours; additional 15-minute break for every additional four hours after an eight-hour shift. *Exception:* Retail employers with fewer than 50 employees. *Minors:* 30-minute break after five hours
Massachusetts	30-minute meal for shifts longer than six hours
Michigan	*Minors:* 30-minute break after five hours
Minnesota	Enough time to eat for employees who work eight hours; adequate breaks every four hours. *Nursing mothers:* Unpaid break to express breast milk; they may substitute paid break
Mississippi	*Nursing mothers:* Unpaid break to express breast milk; they may substitute paid break
Nebraska	30-minute meal break for some manufacturing employees
Nevada	30-minute meal break for each eight hours worked; 10-minute rest break for each 3.5 hours worked
New Hampshire	30-minute meal break per five work hours, unless employees can eat while working, but employee must be paid
New Jersey	*Minors:* 30-minute meal break after five hours
New Mexico	30-minute meal break after six hours. *Nursing mothers:* Unpaid break to express breast milk; they may substitute paid break
New York	Length of meal breaks vary by industry. *Nursing mothers:* Unpaid break to express breast milk; they may substitute paid break
North Carolina	*Minors 15 and younger:* 30 minute break after five hours
North Dakota	30-minute meal break for shifts exceeding five hours, if two employees are on duty
Ohio	*Minors:* 30-minute rest break after five hours
Oklahoma	*Minors under 16:* One-hour rest break after eight hours, including 30-minute rest break after five hours. *Nursing mothers:* Unpaid break to express breast milk; they may substitute paid break
Oregon	30-minute meal break for six-hour shift unless hardship or industry practice applies; 10-minute rest break for every two to four hours worked. *Minors:* 30-minute meal break after five hours, 15-minute rest break after four hours. *Nursing mothers:* Unpaid break to express breast milk; they may substitute paid break
Pennsylvania	*Minors:* 30-minute meal break after five hours
Rhode Island	20-minute meal break per six-hour shift, unless employee works 6.5 hours and goes home by 1 p.m., or leaves by 2 p.m., works 7.5 hours and can eat on the job. *Nursing mothers:* Unpaid break to express breast milk; they may substitute paid break
Tennessee	30-minute break per six-hour shift. Tipped employees may waive meal breaks. *Exception:* Workplaces with ample opportunity for breaks. *Minors:* 30-minute meal per six work hours
Utah	*Minors:* 30-minute meal not later than five hours after shift begins; 10-minute rest for each three hours worked
Vermont	Reasonable break time. *Nursing mothers:* Unpaid break to express breast milk; they may substitute paid break
Virginia	*Minors under 16:* 30-minute meal break after five hours
Washington	30-minute meal break after two hours but not later than five hours after shift begins; 10-minute rest break for every four hours worked
West Virginia	20-minute meal break per six-hour shift. *Exception:* Employees given necessary breaks and employees who can eat on the job. *Minors under 16:* 30-minute meal break after five hours
Wisconsin	*Minors:* 30-minute meal break when working longer than six hours