



The One Day Rest in Seven Act (ODRISA) requires most employers to provide employees with breaks during the workday and at least one day rest from work. Pursuant to Public Acts 102-828 and 102-1012, the following changes will take effect involving meal breaks, days of rest, employer penalties and posting requirements.

Meal Breaks: Employers must provide their employees with at least a 20-minute meal break for every 7.5 hours worked, and no later than 5 hours after the start of the shift.

Current	<u>Additional</u> New Requirements eff.1/1/23
Employees who work for 7 1/2 continuous hours or longer, must have at least 20 minutes for a meal period no later than 5 hours after the start of the work period.	<ul style="list-style-type: none"> • Employees must be provided an additional 20-minute meal break if working a 12-hour shift or longer. • Reasonable bathroom breaks do not count towards the meal break. • Meal breaks do not apply to employees whose meal periods are governed by collective bargaining agreements. If a collective bargaining agreement does not specify meal breaks, ODRISA provisions apply.

Meal Break Example: A worker who is scheduled to work from 8 am to 8 pm must be allowed to take a first meal break before 1 pm; and a second meal break before 6 pm.

Day of Rest: Employees have a right to one day off work (24 hours) within seven consecutive days.

Current	New Requirement eff. 1/1/23
Every employer shall allow every employee at least twenty-four consecutive hours of rest in every calendar week in addition to the regular period of rest allowed at the close of each working day.	<ul style="list-style-type: none"> • Employees must have at least twenty-four consecutive hours of rest in every consecutive seven-day period in addition to the regular period of rest allowed at the close of each working day. • Requirement does not apply to employees for whom work hours, days of work, and rest periods are governed by collective bargaining agreements.

*Day of Rest Example: An employee is scheduled to be off on Tuesday and work Wednesday through Monday. The employee must have that following **Tuesday off** because to work Wednesday through Tuesday is be considered 7 consecutive days.*

Penalties: ODRISA now imposes new penalties if an employer violates Meal and Rest Period Requirements.

Current	New Penalties eff. 1/1/23
Any employer who violates any of the provisions of this Act, shall be guilty of a petty offense, and shall be fined for each offense in a sum of not less than \$25 nor more than \$100.	<ul style="list-style-type: none"> • For employers with fewer than 25 employees, the employer is subject to a penalty to the employee of up to \$250 per offense and a penalty to the Department up to \$250 per employee per offense. • For employers with more than 25 employees, the employer is subject to a penalty to the employee of up to \$500 per offense and a penalty to the Department up to \$500 per worker per offense. • Each day a meal is not provided to an employee and each 24 hours off within 7 consecutive days is not provided to an employee shall constitute a separate offense per employee.

Notifications/Posters: Employees must be notified of their rights.

NEW: Employers must post these requirements in a conspicuous place on their premises and made electronically available for remote employees. Posters will be made available on the Department’s website: <https://www2.illinois.gov/idol/Employers/Pages/posters.aspx>

Visit IDOL’s Website for more information involving permit waivers and how to file a complaint <https://www2.illinois.gov/idol/Laws-Rules/FLS/Pages/ODRISA.aspx>