

1 AN ACT relating to rest periods and collective bargaining agreements and declaring
2 an emergency.

3 ***Be it enacted by the General Assembly of the Commonwealth of Kentucky:***

4 ➔Section 1. KRS 337.365 is amended to read as follows:

5 No employer shall require any employee to work without a rest period of at least ten (10)
6 minutes during each four (4) hours worked, except those employees who are under the
7 Federal Railway Labor Act. This shall be in addition to the regularly scheduled lunch
8 period. ***This section shall not be construed to negate any provision of a collective***
9 ***bargaining agreement as long as the collective bargaining agreement allows a rest***
10 ***period of at least ten (10) minutes for each four (4) hours worked. If a collective***
11 ***bargaining agreement does not contain provisions allowing rest periods, employers***
12 ***shall allow a rest period of at least ten (10) minutes during each four (4) hours worked.***

13 No reduction in compensation shall be made for hourly or salaried employees.

14 ➔Section 2. KRS 339.270 is amended to read as follows:

15 ***(1)*** No minor under eighteen (18) years of age shall be permitted to work for more than
16 five (5) hours continuously without an interval of at least thirty (30) minutes for a
17 lunch period, and no period of less than thirty (30) minutes shall be deemed to
18 interrupt a continuous period of work.

19 ***(2)*** ***No employer shall require any minor under eighteen (18) years of age to work***
20 ***without a rest period of at least ten (10) minutes during each four (4) hours***
21 ***worked. This shall be in addition to the regularly scheduled lunch period. No***
22 ***reduction in compensation shall be made for hourly or salaried employees.***

23 ➔Section 3. Whereas the Commonwealth of Kentucky has a paramount interest in
24 preserving the right of employers and employees to negotiate terms of employment, an
25 emergency is declared to exist, and this Act takes effect upon its passage and approval by
26 the Governor or upon its otherwise becoming law.