

State Days/Hours of Rest Laws

If a state does not appear on the following chart it is due to our not finding any evidence a statute exists for that state.

Click the letter corresponding to the state name below.

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State	Statute
Alaska	<p>23.10.410 a) Except as provided in (d) - (f) of this section, a miner may not be employed in an underground mine or workings for more than 10 hours in 24 hours, except on a day when a change of shift is made. The 10-hour limitation applies only to work actually performed at the mine face or other place where the work is actually carried on and excludes time for meals, travel to or from the mine site, and travel between the mine portal and the mine face, whether in going on or off shift, or in going to or returning from meals. However, an employer shall pay wages for the time worked from the time the miner enters the mine at the mine portal, whether or not work is performed at the mine face or other place where the work is actually carried on, until the miner leaves the mine. (b) If life or property is in imminent danger, the 10-hour period may be extended for the continuance of the emergency. (c) The department may not, by regulation, impose more restrictions on the hours of work of miners than are imposed by this section. The department may issue orders and adopt regulations as necessary to carry out the purposes of this section. (d) On application from an employer, the commissioner may grant a variance that permits employment in an underground mine or workings for more than 10 but not more than 12 hours in a 24-hour period if the commissioner finds that(1) the additional working time is permitted under the terms of a collective bargaining agreement entered into by a bargaining organization that represents workers performing the work covered by the variance; or (2) the extension is in the best interest of resident workers of the state. (e) If an employer intends to employ a miner for more than eight hours in 24 hours under (a) of this section, the employer shall notify the department. (f) The department may revoke a variance granted under (d) of this section or reduce the 10-hour limitation on hours of work set in (a) of this section to eight hours if the department finds that (1) a significant violation of state or federal law has occurred at the mine relating to health and safety; (2) the employer has not abated the hazard causing the violation after receiving notice from the commissioner and an opportunity to cure the problem; (3) the reduction of hours of work is necessary to protect the health and safety of the miners; and (4) the reduction of hours of work is in the best interest of the resident workers of the state. (g) An employer that has abated a hazard that was the cause of a violation described in (f)(1) of this section may notify the department of the abatement. The department shall reinstate the variance or remove the reduction of hours, as appropriate, within 30 days after receiving the notice from the employer if the department finds that the hazard has been abated. (h) In this section, "miner" (1) means a person who works in an underground mine or workings and is engaged in actual mining operations; (2) does not include mechanics, warehousemen, electricians, and other support personnel at an underground mine or workings.</p>
Arizona	<p>23-282. A. Employment in mining activities in underground mines and underground workings is declared injurious to health and dangerous to life</p>

and limb of those employed therein. B. The period of employment for all persons employed or engaged in mining activities in underground mines or underground workings or as hoisting engineers at underground mines shall not exceed eight hours within any twenty-four hour period and the eight hours shall include the time used in descending to and ascending from the point or place of work in an underground mine or underground workings place of work. C. The period of employment prescribed in subsection B may be deviated from in the following instances: 1. In an emergency, where life or property is in imminent danger, the period of labor prescribed in subsection B may be prolonged during the continuance of the emergency. 2. The hours of employment may be changed from one part of the day to another at stated periods, the change not to occur more than once in any two weeks, and the employment may be for more than eight hours during the day in which the change is made. 3. If the employer has adopted a policy of longer periods of employment based on a collective bargaining agreement between the employer and one or more labor organizations representing one or more affected employees that expressly authorizes longer periods of employment, but in no event longer than twelve hours in any twenty-four hour period, subject to compliance with the terms and conditions for implementing periods of employment in excess of eight hours as set forth in the collective bargaining agreement.

23-284 A. No person shall be employed or permitted to work in the laundry department in a laundry establishment more than eight hours in any one day except when necessary to make repairs to prevent interruption of the ordinary running of the machinery or when a different apportionment of the hours of labor is made for the sole purpose of making a shorter day's work for one day of the week, or unless it appears that the employment is to make up for time lost on some previous day of the same week in consequence of a stoppage of the machinery upon which the person is employed or dependent for employment, and in no case shall the hours of labor exceed forty-eight hours in a week. B. Every employer shall post in a conspicuous place in every room where persons are employed a printed notice stating the number of hours work required of them on each day of the week, and the employment of any person for a longer period in any day than that so stated is a violation of this section. C. Every laundry room shall be constructed to provide at least six hundred cubic feet of air for each occupant and shall have not less than two windows arranged to admit a cross-current of external air.

23-286 - 23-286.01 A. A motor carrier or a private carrier of property or any officer or agent of the carrier shall not require or permit any truck operator, bus operator, or helper to be on duty for a period longer than ten consecutive hours. When any operator or helper has been continuously on duty for ten hours he shall be relieved and shall not be permitted to return to duty until he has been off duty at least eight consecutive hours. No operator or helper who has been on duty ten hours in the aggregate in any twenty-four hour period shall be required or permitted to continue or return to duty without having had at least eight consecutive hours off duty. B. Every motor carrier and private motor carrier of property shall keep a record on forms provided by the corporation commission showing the day and the hour when any operator or helper went on duty and the day and hour of his release, and the entries shall be signed by the operator or helper to whom they apply. If an operator or helper is on duty in a state other than this state, and then enters this state while still on duty, the entries shall show the total time on duty, both within and without this state. The record of hours of service shall be forwarded to the corporation commission at the end of every thirty day period. C. The department of public safety may require any operator or

	<p>helper when entering this state from any other state to sign a statement of the number of hours he has been on duty without at least eight consecutive hours off duty. Section 23-286, subsection A does not apply to drivers transporting agricultural commodities or farm supplies for agricultural purposes if such transportation: 1. Is limited to an area within a one hundred air mile radius from the source of the commodities or the distribution point for the farm supplies. 2. Is conducted during the planting and harvesting seasons in this state. 3. Is from the field to cooling facilities to the first point of processing or packing. B. A driver transporting agricultural commodities or farm supplies for agricultural purposes shall not drive for any period after having been on duty sixteen hours following eight consecutive hours off duty or for any period after having been on duty for one hundred twelve hours in any consecutive seven day period except that: 1. A driver transporting special situation farm products from the field to cooling facilities or a driver transporting livestock from pasture to pasture, during one period of not more than twenty-eight consecutive days or a combination of two periods totaling not more than twenty-eight days in a calendar year, may drive for not more than twelve hours during any sixteen hour workday. 2. The director of the department of public safety, for good cause, may temporarily waive the maximum on-duty time limits applicable to any seven day period if an emergency exists due to inclement weather, natural disaster or an adverse economic condition that threatens to disrupt the orderly movement of farm products during harvest for the duration of the emergency. For purposes of this subdivision, an emergency does not include a strike or labor dispute.</p> <p>23-287. A company operating a railroad in whole or in part within the state which requires a conductor, engineer, fireman, brakeman, telegraph operator or any employee who has worked in his respective capacity for sixteen consecutive hours, except in case of casualty, or actual necessity, to go on duty again, or to perform any work until he has at least nine hours rest, or an officer or agent of such company who violates or permits to be violated any provision of this section, is guilty of a petty offense.</p>
<p>Arkansas</p>	<p>23-13-101 (a) It shall be unlawful for any companies, firms, or corporations, or officers of courts or individuals owning, operating, leasing, or subleasing any lines using vehicles propelled by any form of energy on the highways of Arkansas for the purpose of transporting passengers, freight, mail, express, or any commodity to keep their drivers on duty more than fifteen (15) consecutive hours. At the expiration of fifteen (15) hours of duty, the driver must have at least eight (8) hours of rest. (b) Any companies, firms, corporations, lessees or sublessees, or individuals violating any of the provisions of this section shall be guilty of a misdemeanor and upon conviction shall be fined not less than fifty dollars (\$50.00) nor more than five hundred dollars (\$500). Each vehicle illegally operated as provided in this section shall constitute a separate offense. (c) This section shall not apply in case of wrecks or washouts.</p>
<p>California</p>	<p>1030. Every employer, including the state and any political subdivision, shall provide a reasonable amount of break time to accommodate an employee desiring to express breast milk for the employee's infant child. The break time shall, if possible, run concurrently with any break time already provided to the employee. Break time for an employee that does not run concurrently with the rest time authorized for the employee by the applicable wage order of the Industrial Welfare Commission shall be unpaid.</p> <p>1031. The employer shall make reasonable efforts to provide the employee with the use of a room or other location, other than a toilet stall, in close proximity to the employee's work area, for the employee to express milk in private. The room or location may include the place where the employee</p>

normally works if it otherwise meets the requirements of this section.

1032. An employer is not required to provide break time under this chapter if to do so would seriously disrupt the operations of the employer.

550-554 As used in this chapter "Workweek" and "week" mean any seven (7) consecutive days, starting with the same calendar day each week. "Workweek" is a fixed and regularly recurring period of 168 hours, seven (7) consecutive 24-hour periods. Any person who violates this chapter is guilty of a misdemeanor. (a) Sections 551 and 552 shall not apply to any cases of emergency nor to work performed in the protection of life or property from loss or destruction, nor to any common carrier engaged in or connected with the movement of trains. This chapter, shall not apply to any person employed in an agricultural occupation, as defined in Order No. 14-80 (operative January 1, 1998) of the Industrial Welfare Commission. Nothing in this chapter shall be construed to prevent an accumulation of days of rest when the nature of the employment reasonably requires that the employee work seven or more consecutive days, if in each calendar month the employee receives days of rest equivalent to one day's rest in seven. The requirement respecting the equivalent of one day's rest in seven shall apply, notwithstanding the other provisions of this chapter relating to collective bargaining agreements, where the employer and a labor organization representing employees of the employer have entered into a valid collective bargaining agreement respecting the hours of work of the employees, unless the agreement expressly provides otherwise.

601 - 604 No railroad corporation or any officer, agent or representative of such corporation shall require or knowingly permit any trainman to be on duty for a longer period than 12 consecutive hours. Whenever any trainman has been continuously on duty for 12 hours he shall be relieved and not required or permitted again to go on duty or perform any work for the railroad corporation until he has had at least 10 consecutive hours off duty. No trainman who has been on duty 12 hours in the aggregate in any 24-hour period shall be required or permitted to continue or again go on duty without having had at least 8 consecutive hours off duty. No person who by the use of the telegraph or telephone, dispatches, reports, transmits, receives or delivers orders pertaining to or affecting train movements shall be required or permitted to be on duty for a longer period than nine hours in any twenty-four hours, in towers, offices, places and stations continuously operated night and day, nor for a longer period than thirteen hours in towers, offices, places and stations operated only during the daytime. In case of emergency, however, the persons referred to in this section may be permitted to be on duty for four additional hours in a twenty-four hour period. Such additional duty shall not be required or permitted on more than three days in any week.

750 - 751.5 (a) Except as otherwise provided in this chapter, no employee may be employed for a period that exceeds eight hours within any 24-hour period and the hours of employment of any workday shall be consecutive, excluding intermissions for meals, for all persons who are employed or engaged in work in any of the following: (1) Underground mines. (2) Smelters and plants for the reduction or refining of ores or metals. (b) No provision of this chapter applies to quarries or other operations for the extraction of nonmetallic minerals, including, but not limited to, sand, gravel, and rock. (c) No provision of this chapter applies to an employee who is employed in an executive, administrative, or professional capacity, or employed as an outside salesperson. Notwithstanding Section 750, an

employee may be employed for a period that exceeds eight hours within a 24-hour period, under the circumstances specified in subdivision (a), (b), or (c), as follows: (a) If the employer and a labor organization representing employees of the employer have entered into a valid collective bargaining agreement that expressly provides for the wages, hours of work, and working conditions of the employees. (b) If a two-thirds majority of the affected employees of that employer whose hours are regulated by this chapter have voted in an election to adopt a policy that specifies periods of work that may exceed eight hours in a 24-hour period, and the employer adopts that policy, subject to all of the following conditions: (1) The agreement adopted with respect to that policy reflects the results of the election. (2) The election is conducted, at the expense of the employer, with the use of secret ballots, during regular working hours. Upon the written request of an employee to his or her employer, or to the Labor Commissioner, made no later than 10 days prior to the date set for the election, the employer shall cause the election to be conducted by a neutral third party with experience in conducting employee elections. If such a written request is made to the commissioner pursuant to this paragraph, the commissioner shall not disclose the identity of the employee and shall notify the employer, no later than five days prior to the date set for the election, that the election is required to be conducted by a neutral third party. Such an election may be conducted by utilizing mail ballots. (3) All employees of that employer whose hours are regulated by this chapter and who have become employed by that employer within 24 hours of the time the election is commenced are eligible to vote in the election. (4) The policy shall be effective for the period specified therein, not exceeding 12 months. (5) No later than 14 days prior to the date set for an election, the employer shall do all of the following: (A) Provide a written notice to the affected employees that describes the effects the proposed work schedule would have on the employees' wages, hours, and benefits, and the employees' rights under this chapter, including the right to request that the election be conducted by a neutral third party pursuant to this section, and to file a complaint against the employer pursuant to this chapter. (B) Provide a written statement to the affected employees, prepared by a neutral source knowledgeable in health and safety matters and unaffiliated with the employer, that explains any health and safety considerations of extended work shifts. (C) Hold informational meetings for the affected employees on each shift during the regular working hours of the affected employees. At each of these meetings, the employer shall explain the effect of the proposed policy on the hours and compensation of the employees. Written notice of the time, date, place, and purpose of these informational meetings shall be conspicuously posted in at least three locations throughout the mine site for at least seven consecutive days before the date of the meetings. Written notice of the time, date, place, and purpose of the election shall be posted in the same manner and for the same period. Failure to comply with the procedural requirements of this paragraph shall void the results of the election for purposes of this section. (6) Any employer that establishes a regular scheduled workday pursuant to this subdivision shall make a reasonable attempt to place an employee, who was eligible to participate in the election that authorized an extended workday schedule and who is unable or unwilling to work the extended schedule, in an alternative work assignment that the employee is capable of performing. An employer shall not be required to offer an alternative work assignment to an employee if an alternative work assignment that the employee is capable of performing is not available or if the employee commenced his or her employment after the election. (c) On the day a scheduled change of shift takes effect. In the case of an emergency where life or property is in imminent danger, the work shift may be extended during the continuance of the emergency. Where emergency repairs to, or

maintenance or replacement of, machinery or equipment are necessary for the continuous operation thereof, the hours that an employee may be engaged in performing the emergency repairs, maintenance, or replacement, may, during the pendency of the emergency, exceed the period specified in Section 750.

1212. (a) General. The rules in this section and Sections 1212.5 and 1213 apply to all motor carriers and drivers, except as provided in paragraphs (b) through (l) of this section. (b) Adverse driving conditions. (1) A driver who encounters adverse driving conditions, as defined in Section 1201, and cannot, because of those conditions, safely complete the run within the maximum driving time permitted by Section 1212.5 may drive and be permitted or required to drive for not more than 2 additional hours in order to complete that run or to reach a place offering safety for vehicle occupants and security for the vehicle and its cargo. However, that driver may not drive or be permitted to drive: (A) Interstate drivers: for more than 12 hours in the aggregate following eight consecutive hours off duty; or (B) Intrastate drivers: for more than 14 hours in the aggregate following eight consecutive hours off duty; or (C) After he/she has been on duty 15 hours following eight consecutive hours off duty. (2) Emergency conditions. In the event of a traffic accident, medical emergency, or disaster, a driver may complete his/her run without being in violation of the provisions of these regulations, if such run reasonably could have been completed absent the emergency. (3) Relief Point. Bus drivers (other than school bus and school pupil activity bus drivers) in urban and suburban service may exceed their regulated hours in order to reach a regularly scheduled relief point, providing the additional time does not exceed one hour. (c) Driver-salesperson. The provisions of Section 1212.5(b) shall not apply to any driver-salesperson whose total driving time does not exceed 40 hours in any period of seven consecutive days. (d) Oilfield operations. (1) In the instance of drivers of commercial motor vehicles used exclusively in the transportation of oilfield equipment, including the stringing and picking up of pipe used in pipelines, and servicing of the field operations of the natural gas and oil industry, any period of eight consecutive days may end with the beginning of any off-duty period of 24 or more successive hours. (2) In the case of specially trained drivers of motor vehicles which are specially constructed to service oil wells, on-duty time shall not include waiting time at a natural gas or oil well site; provided, that all such time shall be fully and accurately accounted for in records to be maintained by the motor carrier. Such records shall be made available upon request of any authorized employee of the department. (e) 100 air-mile radius driver. A driver is exempt from the requirements of Section 1213 if: (1) The driver operates within a 100 air-mile radius of the normal work reporting location; (2) The driver, except a driver salesperson, returns to the work reporting location and is released from work within 12 consecutive hours; (3) The driver of a school bus, school pupil activity bus, youth bus, or farm labor vehicle returns to the work reporting location and is released from work within 16 consecutive hours; (4) At least eight consecutive hours off duty separate each 12 hours on duty; (5) The interstate driver does not exceed ten hours maximum driving time following eight consecutive hours off duty; and (6) The motor carrier that employs the driver maintains and retains for a period of six months accurate and true time records showing: (A) The time the driver reports for duty each day; (B) The total number of hours the driver is on duty each day; (C) The time the driver is released from duty each day; and (D) The total time for the preceding seven days in accordance with Section 1213(k)(2) for drivers used for the first time or intermittently. (7) The permanent record produced by a time-recording device such as a "tachograph" (Figure 1) may be used as a driver's record for any tour of duty for an intrastate driver that does not exceed 15

consecutive hours or the 100 air-mile radius, provided the intrastate bus driver does not exceed ten hours and the intrastate truck driver does not exceed 12 hours maximum driving time following eight consecutive hours off duty, and the driver enters: (A) The time the driver reports for duty each day; (B) The previous day's time of going off duty; and (C) The data required by Section 1213(e). (f) Retail store deliveries. The provisions of Section 1212.5(a) and (b) shall not apply with respect to drivers of commercial motor vehicles engaged solely in making local deliveries from retail stores and/or retail catalog businesses to the ultimate consumer, when driving solely within a 100 air-mile radius of the driver's work-reporting location, during the period from December 10 to December 25, both inclusive, of each year. (g) Sleeper berths. (1) Drivers using sleeper berth equipment constructed and equipped in compliance with Section 1265 or who are off duty at a natural gas or oil well location, may accumulate the required eight consecutive hours off duty, as required by Section 1212.5, resting in a sleeper berth in two separate periods totaling eight hours, neither period to be less than two hours, or resting while off duty in other sleeping accommodations at a natural gas or oil well location. (2) When two sleeper berth periods are used to accumulate the required eight consecutive hours off duty as permitted in this section, all driving time accumulated between the first and second sleeper berth periods shall be subtracted from the ten or 12 hours, as applicable, of driving time that the driver may drive in the new tour of duty that commences following the second sleeper berth period, and all on-duty and driving time between the first and second sleeper berth periods shall count toward the new 15-hour on-duty limit. (h) Travel time. When a driver at the direction of the motor carrier is traveling, but not driving or assuming any other responsibility to the carrier, such time shall be counted as on-duty time unless the driver is afforded at least eight consecutive hours off duty when arriving at destination, in which case he/she shall be considered off duty for the entire period. (i) Utility service vehicles. An intrastate driver employed by an electrical corporation, as defined in Section 218 of the Public Utilities Code, a gas corporation, as defined in Section 222 of that code, a telephone corporation, as defined in Section 234 of that code, a water corporation, as defined in Section 241 of that code, or a public water district, as defined in Section 20200 of the Water Code: (1) May be permitted or required to drive more than the number of hours specified in Section 1212.5 while operating a public utility or public water district vehicle during the emergency restoration of service and related operations. (2) Upon termination of the emergency and release of a driver from duty, the total on-duty hours accumulated by the driver during the most recent eight consecutive days shall be considered reset to zero upon the driver's completion of an off-duty period of 24 or more consecutive hours. (j) Fire fighters. For drivers of vehicles owned and operated by any forestry or fire department of any public agency or fire department organized as provided in the Health and Safety Code: (1) Section 1212.5 does not apply while involved in emergency and related operations. (2) Upon termination of the emergency and release of a driver from duty, the total on-duty hours accumulated by the driver during the most recent eight consecutive days shall be considered reset to zero upon the driver's completion of an off-duty period of 24 or more consecutive hours. (k) Farm products. (1) A driver when transporting farm products from the field to the first point of processing or packing, shall not drive for any period after having been on duty 16 hours or more following eight consecutive hours off duty and shall not drive for any period after having been on duty for 112 hours in any consecutive eight-day period, except that a driver transporting special situation farm products from the field to the first point of processing or packing, or transporting livestock from pasture to pasture, may be permitted, during one period of not more than 28 consecutive days or a

combination of two periods totaling not more than 28 days in a calendar year, to drive for not more than 12 hours during any workday of not more than 16 hours. A driver who thereby exceeds the driving time limits specified in Section 1212.5(b)(2) shall maintain a driver's record of duty status, and shall keep a duplicate copy in his or her possession when driving a vehicle subject to this chapter. These records shall be presented immediately upon request by an authorized employee of the department, or any police officer or deputy sheriff. (2) Upon the request of the Director of Food and Agriculture, the commissioner may, for good cause, temporarily waive the maximum on-duty time limits applicable to any eight-day period when an emergency exists due to inclement weather, natural disaster, or an adverse economic condition that threatens to disrupt the orderly movement of farm products during harvest for the duration of the emergency. For purposes of this paragraph, an emergency does not include a strike or labor dispute.

1212.5. (a) General. Except as provided in Sections 1212(b)(1), 1212(f), 1212(i), 1212(j), and 1212(k), no motor carrier shall permit or require any driver used by it to drive nor shall any such driver drive: (1) Interstate drivers, intrastate bus drivers, and drivers of tank vehicles with a capacity of more than 500 gallons transporting flammable liquid: (A) More than ten hours following eight consecutive hours off duty; or (B) For any period after having been on duty 15 hours following eight consecutive hours off duty. (2) Intrastate Truck Drivers: (A) More than 12 hours following eight consecutive hours off duty; or (B) For any period after having been on duty 15 hours following eight consecutive hours off duty. 3) School Bus, School Pupil Activity Bus, Youth Bus and Farm Labor Vehicle Drivers: (A) More than ten hours within a work period; or (B) After 16 consecutive hours have elapsed since first reporting for duty. (b) Maximum On-Duty Time. No motor carrier shall permit or require a driver, regardless of the number of motor carriers using the driver's services, to drive nor shall any driver drive for any period after: (1) Interstate drivers: (A) Having been on duty 60 hours in any seven consecutive days if the employing motor carrier does not operate motor vehicles every day of the week; or (B) Having been on duty 70 hours in any period of eight consecutive days if the employing motor carrier operates motor vehicles every day of the week. (2) Intrastate drivers, except as provided in Section 1212(k), having been on duty for 80 hours in any consecutive eight days.

Colorado

12-6-302. No person, firm, or corporation, whether owner, proprietor, agent, or employee, shall keep open, operate, or assist in keeping open or operating any place or premises or residences, whether open or closed, for the purpose of selling, bartering, or exchanging or offering for sale, barter, or exchange any motor vehicle, whether new, used, or secondhand, on the first day of the week commonly called Sunday. This part 3 shall not apply to the opening of an establishment or place of business on the said first day of the week for other purposes, such as the sale of petroleum products, tires, or automobile accessories, or for the purpose of operating and conducting a motor vehicle repair shop, or for the purpose of supplying such services as towing or wrecking. The provisions of this part 3 shall not apply to the opening of an establishment or place of business on the said first day of the week for the purpose of selling, bartering, or exchanging or offering for sale, barter, or exchange any boat, boat trailer, snowmobile, or snowmobile trailer.

8-13-102. (1) The period of employment of persons working in all underground mines, underground workings, and smelters may exceed eight hours within a twenty-four-hour period upon the following conditions: (a) The operator of the underground mine, underground workings, or smelter

	<p>establishes a work plan setting forth the terms and conditions under which the period of employment may exceed eight hours in a twenty-four-hour period; and (b) The operator provides reasonable notice to its employees, except in cases of emergency or upset conditions, of proposed increases in the regular work schedule which would result in a period of employment in excess of eight hours in a twenty-four-hour period. Reasonable notice shall be construed to be not less than one week, during which time affected employees may comment. (2) Nothing in this section shall be construed so as to alter the provisions of any collective bargaining agreement.</p> <p>8-13-107. It is unlawful for any municipality, or any officer or employee thereof, to require any person holding any position or employment in the fire department of such municipality, except one who may be at any time in command of the department, to be or remain on duty in such employment during any calendar month for periods of time which in the aggregate during such month amount to more than twelve hours for each day in said month. The requiring of more hours of work in cases of conflagrations or similar emergencies shall not be unlawful. This section shall apply to all municipalities having fire departments, whether such municipalities are created under general laws, or by special charter, or by or under the provisions of article XX of the constitution of the state of Colorado.</p>
<p>Connecticut</p>	<p>34-1-6. (a) As used in this Code section, the term "employer" means any person or entity that employs one or more employees and shall include the state and its political subdivisions. (b) An employer may provide reasonable unpaid break time each day to an employee who needs to express breast milk for her infant child. The employer may make reasonable efforts to provide a room or other location (in close proximity to the work area), other than a toilet stall, where the employee can express her milk in privacy. The break time shall, if possible, run concurrently with any break time already provided to the employee. An employer is not required to provide break time under this Code section if to do so would unduly disrupt the operations of the employer.</p> <p>31-40w. (a) Any employee may, at her discretion, express breast milk or breastfeed on site at her workplace during her meal or break period. (b) An employer shall make reasonable efforts to provide a room or other location, in close proximity to the work area, other than a toilet stall, where the employee can express her milk in private. (c) An employer shall not discriminate against, discipline or take any adverse employment action against any employee because such employee has elected to exercise her rights under subsection (a) of this section.(d) As used in this section, "employer" means a person engaged in business who has one or more employees, including the state and any political subdivision of the state; "employee" means any person engaged in service to an employer in the business of the employer; "reasonable efforts" means any effort that would not impose an undue hardship on the operation of the employer's business; and "undue hardship" means any action that requires significant difficulty or expense when considered in relation to factors such as the size of the business, its financial resources and the nature and structure of its operation.</p> <p>53-303e. (a) No employer shall compel any employee engaged in any commercial occupation or in the work of any industrial process to work more than six days in any calendar week. An employee's refusal to work more than six days in any calendar week shall not constitute grounds for his dismissal. (b) No person who states that a particular day of the week is observed as his Sabbath may be required by his employer to work on such</p>

	<p>day. An employee's refusal to work on his Sabbath shall not constitute grounds for his dismissal. (c) Any employee, who believes that his discharge was in violation of subsection (a) or (b) of this section may appeal such discharge to the State Board of Mediation and Arbitration. If said board finds that the employee was discharged in violation of said subsection (a) or (b), it may order whatever remedy will make the employee whole, including but not limited to reinstatement to his former or a comparable position. (d) No employer may, as a prerequisite to employment, inquire whether the applicant observes any Sabbath. (e) Any person who violates any provision of this section shall be fined not more than two hundred dollars.</p>
<p>Georgia</p>	<p>10-1-573 Any business or industry which operates on either of the two rest days (Saturday or Sunday) and employs those whose habitual day of worship has been chosen by the employer as a day of work shall make all reasonable accommodations to the religious, social, and physical needs of such employees so that those employees may enjoy the same benefits as employees in other occupations.</p> <p>46-8-152 (a) No railroad company shall require or permit its employees who are engaged in the business of operating its trains over its roads to make runs of more than 13 hours or to make runs aggregating more than 13 hours in any 24 hours, except when such train is detained by reason of casualty or other cause from reaching its destination on schedule time. (b) No trainman, after having been on runs for as much as 13 hours out of a 24 hour period, shall be required to go again on duty until after ten hours' rest, except in the case stated in subsection (a) of this Code section. Any railroad company violating any of the provisions of this Code section shall be subject to a civil penalty of not less than \$50.00 nor more than \$500.00.</p> <p>34-7-48. No employee of any railroad company shall be deprived of his right to recover damages for personal injury by reason of the fact that at the time of such injury he was making a run of more than 13 hours, or making a run aggregating more than 13 hours in 24 hours, or had gone on duty after a 13 hour run, or runs aggregating 13 hours, before ten hours' rest, as prohibited by Code Section 46-8-152.</p> <p>34-3-1 The hours of labor required of all persons employed in all cotton or woolen manufacturing establishments in this state, except engineers, firefighters, watchmen, mechanics, teamsters, yard employees, clerical force, and all help that may be needed to clean up and make necessary repairs or changes in or of machinery, shall not exceed ten hours per day; or the same may be regulated by employers, so that the number of hours shall not in the aggregate exceed 60 hours per week, provided that nothing contained in this Code section shall be construed to prevent any of the aforesaid employees from working such time as may be necessary to make up lost time, not to exceed ten days, caused by accidents or other unavoidable circumstances.</p>
<p>Hawaii</p>	<p>387-3 (f) No employer shall employ any employee in split shifts unless all of the shifts within a period of twenty-four hours fall within a period of fourteen consecutive hours, except in case of extraordinary emergency.</p>
<p>Illinois</p>	<p>Public Act 92-0068 An employer shall provide reasonable unpaid break time each day to an employee who needs to express breast milk for her infant child. The break time must, if possible, run concurrently with any break time already provided to the employee. An employer is not required to provide break time under this Section if to do so would unduly disrupt the employer's operations. An employer shall make reasonable efforts to provide a room or other location, in close proximity to the work area, other than a</p>

toilet stall, where an employee described in Section 10 can express her milk in privacy.

820:140/2 Every employer shall allow every employee except those specified in this Section 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. This Section does not apply to the following: (1) Part-time employees whose total work hours for one employer during a calendar week do not exceed 20; and (2) Employees needed in case of breakdown of machinery or equipment or other emergency requiring the immediate services of experienced and competent labor to prevent injury to person, damage to property, or suspension of necessary operation; and (3) Employees employed in agriculture or coal mining; and (4) Employees engaged in the occupation of canning and processing perishable agricultural products, if such employees are employed by an employer in such occupation on a seasonal basis and for not more than 2 weeks during any calendar year or 12 month period; and (5) Employees employed as watchmen or security guards; and (6) Employees who are employed in a bonafide executive, administrative, or professional capacity or in the capacity of an outside salesman, as defined in Section 12 (a) (1) of the federal Fair Labor Standards Act, as amended, and those employed as supervisors as defined in Section 2 (11) of the National Labor Relations Act, as amended; and 7) Employees who are employed as crew members of any uninspected towing vessel, as defined by Section 2101(40) of Title 46 of the United States Code, operating in any navigable waters in or along the boundaries of the State of Illinois.

820:140/8 The Director of Labor shall grant permits authorizing the employment of persons on days of rest designated pursuant to Section 4 of this Act. Such permits shall not authorize the employment of persons for 7 days a week for more than 8 weeks in any one year, unless the Director finds that the necessity for employment of persons on their designated day of rest cannot be remedied by increasing the number of employees or by adjusting production schedules. The Director of Labor shall give due consideration to business necessity and economic viability in granting such permits.

65:5/10-3-3 - 65:5/10-3-4 Subject to the exemptions enumerated in Section 10-3-4, no person employed in the fire department of any municipality having a population of over 10,000 shall be required to remain on duty in his employment for periods of time which, in the aggregate in any month, amount to more than 56 hours for each week in that month. The provisions of Section 10-3-3 do not apply: (1) To the person in command of a municipal fire department; (2) To employees of a fire department who are employed subject to call; (3) To the members or employees of a fire department, when required to remain on duty by the marshal or chief officer or any of his aids on account of a serious emergency caused by conflagration, riot, or other causes.

625:5/11-1419 It is unlawful for any owner to require, permit or allow any operator of any of his motor vehicles of the second division to operate any such motor vehicle for a longer period than 10 hours following 8 consecutive hours off-duty or drive for any period after having been on duty 15 hours following 8 consecutive hours off-duty, or to be or remain on duty more than 60 hours in any 7 consecutive days, and whenever any such operator has operated such motor vehicle for 10 hours following 8 consecutive hours off-duty or has been on duty 15 hours following 8 consecutive hours off-duty, he

	<p>or she shall be relieved and not required, permitted or allowed again to operate any such motor vehicle until he or she has had at least 8 consecutive hours off-duty. The Department of State Police shall fix by general rule or temporary order the circumstances and regulations under which in case of emergency or unusual temporary demands for transportation any such operator may be permitted to operate any such motor vehicle or to stay on duty for longer periods of time than set by this Section. The provisions of this Section shall not apply to any public utility in the operation of any motor vehicle not for hire in case of emergency or in case of unusual temporary necessity for transportation of persons or property or safeguarding of vehicles and their loads, nor shall such provisions apply to operation of any motor vehicle as a part of the agricultural operations of canning, packing or freezing establishments engaged in the growing and processing of perishable fruits and vegetables, including the hauling of such products between fields and such canning, packing or freezing establishments and between such establishments, nor shall such provisions apply to operation of any motor vehicle being used for transportation of construction materials or equipment to, on or from construction sites within a radius of 50 miles of such construction sites, nor to driver sales persons operating within a radius of 50 miles of their principal place of business.</p>
<p>Indiana</p>	<p>8-9-11-3 A contract carrier shall do the following: (1) Limit the hours of service by a driver who transports a railroad employee to: (A) twelve (12) hours of vehicle operation per day; (B) fifteen (15) hours of on duty service per day; and (C) seventy (70) hours of on duty service in seven (7) consecutive days. (2) Require a driver who has: (A) twelve (12) hours of vehicle operation per day; or B) fifteen (15) hours of on duty service per day; to have at least eight (8) consecutive hours off duty before operating a vehicle again.</p>
<p>Iowa</p>	<p>321.449 Notwithstanding other provisions of this section, rules adopted under this section for drivers of commercial vehicles shall not apply to a driver of a commercial vehicle who is engaged exclusively in intrastate commerce, when the commercial vehicle's gross vehicle weight rating is 26,000 pounds or less, unless the vehicle is used to transport hazardous materials requiring a placard or if the vehicle is designed to transport more than fifteen passengers, including the driver. For the purpose of complying with the hours of service recordkeeping requirements under 49 C.F.R. § 395.1(e)(5), a driver's report of daily beginning and ending on-duty time submitted to the motor carrier at the end of each work week shall be considered acceptable motor carrier time records. In addition, rules adopted under this section shall not apply to a driver for a farm operation as defined in section 352.2, or for an agricultural interest when the commercial vehicle is operated between the farm as defined in section 352.2 and another farm, between the farm and a market for farm products, or between the farm and an agribusiness location. A driver or a driver-salesperson for a private carrier, who is not for hire and who is engaged exclusively in intrastate commerce, may drive twelve hours, be on duty sixteen hours in a twenty-four hour period and be on duty seventy hours in seven consecutive days or eighty hours in eight consecutive days. A driver- salesperson means as defined in 49 C.F.R. § 395.2, adopted as of a specific date by the department by rule.</p> <p>410.19 Fire fighters employed in the fire department of cities of ten thousand population or more, or under civil service, shall not be required to remain on duty for periods of time which will aggregate in each month more than an average of fifty-six hours per week and no single period of time, or shift, shall exceed twenty-four hours in length, provided that in cases of serious emergencies such fire fighters may be required to remain on duty</p>

	<p>until such emergency has passed, when so ordered by the chief of the department or person acting in the chief's place. Fire fighters called back to duty under this provision shall be duly compensated in accordance with their regular hourly wage.</p>
<p>Kentucky</p>	<p>436.160 (1) Any person who works on Sunday at his own or at any other occupation or employs any other person, in labor or other business, whether for profit or amusement, unless his work or the employment of others is in the course of ordinary household duties, work of necessity or charity or work required in the maintenance or operation of a public service or public utility plant or system, shall be fined not less than two dollars (\$2) nor more than fifty dollars (\$50). The employment of every person employed in violation of this subsection shall be deemed a separate offense. (2) Persons who are members of a religious society which observes as a Sabbath any other day in the week than Sunday shall not be liable to the penalty prescribed in subsection (1) of this section, if they observe as a Sabbath one (1) day in each seven (7). (3) Subsection (1) of this section shall not apply to amateur sports, athletic games, or operation of grocery stores whose principal business is the sale of groceries and related food items, drug stores whose principal business is the sale of drugs and related drug items, gift shops, souvenir shops, fishing tackle shops and bait shops, moving picture shows, chautauquas, filling stations, or opera. (4) Subsection (1) of this section shall not apply to employers using continuous work scheduling provided that such scheduling permits at least one (1) day of rest each calendar week for each employee.</p> <p>281.730 (1) A motor carrier shall not require or permit any driver or chauffeur operating a motor vehicle for hire under a certificate or permit to remain continuously on duty for a longer period than twelve (12) hours, and when any driver or chauffeur has been continuously on duty for twelve (12) hours he shall have at least eight (8) consecutive hours off duty. A motor carrier shall not require or permit any driver or chauffeur to remain on duty for a longer period than sixteen (16) hours in the aggregate in any twenty-four (24) hour period, and when a driver or chauffeur has been on duty sixteen (16) hours in the aggregate in any twenty-four (24) hour period he shall have at least ten (10) consecutive hours off duty. The period of release from duty required by this section shall be given at places and under circumstances that allow rest and relaxation from the strain of the duties of the employment to be obtained. A period off duty shall not be deemed to break the continuity of service unless it is for at least three (3) consecutive hours and is given at a place and under circumstances that allow rest and relaxation from the strain of the duties of the employment to be obtained. In case of an unforeseen emergency not resulting from the negligence of the carrier or his agents, servants, or employees, the driver or chauffeur may complete his run or tour of duty, if the run or tour of duty but for the delay caused by the emergency could reasonably have been completed without a violation of this section. The department may require reports as it deems necessary for the enforcement of this section. (2) The provisions of this section shall not apply to matters relating to the wages, hours, working conditions, and conditions of employment of the employees of motor carriers when the employees are employed and working under and pursuant to a collective bargaining agreement entered into between their employer and the employees' collective bargaining agent or representative, for and on behalf of the employees; provided that the collective bargaining agent or representative is a bona fide labor organization. (3) Notwithstanding the above provisions, the secretary of the Transportation Cabinet may adopt by reference or set forth in its entirety the provisions of 49 C.F.R. sec. 395 in effect as of July 15, 1986, or as amended with respect to any motor vehicle registered in Kentucky. (4) The provisions of subsections (1) to (3) of this</p>

	<p>section pertaining to the maximum driving and on-duty time shall not apply to transporters of agricultural commodities or farm supplies for agricultural purposes if the transportation is limited to an area within a one hundred (100) air mile radius from the source of the commodities or distribution point for the farm supplies and is during Kentucky's planting and harvesting seasons. For the purposes of this subsection, Kentucky's planting season shall mean March 1 to November 23 of each year, and Kentucky's harvesting season shall mean June 1 to December 15 of each year. (5) The provisions of subsection (4) of this section shall be void if the Secretary of the United States Department of Transportation determines through a rulemaking proceeding that Section 345(a.)(1.) of the National Highway System Designation Act of 1995 presents a hazard to the traveling public.</p>
<p>Louisiana</p>	<p>51:192 - 51:193 No store or business that is opposed to being open on Sunday shall be required to open on Sunday unless it is agreed to in the lease agreement. No motor vehicle dealer licensed pursuant to Title 32 of the Louisiana Revised Statutes of 1950 who is engaged in the sale of new or used cars or trucks may be open on Sunday.</p>
<p>Maine</p>	<p>17:3204 No person, firm or corporation may, on the Lord's Day except between the hours of noon and 5:00 p.m. on those Sundays falling between Thanksgiving Day and Christmas Day; Memorial Day, the last Monday in May, but if the Federal Government designates May 30th as the date for observance of Memorial Day, the 30th of May; July 4th; Labor Day, the first Monday of September; Veterans' Day, November 11th; Christmas Day and Thanksgiving Day as proclaimed by the Governor, keep open a place of business to the public, except for works of necessity, emergency or charity. [1985, c. 509 (amd).] This section does not apply to: The operation or maintenance of common, contract and private carriers; taxicabs; airplanes; newspapers; radio and television stations; hotels, motels, rooming houses, tourist and trailer camps; restaurants; garages and motor vehicle service stations; retail monument dealers; automatic laundries; machines that vend anything of value, including, but not limited to, a product, money or service; a satellite facility approved by the Superintendent of Financial Institutions under Title 9-B; or comparable facility approved by the appropriate federal authority; pharmacies; greenhouses; seasonal stands engaged in sale of farm produce, dairy products, seafood or Christmas trees; public utilities; industries normally kept in continuous operations, including, but not limited to, electric generation plants, pulp and paper plants and textile plants; processing plants handling agricultural produce or products of the sea; ship chandleries; marinas; establishments primarily selling boats, boating equipment, sporting equipment, souvenirs and novelties; motion picture theatres; public dancing; sports and athletic events; bowling alleys; displaying or exploding fireworks, under Title 8, chapter 9-A; musical concerts; religious, educational, scientific or philosophical lectures; scenic, historic, recreational and amusement facilities; real estate brokers and real estate sales representatives; mobile home brokers and mobile home sales representatives; provided that this section does not exempt the businesses or facilities specified in sections 3205 and 3207 from closing in any municipality until the requirements of those sections have been met; stores wherein no more than 5 persons, including the proprietor, are employed in the usual and regular conduct of business; stores which have no more than 5,000 square feet of interior customer selling space, excluding back room storage, office and processing space; and stores with more than 5,000 square feet of interior customer selling space which engage in retail sales and which do not require, as a condition of employment, that their employees work on Sundays. If an employer decreases the average weekly work hours of an employee who has declined to work on Sundays, it is prima facie evidence that the employer has required Sunday work as a condition of</p>

	<p>employment in violation of this section, unless the employer and employee agreed that the employee would work on Sundays when the employee was initially hired. In no event, however, may any store having more than 5,000 square feet of interior customer selling space be open on Easter Day, Thanksgiving Day and Christmas Day.</p>
<p>Maryland</p>	<p>3-704 (1) This subsection does not apply during an emergency that a federal, State, or local governmental authority declares. (2) An employee in a retail establishment may choose, as a day of rest, Sunday or the sabbath of the employee unless: (i) outside Wicomico County, the employee is a managerial employee, professional employee, or part-time employee; and (ii) in Wicomico County, the employee is a managerial employee or professional employee. (3) An employee who chooses a day of rest: (i) shall give written notice to the employer; and (ii) during the course of employment, may change the day of rest by giving written notice of the change to the employer at least 30 days before its effective date. (c) Action of employee.- (1) This subsection does not apply to a managerial employee or professional employee or, outside Wicomico County, a part-time employee. (2) If an employer compels an employee to work on the day of rest that the employee chooses under subsection (b) of this section, the employee is entitled to bring an action against the employer to recover 3 times the regular rate of pay of the employee for each hour the employee works on that day. (d) Effect of section on rights under bargaining agreements.- This section may not be applied to abridge any right that a collective bargaining agreement grants to a part-time employee or other employee. (e) Effect of section on service of process and sale of alcoholic beverages.- This section does not affect the laws that relate to: (1) the sale of alcoholic beverages on Sunday; or (2) service of process on Sunday. (f) Prohibited acts.- An employer may not: (1) discharge, discipline, discriminate against, or otherwise penalize an employee who chooses a day of rest; or (2) require an applicant for employment who seeks a workweek of at least 25 hours to answer any question to identify the day that the applicant chooses as a day of rest.</p> <p>3-421. (a) "Nurse" defined.- In this section, "nurse" means a licensed practical nurse or a registered nurse as defined in § 8-101 of the Health Occupations article. (b) Overtime prohibited.- Except as provided in subsections (c) and (d) of this section, an employer may not require a nurse to work more than the regularly scheduled hours according to the predetermined work schedule. (c) Same - Exceptions.- A nurse may be required to work overtime if: (1) the work is a consequence of an emergency situation which could not have been reasonably anticipated; (2) the emergency situation is nonrecurring and is not caused by or aggravated by the employer's inattention or lack of reasonable contingency planning; (3) the employer has exhausted all good faith, reasonable attempts to obtain voluntary workers during the succeeding shifts; (4) the nurse has critical skills and expertise that are required for the work; (5) the standard of care for a patient assignment requires continuity of care through completion of a case, treatment, or procedure; and (6) (i) the employer has informed the nurse of the basis for the employer's direction; and (ii) that basis satisfies the other requirements for mandatory overtime listed under this subsection. (d) Same - Additional exceptions.- In addition to the provisions of subsection (c) of this section, a nurse may be required to work overtime if: (1) a condition of employment includes on-call rotation; or (2) the nurse works in community-based care. (e) Construction.- This section may not be construed to prohibit a nurse from voluntarily agreeing to work more than the number of scheduled hours provided in this section. (f) Responsibility for patient's care.- (1) Except as provided in subsections (c) and (d) of this section, a nurse may not be considered responsible for the care of a patient beyond the</p>

	<p>nurse's predetermined work schedule if the nurse: (i) has notified another appropriate nurse of the patient's status; and (ii) has transferred responsibility for the patient's care to another appropriate nurse or properly designated individual. (2) The employer shall exhaust all good faith, reasonable attempts to ensure that appropriate staff is available to accept responsibility for a patient's care beyond a nurse's predetermined work schedule.</p>
<p>Massachusetts</p>	<p>136:5 Whoever on Sunday keeps open his shop, warehouse, factory or other place of business, or sells foodstuffs, goods, wares, merchandise or real estate, or does any manner of labor, business or work, except works of necessity and charity, shall be punished by a fine of not less than twenty dollars nor more than one hundred dollars for a first offense, and a fine of not less than fifty dollars nor more than two hundred dollars for each subsequent offense, and each unlawful act or sale shall constitute a separate offense.</p> <p>136:6 Section five shall not prohibit the following: (1) Any manner of labor, business or work not performed for material compensation; provided, no public nuisance is created thereby. (2) The opening of a store or shop and the sale at retail of foodstuffs therein; provided, not more than a total of three persons, including the proprietor, are employed therein at any one time on Sunday and throughout the week. (3) The use or repair of any way or bridge, or the payment and collection of any toll incidental thereto. (4) The conduct of any public service the continuing operation of which is necessary for the maintenance of life, such as, but not limited to, the operation of municipal water and sewage disposal systems, the operation of hospitals and clinics, or the necessary services of physicians, surgeons, dentists and the like. (5) The making of emergency repairs for the purposes of immediate and necessary protection of persons, or property including realty, or the towing of any motor vehicle or boat for such purpose. (6) The manufacture, sale or distribution of steam, electricity, fuel, gas, oxygen, hydrogen, nitrogen, acetylene, carbon dioxide and the calcining of lime, manufacturing processes which for technical reasons require continuous operation, and the processing of checks, items, documents or data by a bank or trust company. (7) The operation of radio and television stations; the operation of telephone and telegraph systems; or the preparation, printing, publication, sale and delivery of newspapers, or the taking of pictures. (8) The opening and operation of any secular place of business not otherwise prohibited by law if the natural person in control of the business conscientiously believes that the seventh day of the week, or the period which begins at sundown on Friday night and ends at sundown on Saturday night, should be observed as the Sabbath, and causes all places of business in the commonwealth over which he has control to remain closed for secular business during the entire period of twenty-four consecutive hours which he believes should be observed as the Sabbath, and actually refrains from engaging in secular business and from laboring during that period. (9) The showing, sale, or rental of noncommercial real property to be used for residential purposes. (10) The opening of art galleries or the display and sale therein of paintings, objects of art, catalogues and pictures. (11) The operation of libraries. (12) The operation of public bathhouses. (13) The operation of boats for purposes of non-commercial fishing and recreation, or the sale of bait for fishing. (14) The catching or gathering of seafood and fresh water fish not otherwise prohibited by law. (15) The letting of horses, vehicles, boats or aircraft for pleasure. (16) The sale and rental of sporting equipment and clothing on premises where the sport for which the equipment or clothing to be sold or rented is carried on. (17) The retail sale of fuel, gasoline and lubricating oil and the operation of an automotive service facility. (18) The retail sale of tires, batteries and automotive parts</p>

for emergency use. (19) The operation of a pleasure vehicle or the piloting of an aircraft. (20) The sale at retail of growing plants, trees or bushes, and articles incidental to the cultivation of such plants, trees or bushes; and the retail sale and delivery of cut flowers. (21) The cultivation of land, and the raising and harvesting of agricultural products and fruit, and the making of butter and cheese. (22) The sale, for consumption off the premises, of food prepared by a common victualler licensed under other provisions of law to serve on Sunday. (23) The selling of kosher wine or the selling or delivery of kosher meat or fish by any natural person who observes Saturday as the Sabbath by closing his place of business from sundown Friday to sundown Saturday. (24) The making and baking of bakery products and the sale thereof in a shop or store. (25) The retail sale of tobacco products, soft drinks, confectioneries, baby foods, fresh fruit and fresh vegetables, dairy products and eggs, and the retail sale of poultry by the person who raises the same. (26) The sale and delivery of ice. (27) The retail sale of drugs and medicines and the retail sale or rental of mechanical appliances prescribed by physicians or surgeons, and the retail sale of personal health and sanitary supplies. (28) The retail sale of greeting cards and photographic films and the processing of photographic films. (29) The sale, at retail, of gifts, souvenirs, antiques, secondhand furniture, handcrafted goods and art goods, in an establishment primarily engaged in the sale of such merchandise, or on the premises of a licensed common victualler. (30) The opening of a store or shop primarily engaged in the retail sale of pets, and the sale therein of pets and articles necessary for the keeping, care and feeding of pets. (31) The transport of goods in commerce, or for consideration, by motor truck or trailer; or the loading or unloading of the same. (32) The transport of goods by rail, water or air; or the loading or unloading of the same. (33) The transport of persons by licensed carriers and all matters incidental thereto, including the operation of all facilities incidental thereto. (34) The transport or processing of fresh meat, fresh poultry, fresh fish, fresh seafoods, fresh dairy products, fresh bakery products, fresh fruits or fresh vegetables, or ice, bees, or Irish moss, when circumstances require that such work be done on Sunday; or all return trips necessitated thereby. (35) The transport of livestock, farm commodities and farming equipment for participation in and return from fairs, expositions or sporting events. (36) The operation of a lodging place, including the letting of rooms and all services necessary and incidental to the letting of rooms. (37) The carrying on of the business of bootblack before eleven o'clock in the morning, provided that such business may be carried on at any time at public airports. (38) The employment for a consideration of musicians in parades by any post or camp of an incorporated organization of veterans of any war in which the United States of America was engaged, or by any incorporated civic, religious or fraternal organization, or by any company or association of policemen or firemen. (39) The necessary preparation for, and the conduct of, events licensed under section four, or activities as to which, under the provisions of paragraph (7) of section four, sections two, three and four do not apply. (40) Any labor, business or work necessary to the performance of or incidental to any religious exercises, including funerals and burials, the execution of wills or codicils, the preparation of contracts, the execution of federal, state or municipal tax returns or reports, the preparations for trials by lawyers or any other activity not prohibited nor required to be licensed on Sunday. (41) Work lawfully done by persons working under permits granted under section seven. (42) The conduct of the business of an innholder or common victualler. (43) The conduct of any business licensed under chapter one hundred and thirty-eight which may be conducted on Sunday in accordance with the provisions of said chapter. (44) The operation of a car-washing business between eight o'clock in the forenoon and one o'clock in the afternoon, provided that such business may be carried on at any time if not

more than a total of two persons are employed therein at any one time on Sunday and throughout the week. (45) The operation of a coin-operated self-service laundry. (46) The operation of a coin-operated car-washing business. (47) The sale of tickets or shares for the state lottery. (48) The operation of a self-service auto repair center. (49) The transport of amusement devices, such as carousels, ferris wheels, inclined railways and other similar devices, concessions stands and tents from one location to the next between eight o'clock in the forenoon and one o'clock in the afternoon. (50) The keeping open of a store or shop and the sale at retail of goods therein, but not including the retail sale of goods subject to chapter one hundred and thirty-eight, and the performance of labor, business, and work directly connected therewith on Sunday; provided, however, that this exemption shall not apply to any legal holiday as defined in this chapter; and provided, further, that any store or shop which qualifies for exemption under this clause but does not qualify for exemption under any other clause in this section shall not open for business on Sunday prior to the hour of noon. In any year in which Christmas Day occurs on a Sunday, this exemption shall not apply to said Sunday but shall apply to the day following. Any store or shop which qualifies for exemption under this clause or under clause (25) or clause (27) and which employs more than a total of seven persons, including the proprietor, on Sunday or any day throughout the week, shall compensate all employees engaged in the work performed on Sunday pursuant to the provisions of this clause, or clause (25) or clause (27), excepting those bona fide executive or administrative or professional persons earning more than two hundred dollars a week, at a rate not less than one and one-half times the employee's regular rate. No employee engaged in work subject to the provisions of this clause shall be required to perform such work, and refusal to work for any retail establishment on Sunday shall not be grounds for discrimination, dismissal, discharge, reduction in hours, or any other penalty. The provisions of this paragraph shall be enforced by the office of the attorney general. The provisions of section one hundred and eighty A of chapter one hundred and forty-nine shall apply to any violation of this paragraph. (51) The operation of a home video movie rental business. (52) The retail sale of alcoholic beverages not to be drunk on the premises, (a) on the Sunday immediately preceding Thanksgiving day and each Sunday thereafter until and including the Sunday immediately preceding New Year's day by retail establishments throughout the commonwealth licensed under section fifteen of chapter one hundred and thirty-eight, and (b) on any Sunday by any retail establishment licensed under the provisions of section fifteen of chapter one hundred and thirty-eight and located in any city or town in Berkshire county, Essex county, Franklin county, Middlesex county or Worcester county, which city or town is located within ten miles of the New Hampshire border or within ten miles of the Vermont border; provided, however, that a local licensing authority may grant, at its discretion, a permit to allow the sale of alcoholic beverages under this clause; and, provided further, that no such sale shall occur unless such permit has been granted; and, provided further, that such permit shall not allow such sale to occur prior to the hour of twelve noon or on Christmas day if Christmas occurs on a Sunday; and, provided further, that establishments operating under the provisions of this clause shall compensate all employees at a rate of not less than one and one-half of the employee's regular rate; and, provided further, that no employee shall be required to work and refusal to work on a Sunday shall not be grounds for discrimination, dismissal, discharge, deduction of hours or any other penalty. (53) The operation of commercial auto schools, otherwise known as driver education. (54) The cutting and styling of hair, manicuring, and the furnishing of related cosmetological and beauty services. (55) The conduct of banking operations

by a bank as defined in section one of chapter one hundred and sixty-seven.

136:16 All stores and shops which sell goods at retail may be open at any time on Sundays and on Memorial Day, July Fourth and Labor Day. The performance of labor, business and work directly connected to retail sales on said days shall also be allowed. Stores and shops allowed to open under this section may sell on said days all types of goods and foodstuffs which may lawfully be offered for sale in the Commonwealth other than alcoholic beverages. To the extent the provisions of this section are inconsistent with the provisions of section five of this chapter or of any other general or special law, the provisions of this section shall control. The provisions of law inserted into clause (50) of section six of this chapter by chapter five hundred and fifty-six of the Acts of 1982 pertaining to voluntariness of work and time and one half payments shall apply to any such work performed on said days. The terms ""Memorial Day," ""July Fourth" and ""Labor Day" shall mean the legal holidays on which said days are celebrated in accordance with clause eighteen of section seven of chapter four of the General Laws.

136:13 The provisions of sections five to eleven, inclusive, shall, except as provided in section fourteen, apply to all legal holidays, except January first, the third Monday in January, the third Monday in February, March seventeenth, the third Monday in April, May twentieth, June seventeenth, the second Monday in October after the hour of twelve noon, and November eleventh after one o'clock post meridian, or on the day following when any of said days occur on Sunday. Any retail establishment which operates on January first, or November eleventh, the second Monday in October, under the exemption granted by this section, shall pay to those employees working on any of said days, time and one-half, or such larger sum as may be determined by contract; such work shall be voluntary and refusal to work for any retail establishment on such legal holidays shall not be grounds for discrimination, dismissal, discharge, reduction in hours, or any other penalty. The provisions of this paragraph shall be enforced by the attorney general. The provisions of section one hundred and eighty A of chapter one hundred and forty-nine shall apply to any violation of this paragraph.

149:47 Whoever, except at the request of the employee, requires an employee engaged in any commercial occupation or in the work of any industrial process not subject to the following section or in the work of transportation or communication to do on Sunday the usual work of his occupation, unless he is allowed during the six days next ensuing twenty-four consecutive hours without labor, shall be punished by a fine of not more than three hundred dollars; but this and the following section shall not be construed as allowing any work on Sunday not otherwise authorized by law.

149:48 Every employer of labor engaged in carrying on any manufacturing, mechanical or mercantile establishment or workshop in the commonwealth shall allow every person, except those specified in section fifty, but including watchmen and employees maintaining fires, employed in such manufacturing, mechanical or mercantile establishment or workshop at least twenty-four consecutive hours of rest, which shall include an unbroken period comprising the hours between eight o'clock in the morning and five o'clock in the evening, in every seven consecutive days. No employer shall operate any such manufacturing, mechanical or mercantile establishment or workshop on Sunday unless he has complied with section fifty-one.

159B:18 No driver shall operate any motor vehicle used for the transportation of property on the ways within the commonwealth, and no

	<p>owner, lessee or other person having control of any such vehicle shall require or permit any driver so to operate the same, at any time after the driver has been continuously on duty for twelve hours and before he shall have had at least eight consecutive hours off duty, or at any time after the driver has been on duty sixteen hours in the aggregate in any twenty-four hour period and before he shall have had ten consecutive hours off duty. Periods of release from duty herein required shall be given at such place and under such circumstances that rest and relaxation from the strain of the duties of the employment may be obtained. No period off duty shall be deemed to break the continuity of duty unless it be for at least three consecutive hours at a place where there is opportunity for a rest. In case of flood, storm or other unforeseen emergency, the driver may complete his run or tour of duty if such run or tour of duty would reasonably have been completed without a violation of this section, except for the delay caused by such emergency, or may make deliveries of necessities of life notwithstanding the foregoing provisions of this section. The department may make such rules and regulations as it deems necessary or advisable to insure proper enforcement of this section.</p>
<p>Michigan</p>	<p>446.217 No license granted under the provisions of this act shall authorize any business to be transacted by pawnbrokers on the first day of the week commonly called Sunday.</p> <p>480.12v (1) A motor carrier shall not permit or require a driver of a commercial motor vehicle, regardless of the number of motor carriers using the driver's services, to drive for any period after having been on duty 60 hours in any 7 consecutive days if the employing motor carrier does not operate every day in the week, or having been on duty 70 hours in any period of 8 consecutive days if the employing motor carrier operates commercial motor vehicles every day of the week. (2) This section shall not apply to the following drivers if their total driving time does not exceed 40 hours in any period of 7 consecutive days: (a) Any driver-salesperson. (b) Any driver delivering home heating fuel from the months of October through April in a commercial motor vehicle of less than 40,000 pounds gross vehicle weight. (c) Any driver involved with the pickup or delivery of crude oil products during the time when weight limitations are imposed due to seasonal climatic changes. (d) Any driver of a commercial motor vehicle engaged in seasonal construction related activities within a 100-air mile radius of the normal work reporting location. (e) Any driver of a commercial motor vehicle which is being used in the delivery of beverages to retail businesses.</p>
<p>Minnesota</p>	<p>181.939 An employer must provide reasonable unpaid break time each day to an employee who needs to express breast milk for her infant child. The break time must, if possible, run concurrently with any break time already provided to the employee. An employer is not required to provide break time under this section if to do so would unduly disrupt the operations of the employer. The employer must make reasonable efforts to provide a room or other location, in close proximity to the work area, other than a toilet stall, where the employee can express her milk in privacy. The employer would be held harmless if reasonable effort has been made. For the purposes of this section, "employer" means a person or entity that employs one or more employees and includes the state and its political subdivisions.</p> <p>181.28 Locomotive engineers and fire tenders shall not be required to serve as such for more than 14 consecutive hours. At least nine hours, or as many hours less as are asked for by these engineers or fire tenders, shall be allowed for rest before being again required to go on duty. Nothing herein shall permit any such engineer or fire tender to desert a locomotive when, by</p>

	<p>reason of accident or of delay caused by the elements, another cannot immediately be procured as a replacement, nor prohibit them, in any case, from serving longer than 14 hours if they so desire. Every superintendent or other officer or employer of a railway company who shall order or require any service in violation of this section shall be guilty of a misdemeanor, and such company shall be liable to any engineer or fire tender for injuries sustained in consequence of such violation.</p> <p>181.275 Except as provided in subdivision 3, a hospital or other entity licensed under sections 144.50 to 144.58, and its agent, or other health care facility licensed by the commissioner of health, and the facility's agent, is prohibited from taking action against a nurse solely on the grounds that the nurse fails to accept an assignment of additional consecutive hours at the facility in excess of a normal work period, if the nurse declines to work additional hours because doing so may, in the nurse's judgment, jeopardize patient safety. This subdivision does not apply to a nursing facility, an intermediate care facility for persons with mental retardation, a licensed boarding care facility, or a housing with services establishment. Subd. 3. Emergency. Notwithstanding subdivision 2, a nurse may be scheduled for duty or required to continue on duty for more than one normal work period in an emergency.</p>
Mississippi	<p>71-1-55 No employer shall prohibit an employee from expressing breast milk during any meal period or other break period provided by the employer.</p> <p>21-25-7 In all municipalities of this state maintaining a paid fire department, the personnel of which department is actively and exclusively engaged in fire duty, no member of such department, exclusive of the chief officer, shall be required to remain on active duty for an entire twenty-four hours. The personnel of such fire department shall be divided into two platoons, or shifts, one to perform duty in the daytime and the other to perform duty in the nighttime, but neither platoon, or shift, shall be required to remain on active duty in any event for more than fourteen hours per day, except in cases of urgent and extreme necessity. Each municipality coming within the provisions of this section shall immediately submit to the Mississippi state rating bureau the set-up and organization of its fire department which will be necessary in order to comply with the provisions of this section and which can be effected without employing more than one additional fireman. Such municipality shall require of said rating bureau a ruling as to whether or not such a set-up and organization of its fire department would adversely affect the present insurance rating of such municipality; if said rating bureau in answer to such request shall give a written ruling in the affirmative the municipality requesting such ruling shall be exempt from the provisions of this section.</p>
Missouri	<p>578.100 1. Whoever engages on Sunday in the business of selling or sells or offers for sale on such day, at retail, motor vehicles; clothing and wearing apparel; clothing accessories; furniture; housewares; home, business or office furnishings; household, business or office appliances; hardware; tools; paints; building and lumber supply materials; jewelry; silverware; watches; clocks; luggage; musical instruments and recordings or toys; excluding novelties and souvenirs; is guilty of a misdemeanor and shall upon conviction for the first offense be sentenced to pay a fine of not exceeding one hundred dollars, and for the second or any subsequent offense be sentenced to pay a fine of not exceeding two hundred dollars or undergo confinement not exceeding thirty days in the county jail in default thereof. 2. Each separate sale or offer to sell shall constitute a separate offense. 3. Information charging violations of this section shall be brought within five days after the commission of the alleged offense and not thereafter. 4. The</p>

operation of any place of business where any goods, wares or merchandise are sold or exposed for sale in violation of this section is hereby declared to be a public and common nuisance. 5. Any county of this state containing all or part of a city with a population of over four hundred thousand may exempt itself from the application of this section by submission of the proposition to the voters of the county at a general election or a special election called for that purpose, and the proposition receiving a majority of the votes cast therein. The proposal to exempt the county from the provisions of this section shall be submitted to the voters of the county upon a majority vote of the governing body of the county or when a petition requesting the submission of the proposal to the voters and signed by a number of qualified voters residing in the county equal to eight percent of the votes cast in the county in the next preceding gubernatorial election is filed with the governing body of the county. The ballot of submission shall contain, but not be limited to, the following language: FOR the exemption of County from the Sunday sales law AGAINST the exemption of County from the Sunday sales law If a majority of the votes cast on the proposal by the qualified voters voting thereon in the county are in favor of the proposal, then the provisions of this section shall no longer apply within that county. If a majority of the votes cast on the proposal by the qualified voters voting thereon in the county are opposed to the proposal, then the provisions of this section shall continue to apply and be enforced within that county. The exemption of any county from the provisions of this section shall not become effective in that county until the results of the vote exempting the county have been filed with the secretary of state and with the revisor of statutes and have been certified as received by those officers. The revisor of statutes shall note which counties are exempt from the provisions of this section in the Missouri revised statutes. 6. In addition to any other method of exemption provided by law, the governing body of any county of this state may exempt itself from the application of this section by order or ordinance of the governing body of the county after public hearing upon the matter. Such public hearing shall be preceded by public notice which shall, at a minimum, be published at least three different times in the newspaper with the greatest circulation in the county. Upon such order or ordinance becoming effective, such county shall be exempt from the provisions of this section and no election or other method of exemption shall be required. The exemption of any county from the provisions of this section by order or ordinance shall not become effective in that county until the order or ordinance has been filed with the secretary of state and the revisor of statutes and has been certified as received by those officers. The revisor of statutes shall note which counties are exempt from the provisions of this section in the Missouri revised statutes.

265-9.070 (2) No light rail employee shall be required or allowed to continue on duty or to go on duty until the employee has had at least ten (10) consecutive hours off duty, if that employee has been continuously on duty for twelve (12) hours or more. No employee shall be required or allowed to continue on duty or go on duty unless s/he has had at least eight (8) consecutive hours off duty during the preceding twenty-four (24) hours. When a situation requiring the extended service of an employee covered by this rule occurs, which is both unforeseeable and beyond the control of the transit system, the employee may be on duty in excess of the twelve (12)-hour limit but shall not be required or allowed to continue on duty in excess of fifteen (15) hours. Under the provisions of this section, an employee shall not work in excess of the twelve (12)-hour limit more than two (2) days in a seven (7)-day period.

290.020. It is hereby declared to be unlawful for any person, company or

	<p>corporation engaged in carrying on any kind of mining, mechanical, chemical manufacturing or smelting business, to work their employees in any mill or mills, or plants, while engaged in crushing rocks and mine products, containing mineral or ores, or engaged in separating the minerals or ores from rock and such combination with which the mineral or ores are mixed, or reducing or roasting, or refining or smelting minerals or ores, from and after the time such rocks, or combination of rocks and mine products, or minerals or ores are taken out of the mines, at such labor or industry, for a period of time longer than eight hours in a day of twenty-four hours, without their consent, and it is hereby declared that eight hours shall constitute a day of employment, for all laborers, or employees, engaged in the kind of labor or industry aforesaid.</p>
<p>Montana</p>	<p>39-4-101-104 (1) It shall be unlawful for any person or persons, company, or corporation to operate or handle or to induce, persuade, or prevail upon any person or persons to operate or handle for more than 8 hours in 24 hours of each day any hoisting engine at or in any mine. (2) This section shall apply only to such plants as are in continuous operation or are operated 16 or more hours in 24 hours of each day or at or in any mine where said hoisting engine develops 15 or more horsepower or at or in any mine wherein there are 15 or more men employed underground in 24 hours of each day. However, the provisions of this section shall not apply to any person or persons operating any hoisting engine more than 8 hours in each 24 hours for the purpose of relieving another employee in case of sickness or other unforeseen cause or causes. (1) The period of employment of workers in all underground mines or workings, including railroad or other tunnels, is 8 hours per day, except in cases of emergency when life and property are in imminent danger. (2) The period of employment of workers in smelters, stamp mills, sampling works, concentrators, and all other institutions for the reduction of ores and refining of ores or metals is 8 hours per day, except in cases of emergency where life or property is in imminent danger. A period of not more than 8 hours will constitute a day's labor of all employees working in strip mining, except in cases of emergencies for the protection of life or property when same is in danger. (1) Drivers or attendants of motor buses employed in the state may not be employed for more than 8 hours in any 24-hour period. Drivers or attendants of motor buses must be allowed a rest of at least 12 hours between the completion of their services in any 24-hour period and the beginning of their services in the succeeding 24-hour period. In computing the number of hours of employment made by the provisions of this section, evidence may be introduced showing that part of such time is consumed prior to entry within the state. 2) The provisions of this section do not apply to drivers or attendants employed by a city, town, county, or political subdivision thereof. (3) The provisions of this section do not apply when life is in danger or property is in imminent danger of destruction; or in case of delay due to accident or impassable roads, abnormal road conditions, or snow blockades; or when mails for the drivers or attendants are delayed.</p> <p>39-4-109-110 (1) A period of 8 hours shall constitute a day's work, except in cases of emergency where life and property are in imminent danger, for all persons employed in or about cement plants and at quarries. (1) A period of not to exceed 8 hours constitutes a day's work for all persons employed in or about sugar refineries, except in a case of emergency when life or property is in danger. (2) The provisions of this section do not apply to beet receiving station employees or superintendents, master mechanics, or beet-end, sugar-end, and Steffan house foremen.</p>
<p>Nebraska</p>	<p>75-381 It shall be unlawful for any motor carrier of passengers or freight for hire, whether individually owned, a partnership, a limited liability company, or a corporation, or the officers, agents, and servants of such motor carrier,</p>

to require or permit any driver or operator of a bus, truck, or motor vehicle, owned or operated by such carrier within this state, to drive or operate such bus, truck, or motor vehicle, or to remain on duty, for more than twelve hours of a consecutive period of twenty-four hours. Whenever such driver or operator has been on duty for twelve hours of a consecutive period of twenty-four hours, such driver or operator shall be relieved from duty and shall not be permitted nor required by his or her employer to remain on duty or to drive or operate a bus, truck, or motor vehicle, operated for hire, until the expiration of the off-duty period defined in this section. This section and section 75-382 shall not apply to taxicabs while driven and operated within the corporate boundaries of a city or village and shall not apply in any case of a collision, a casualty, an unavoidable accident requiring emergency service, an emergency which, with reasonable care, could not have been foreseen and guarded against, or an act of God.

75-419 It shall be unlawful for any railroad carrier, its officers or agents, to require or permit any employee to be or remain on duty for a longer period than sixteen consecutive hours. For the purposes of this section, employees shall mean any person actually engaged in or connected with the movements of any train. Whenever any such employee of such common carrier shall have been continuously on duty for sixteen hours, he shall be relieved and not be permitted or required to again go on duty without having at least ten consecutive hours' rest off duty, and no such employee, who has been on duty sixteen hours in the aggregate in any twenty-four-hour period, shall be required or permitted to continue or again go on duty without having had at least eight consecutive hours off duty; PROVIDED, no operator, train dispatcher, or other employee who by the use of the telegraph, or telephone, dispatches reports, or transmits, receives, or delivers orders pertaining to or affecting train movements shall be required or permitted to be or remain on duty for a longer period than nine hours in any twenty-four-hour period in all towers, offices, places, and stations continuously operated day and night nor for a longer period than thirteen hours in all towers, offices, places, and stations operated only during the daytime, except in cases of emergency, when the employees named in this proviso may be permitted to be or remain on duty for four additional hours in a twenty-four-hour period and not to exceed three days in any one week. The commission may, after full hearing in a particular case, and for good cause shown, extend the period within which a common carrier shall comply with the provisions of this section.

Nevada

608.200 1. Except as otherwise provided in this section, the period of employment for all persons who are employed, occupied or engaged in work or labor of any kind or nature in underground mines or underground workings in search for or in extraction of minerals, whether base or precious, metallic or nonmetallic, or who are engaged in such underground mines or underground workings, or who are employed, engaged or occupied in other underground workings of any kind or nature for the purpose of tunneling, making excavations or to accomplish any other purpose or design must not exceed 8 hours within any 24 hours. The 8-hour limit applies only to time actually employed in the mine and does not include time consumed for meals or travel into or out of the actual work site. It is unlawful for a person or his agent to hire, contract with or cause any person to work for a period longer than the provisions of this section allow. 2. In cases of emergency where life or property is in danger, the period may be prolonged during the continuance of the emergency. 3. This section does not prevent change in the hours of employment from one part of the day to another at stated periods, nor does it prevent the employment of any of the persons mentioned in this section for more than 8 hours during the day in which a change is made. Such a change in the hours of employment must not occur more than once in any 2 weeks. 4. This section does not preclude a repair or

maintenance crew from completing any repair or maintenance work upon which it is engaged at the end of an 8-hour period. This section does not preclude an employee from working a subsequent shift or period thereof in the same 24 hours if no qualified employee is available for relief. 5. If a majority of the employees whose hours are limited by this section agree to a policy proposed by their employer for periods of work in excess of 8 hours in a 24-hour period, the employer may adopt such a policy. The agreement required for such a policy must be evidenced by the results of an election held during regular working hours using secret ballots. All affected employees who are employed by the employer not later than 24 hours before the voting begins are eligible to cast a ballot. 6. Before such an election may be conducted, the employer shall hold informational meetings for the affected employees on each shift during the regular working hours of the affected employees. At each such meeting the employer shall explain the effect of the proposed policy on the hours and compensation of the employees. Written notice of these informational meetings must be posted conspicuously in at least three locations throughout the mine site for at least 7 consecutive days before the date of the meetings. The notice must include the time, date, place and purpose of the meetings. Written notice of the time, date, place and purpose of the election must be posted in the same manner and for the same period. Failure to comply with the procedural requirements of this subsection make the results of the election void for the purposes of this section. 7. The limitation set forth in subsection 1 and the other provisions in this section do not apply to employees who are covered by a valid collective bargaining agreement. 8. Any person who willfully violates subsection 1 of this section is guilty of a misdemeanor.

706.549 1. A driver of a taxicab shall not work a period of duty longer than 12 consecutive hours except when under a charter or a trip, the charter or trip having commenced within a reasonable period before the end of the driver's period of duty. 2. Under no circumstances may a driver work longer than 16 hours within a 24 consecutive hour period. 3. A driver who has completed a period of duty of 8 hours or more must not be knowingly permitted or required to resume driving unless the driver has been off duty for at least 8 consecutive hours. 4. A certificate holder shall not knowingly require or permit any driver of a taxicab to work longer than 12 consecutive hours, except as provided in subsection 1. 5. Each certificate holder shall provide an appropriate, accurate and operable time clock. The time clock must be approved by the authority before its use, and the certificate holder shall require its drivers to time stamp their trip sheets at the beginning and end of each of their periods of duty.

**New
Hampshire**

275:32-35 Whoever requires an employee engaged in any occupation to do on Sunday the usual work of his occupation, unless he is allowed during the 6 days next ensuing 24 consecutive hours without labor, shall be fined not more than \$50; provided that this section and the following section shall not be construed as allowing any work on Sunday not otherwise authorized by law. No employer shall operate any such business on Sunday unless he has posted in a conspicuous place on the premises a schedule containing a list of employees who are required or allowed to work on Sunday and designating the day of rest for each, and shall promptly file a copy of such schedule and every change therein with the labor commissioner. No employee shall be required or allowed to work on the day of rest designated for him. Whoever violates this section shall be fined \$50. RSA 275:32 and 33 shall not apply to establishments used for the manufacture or distribution of gas, electricity, milk or water, nor to the transportation, sale, or delivery of food. The provisions of RSA 275:33 shall not apply to hospitals, nursing homes, orphanages and homes for the aged. RSA 275:32 and 33 shall not apply to the following employees: I. Janitors, watchmen, firemen employed at

	<p>stationary plants, or caretakers. II. Employees whose duties on Sunday include only setting sponges in bakeries; caring for live animals or caring for machinery and plant equipment. III. Employees engaged in the preparation, printing, publication, sale or delivery of newspapers, or periodicals with definite on-sale newsstand dates. IV. Employees engaged in farm or personal service. V. Employees engaged in any labor called for by an emergency which could not reasonably have been anticipated. VI. Employees engaged in the canning of perishable goods. VII. Employees engaged in any work connected with retail stores in resort areas; cabins and inns; and in theatres, motion picture houses, hotels and restaurants. VIII. Employees of telegraph and telephone offices.</p>
<p>New Jersey</p>	<p>40A:64-1 On Sunday, it shall be unlawful for any person whether it be at retail, wholesale or by auction, to sell, attempt to sell or offer to sell or to engage in the business of selling clothing or wearing apparel, building and lumber supply materials, furniture, home or business or office furnishings, household, business or office appliances, except as works of necessity and charity or as isolated transactions not in the usual course of the business of the participants.</p> <p>34:10-4 It shall be a misdemeanor for any officer or agent of any such corporation to exact from any employee working on streets or elevated railway more than twelve hours' labor within the twenty-four hours of the natural day, and within twelve consecutive hours therein as in section 34:10-3 of this title provided. In case of accident or unexpected contingency demanding more than the usual service by the corporation to the public, or from its employees to the corporation, extra labor may be permitted and exacted for extra compensation.</p> <p>34:11-56a34 4. a. Notwithstanding any provision of law to the contrary, no health care facility shall require an employee to accept work in excess of an agreed to, predetermined and regularly scheduled daily work shift, not to exceed 40 hours per week. b.The acceptance by any employee of such work in excess of an agreed to, predetermined and regularly scheduled daily work shift, not to exceed 40 hours per week, shall be strictly voluntary and the refusal of any employee to accept such overtime work shall not be grounds for discrimination, dismissal, discharge or any other penalty or employment decision adverse to the employee. c.The provisions of this section shall not apply in the case of an unforeseeable emergent circumstance when: (1) the overtime is required only as a last resort and is not used to fill vacancies resulting from chronic short staffing, and (2) the employer has exhausted reasonable efforts to obtain staffing. In the event of such an unforeseeable emergent circumstance, the employer shall provide the employee with necessary time, up to a maximum of one hour, to arrange for the care of the employee's minor children or elderly or disabled family members. The requirement that the employer shall exhaust reasonable efforts to obtain staffing shall not apply in the event of any declared national, State or municipal emergency or a disaster or other catastrophic event which substantially affects or increases the need for health care services. d.In the event that an employer requires an employee to work overtime pursuant to subsection c. of this section, the employer shall document in writing the reasonable efforts it has exhausted. The documentation shall be made available for review by the Department of Health and Senior Services and the Department of Labor.</p>
<p>New Mexico</p>	<p>28:20:1978 A. In order to foster the ability of a nursing mother who is an employee to use a breast pump in the workplace, an employer, including the state and its political subdivisions, shall provide: (1) a space for using the breast pump that is: (a) clean and private; (b) near the employee's</p>

workspace; and (c) not a bathroom; and (2) flexible break times. B. An employer shall not be liable for: (1) storage or refrigeration of breast milk; (2) payment for a nursing mother's break time in addition to established employee breaks; or (3) payment of overtime while a nursing mother is using a breast pump.

18.2.3.14 The Department of Public Safety hereby adopts Part 395 of Title 49 of the Code of Federal Regulations (49 CFR 395 - Hours of Service of Drivers), with the following amendments: A. Part 395.1(e) is amended to read: "100/150 air-mile radius driver. A driver is exempt from the requirements of Section 395.8 if: (1) The driver operates in interstate commerce within a 100 air-mile radius of the normal work reporting location or operates in intrastate commerce within a 150 air-mile radius of the normal work reporting location; (2) The driver, except a driver salesperson, returns to the work reporting location and is released from work within 12 consecutive hours; (3) At least 8 consecutive hours off duty separate each 12 hours on duty; (4) The driver does not exceed 10 hours maximum driving time following consecutive hours off duty; (5) The motor carrier that employs the driver maintains and retains for a period of 6 months accurate and true time records showing: (a) The time the driver reports for duty each day; (b) The total number of hours the driver is on duty each day; (c) The time the driver is released from duty each day; and (d) The total time for the preceding 7 days in accordance with Section 395.8(j)(2) of this section for drivers used for the first time or intermittently."

New York

206-C. An employer shall provide reasonable unpaid break time or meal time each day to allow an employee to express breast milk for her nursing child for up to three years following the child birth. The employer shall make reasonable efforts to provide a room or other location, in close proximity to the work area, where an employee can express milk in privacy. No employer shall discriminate in any way against an employee who chooses to express breast milk in the work place.

160. Unless otherwise provided by law, the following number of hours shall constitute a legal day's work: 1. For street surface or elevated railroad employees as affected by section one hundred and sixty-four, ten consecutive hours, including one-half hour for dinner. 2. For employees engaged in the operation of steam or electric surface, subway or elevated railroads where the mileage system of running trains is not in use, except those employees affected by section one hundred and sixty-six, ten hours, performed within twelve consecutive hours. 3. For all other employees, except those engaged in farm or domestic service and those affected by subdivision four of section two hundred and twenty, eight hours. This subdivision shall not prevent an agreement for overwork at an increased compensation, except upon work by or for the state or a municipal corporation, or by contractors or subcontractors therewith, and except as otherwise provided in this chapter.

161. 1. Every employer operating a factory, mercantile establishment, hotel, restaurant, or freight or passenger elevator in any building or place shall, except as herein otherwise provided, allow every person employed in such establishment or in the care, custody or operation of any such elevator, at least twenty-four consecutive hours of rest in any calendar week. Every employer operating a place in which motion pictures are shown shall allow the projectionist or operator of the motion picture machine and engineers and firemen therein at least twenty-four consecutive hours of rest in any calendar week. Every employer operating a place in which legitimate theatre productions such as dramatic and musical productions are shown or

exhibited shall allow all employees, including the performers in the cast therein and engineers and firemen, at least twenty-four consecutive hours of rest in each and every calendar week, but this shall not apply to any place wherein motion pictures, vaudeville or incidental stage presentations or a combination thereof are regularly given throughout the week as the established policy of such place; except that engineers and firemen employed in such place shall be allowed at least twenty-four consecutive hours of rest in any calendar week. No employer shall operate such establishment, place or elevator on Sunday unless he shall comply with subdivision three. This section does not authorize any work on Sunday not permitted now or hereafter by law. Every owner, lessee and operator of a dwelling, apartment, loft and office building, garage, storage place and building, wherein or whereat a watchman or watchmen or engineer or fireman are employed, shall allow such person or persons so employed at least twenty-four consecutive hours of rest in each and every calendar week. Every owner, lessee or operator of a warehouse, storagehouse, office, dwelling, apartment, loft and any other building or structure wherein a janitor, superintendent, supervisor or manager or engineer or fireman is employed, shall allow such person or persons so employed at least twenty-four consecutive hours of rest in each and every calendar week. 2. This section shall not apply to: a. Foreman in charge; b. Employees in dairies, creameries, milk condenseries, milk powder factories, milk sugar factories, milk shipping stations, butter and cheese factories, ice cream manufacturing plants and milk bottling plants, where not more than seven persons are employed; c. Employees, if the board in its discretion approves, engaged in an industrial or manufacturing process necessarily continuous, in which no employee is permitted to work more than eight hours in any calendar day; d. Employees whose duties include not more than three hours' work on Sunday in setting sponges in bakeries, caring for live animals, maintaining fires, or making necessary repairs to boilers or machinery. e. Employees in resort or seasonal hotels and restaurants in rural communities and in cities and villages having a population of less than fifteen thousand inhabitants, excluding that portion of the population of a third class city residing outside of its corporation tax district where such city embraces the entire area of a former township. As used in this subdivision, the term "resort" shall apply to any establishment enumerated herein which operates for not more than four calendar months and fifteen days in each year, and the term "seasonal" shall apply to any establishment enumerated herein in which the number of employees is increased by at least one hundred per cent from the slack to the busiest season. f. Employees in dry dock plants engaged in making repairs to ships. 3. Before operating on Sunday, every employer shall designate a day of rest, consisting of at least twenty-four consecutive hours of rest in each and every calendar week for each employee, and shall notify each employee in advance of his or her designated day of rest. No employee shall be permitted to work on his designated day of rest. 4. Every employer shall keep a time book showing the names and addresses of his employees and the hours worked by each of them in each day. 5. If there shall be practical difficulties or unnecessary hardship in carrying out the provisions of this section or the rules promulgated hereunder, the commissioner may make a variation therefrom if the spirit of the act be observed and substantial justice done. Such variation shall describe the conditions under which it shall be permitted and shall apply to substantially similar conditions. A properly indexed record of variations shall be kept by the department. Each application for a variation shall be accompanied by a non-refundable fee of twenty-five dollars.

169-a. One day of rest for state employees. No person employed by the state shall be required to work more than six days in any calendar week,

except in cases of fire, riot, flood, famine, pestilence or other cases of emergency endangering life or property; provided, however, that any such person, upon his own request and with the approval of the head of the department or institution in which he is employed, may be permitted to work one additional day in any calendar week for not more than seven calendar weeks and be allowed continuous days free from duty equivalent to the number of additional days so worked. No person shall, by reason of the provisions of this section, receive any reduction in the total weekly compensation paid him. This section shall not apply to officers and members of the state police force.

165. 1. No person or corporation operating a steam or electric surface, subway or elevated railroad of thirty miles or more in length, wholly or partly within this state, except where the mileage system of running trains is in operation, shall permit or require a conductor, engineer, fireman, trainman, motorman or assistant motorman, engaged in or connected with the movement of any train on such railroad, to be or remain on duty for a longer period than sixteen consecutive hours. Whenever any such employee shall have been continuously on duty for sixteen hours he shall not be required or permitted again to go on duty until he has had at least ten consecutive hours off duty. No such employee who has been on duty sixteen hours in the aggregate in any twenty-four hour period shall be required or permitted to continue or again go on duty without having had at least eight consecutive hours off duty. 2. This section shall not apply to any such employee when he is prevented from reaching his terminal by casualty occurring after he has started on his trip or by accident to or unexpected delay of trains scheduled to make connection with the train on which he is serving, or when he is engaged in interstate commerce.

163. No corporation owning or operating a brickyard shall require employees to work more than ten hours in any day, or to commence work before seven o'clock in the morning. But overwork and work prior to seven o'clock in the morning for extra compensation may be performed by agreement between employer and employee.

220 2. Each contract to which the state or a public benefit corporation or a municipal corporation or a commission appointed pursuant to law is a party and which may involve the employment of laborers, workmen or mechanics shall contain a stipulation that no laborer, workman or mechanic in the employ of the contractor, subcontractor or other person doing or contracting to do the whole or a part of the work contemplated by the contract shall be permitted or required to work more than eight hours in any one calendar day or more than five days in any one week except in cases of extraordinary emergency including fire, flood or danger to life or property. No such person shall be so employed more than eight hours in any day or more than five days in any one week except in such emergency. Extraordinary emergency within the meaning of this section shall be deemed to include situations in which sufficient laborers, workmen and mechanics cannot be employed to carry on public work expeditiously as a result of such restrictions upon the number of hours and days of labor and the immediate commencement or prosecution or completion without undue delay of the public work is necessary in the judgment of the industrial commissioner for the preservation of the contract site and for the protection of the life and limb of the persons using the same.

12:175-5 Drivers must be granted eight hours of consecutive off duty time following on duty periods of 14 hours within 24 hours which include any meal

	<p>periods provided. Drivers who have been driving for 10 hours within a 14-hour period must be granted eight consecutive hours of off duty time. Drivers may drive a maximum of 60 hours within a week and must be granted at least 24 consecutive hours of rest each week</p>
<p>North Dakota</p>	<p>12.1-30-01 1. Except as otherwise provided in sections 12.1-30-02 and 12.1-30-03, it is a class B misdemeanor for any person between the hours of twelve midnight and twelve noon on Sunday to do any of the following activities: a. Engage in or conduct business or labor for profit in the usual manner and location. b. Operate a place of business open to the public. c. Authorize or direct that person's employees or agents to take action prohibited under this section. 2. The prohibition in subsection 1 does not apply to a person who in good faith observes a day other than Sunday as the Sabbath, if that person refrains from engaging in or conducting business or labor for profit and closes the place of business to the public between the hours of twelve midnight and twelve noon on the day observed as the Sabbath. 3. The attorney general, a state's attorney, a mayor, a city manager, or a city attorney may petition a district court, for the district where a violation is occurring, to enjoin a violation of this section.</p> <p>34-06-05.1 1. An employer may not require an employee to work seven consecutive days in a business that sells merchandise at retail. An employer may not deny an employee at least one period of twenty-four consecutive hours of time off for rest or worship in each seven-day period. The time off must be in addition to the regular periods of rest allowed during each day worked. An employer shall accommodate the religious beliefs and practices of an employee unless the employer can demonstrate that to do so would constitute an undue hardship on the conduct of the employer's business. However, if an employee requests time off to attend one regular worship service a week, an employer may not require the employee to work during that period unless: a. Honoring the employee's request would cause the employer substantial economic burdens or would require the imposition of significant burdens on other employees required to work in place of the Sabbath observer; or b. The employer has made a reasonable effort to accommodate the employee's request. 2. A violation of this section is a class B misdemeanor. It is an affirmative defense to prosecution under this section that the employee volunteered for work on the seventh consecutive day and the employee executed a written statement so stating. The statement must also contain a provision, signed by the employer or the employer's agent, that the employer did not require such work. 3. This section applies only to an employer in a business that sells merchandise at retail.</p> <p>39-32-02 1. The following intrastate drivers are not subject to hours of service limitations: a. A driver of an authorized emergency vehicle. b. A driver who operates a motor vehicle that has a manufacturer's gross vehicle weight rating equal to or less than twenty-six thousand pounds [11793.40 kilograms] and that is not transporting hazardous materials. c. A driver of a tow truck operating at the request of a law enforcement officer. 2. Except for a driver included in subsection 1, a motor carrier may not permit or require any intrastate driver to drive and an intrastate driver may not drive: a. More than twelve hours following eight consecutive hours off duty. b. For any period after having been on duty more than fifteen hours. c. After having been on duty for seventy hours in any period of seven consecutive days. 3. Hours of service limitations do not apply to an intrastate driver when transporting property or passengers during a declared emergency. The employer must declare and document that the emergency is necessary to assure the protection of public health and safety or to provide other essential assistance to the public. An employer shall maintain documentation for one</p>

	<p>year and shall make it available upon request of a law enforcement officer. Under this subsection, an emergency is the result of any natural activities, including a tornado, windstorm, thunderstorm, snowstorm, ice storm, blizzard, drought, mudslide, flood, high water, earthquake, forest fire, explosion, blackout, or other occurrence, natural or manmade, which interrupts delivery of essential services, such as electricity, medical care, sewer, water, telecommunications transmissions, or essential supplies, such as food and fuels, or otherwise threatens human life or public welfare. 4. An intrastate driver is exempt from maintaining a record of duty status if: a. The driver operates within a one hundred fifty air-mile radius from the driver's normal work-reporting location or from the official worksite of the vehicle; b. At least eight consecutive hours off duty separate each twelve hours on duty; c. The driver, except for a driver salesperson, returns to the work-reporting location and is released from work within twelve consecutive hours; and d. The motor carrier maintains and retains for a period of six months accurate time records showing the time the driver reports for duty and is released from duty each day.</p>
<p>Ohio</p>	<p>4973.11 No company operating a railroad over thirty miles in length or an interurban railroad or street railway over four miles in length shall permit a conductor, engineer, fireman, brakeman, or trainman on a train, a telegraph operator, or a conductor or motorman on a street railway, who has worked as such for fifteen consecutive hours, again to go on duty or perform work until he has had at least eight hours' rest, except in cases of detention of trains or cars caused by accident, unavoidable or otherwise. Such companies shall so regulate the hours of employment of their employees that each employee shall have at least eight consecutive hours of rest in each period of twenty-four hours. A railroad company which knowingly violates this section shall forfeit not less than five hundred nor more than one thousand dollars for the first offense, and for any subsequent offense, not less than one thousand nor more than fifteen hundred dollars, to be recovered by civil action in the name of the state.</p>
<p>Oklahoma</p>	<p>40-435. A. An employer may provide reasonable unpaid break time each day to an employee who needs to breast-feed or express breast milk for her child to maintain milk supply and comfort. The break time, if possible, shall run concurrently with any break time, paid or unpaid, already provided to the employee. An employer is not required to provide break time under this section if to do so would create an undue hardship on the operations of the employer. B. An employer may make a reasonable effort to provide a private, secure, and sanitary room or other location in close proximity to the work area, other than a toilet stall, where an employee can express her milk or breast-feed her child. C. The Department of Health shall issue periodic reports on breast-feeding rates, complaints received, and benefits reported by both working breast-feeding mothers and employers. D. As used in this section: 1. "Employer" means a person engaged in business who has one or more employees, including the state and any political subdivision of the state; 2. "Employee" means any person engaged in service to an employer in the business of the employer; 3. "Reasonable efforts" means any effort that would not impose an undue hardship on the operation of the employer's business; and 4. "Undue hardship" means any action that requires significant difficulty or expense when considered in relation to factors such as the size of the business, its financial resources, and the nature and structure of its operation.</p> <p>601. Except in cases of emergency, eight hours shall constitute a day's work underground in all mines of this State.</p> <p>Sec. 4. All contracts hereafter made by or on behalf of the State, or by or on</p>

behalf of any county, city, township, or other municipality, with any corporation, person or persons, for the performance of any public work, by or on behalf of the State or any county, city, township, or other municipality, shall be deemed and considered as made upon the basis of eight (8) hours constituting a day's work; and it shall be unlawful for such corporation, person or persons, to require, aid, abet, assist, connive at, or permit any laborer, workman, mechanic, prison guards, janitors in public institutions, or other person to work more than eight hours per calendar day in doing such work, except in cases and upon the conditions provided in the preceding section. Provided that the provisions of this Act in regard to hours worked per calendar day shall not apply to the construction, reconstruction, maintenance, or the production of local materials for: Highways, roads, streets, and all the structures and drainage in connection therewith; sewer systems, waterworks systems, dams and levees, canals, drainage ditches, airport grading, drainage, surfacing, seeding and planting. Provided that the provisions of this Act will not prevent employees from drawing time and half for those hours worked over forty (40) during any calendar week.

21:907. Sunday to be observed. The first day of the week being by very general consent set apart for rest and religious uses, the law forbids to be done on that day certain acts deemed useless and serious interruptions of the repose and religious liberty of the community.

21:918. No person, firm or corporation, whether owner, proprietor, agent or employee, shall keep open, operate or assist in keeping open or operating any place or premises or residences whether open or closed, for the purpose of selling, bartering, or exchanging, or offering for sale, barter, or exchange, any motor vehicle or motor vehicles, whether new, used or second hand, on the first day of the week, commonly called Sunday, except as otherwise provided in this section; and provided, however, that this act shall not apply to the opening of an establishment or place of business on the said first day of the week for other purposes, such as the sale of petroleum products, tires, automobile accessories, or for the purpose of operating and conducting a motor vehicle repair shop, or for the purpose of supplying such services as towing or wrecking. Antique, classic, or special interest automobiles sold, bartered, auctioned, or exchanged by any person, firm, or corporation are exempt from the provisions of this section.

Oregon

653.077. (1) As used in this section: (a) 'Reasonable efforts' means efforts that do not impose an undue hardship on the operation of an employer's business. (b) 'Undue hardship' means significant difficulty or expense when considered in relation to the size, financial resources, nature or structure of the employer's business. (2)(a) An employer shall provide reasonable unpaid rest periods to accommodate an employee who needs to express milk for her child. (b) The employee shall provide reasonable notice to the employer that the employee intends to express milk upon returning to work. The employee shall, if feasible, take the rest periods to express milk at the same time as rest periods that are otherwise provided to the employee. The employer may provide the employee up to 60 minutes in rest periods per eight-hour shift to express milk. (c) Unless otherwise agreed to by the employer and the employee, the employer shall provide the employee a 30-minute rest period to express milk during each four-hour work period, or the major part of a four-hour work period, to be taken by the employee approximately in the middle of the work period. (d) The employee shall, if feasible, take the rest periods to express milk at the same time as the rest periods or meal periods that are otherwise provided to the employee. (e) If the employer is required by law or contract to provide the employee with paid rest periods, the employer shall treat the rest periods used by the employee for expressing

milk as paid rest periods, up to the amount of time the employer is required to provide as paid rest periods. If an employee takes unpaid rest periods, the employer may allow the employee to work before or after her normal shift to make up the amount of time used during the unpaid rest periods. If the employee does not work to make up the amount of time used during the unpaid rest periods, the employer is not required to compensate the employee for that time. (3) When an employer's contribution to an employee's health insurance is influenced by the number of hours the employee works, the employer shall treat any unpaid rest periods used by the employee to express milk as paid work time for the purpose of measuring the number of hours the employee works. (4) An employer is not required to provide rest periods under this section if to do so would impose an undue hardship on the operation of the employer's business. (5)(a) An employer shall make reasonable efforts to provide a location, other than a public restroom or toilet stall, in close proximity to the employee's work area for the employee to express milk in private. (b) The location may include but is not limited to (A) The employee's work area if the work area meets the requirements of paragraph (a) of this subsection; (B) A room connected to a public restroom, such as a lounge, if the room allows the employee to express milk in private; or (C) A child care facility in close proximity to the employee's work location where the employee can express milk in private. (6) An employer may allow an employee to temporarily change job duties if the employee's regular job duties do not allow her to express milk. (7) This section applies only to an employer whose employee is expressing milk for her child 18 months of age or younger. (8) This section applies only to employers who employ 25 or more employees in the State of Oregon for each working day during each of 20 or more calendar workweeks in the year in which the rest periods are to be taken or in the year immediately preceding the year in which the rest periods are to be taken. (9) Notwithstanding ORS 653.020 (3), this section applies to individuals engaged in administrative, executive or professional work as described in ORS 653.020 (3). (10)(a) In addition to, and not in lieu of, any other requirement under this section, each school district board shall adopt a policy regarding breast-feeding in the workplace to accommodate an employee who needs to express milk for her child. (b) Each policy must, at a minimum, designate a location at the school facility, other than a public restroom or toilet stall, in close proximity to the employee's work area for the employee to express milk in private. (c) A policy adopted under this subsection, including the designated locations where an employee may express milk, must be published in an employee handbook. In addition, a list of the designated locations must be readily available, upon request, in the central office of each school facility and in the central administrative office for each school district.

652.040 Maximum working hours in mines. (1) No person who operates any underground mine yielding gold or silver or copper or lead or other metal shall permit or require any person to work in such underground mine for more than eight hours in any 24 hours. The hours for such employment or work day shall be consecutive excluding, however, any intermission of time for lunch or meals. (2) In the case of emergency, where life or property is in imminent danger, persons may work in such underground mines for a longer time during the continuance of the exigency or emergency. This section does not apply to mines in their first stages of development, such as tunnel work to a length of 200 feet, or shaft work to a depth of 150 feet, or to any surface excavation.

652.060 Maximum hours for firefighters. (1)(a) No person employed on a full-time basis as a firefighter by any regularly organized fire department

maintained by any incorporated city, municipality or fire district and that employs not more than three persons on a full-time basis as firefighters shall be required to be on regular duty with such fire department more than 72 hours a week. However, any affected incorporated city, municipality or fire district shall be deemed to have complied with this paragraph and ORS 652.070 if the hours of regular duty required of firefighters employed by it average not more than 72 hours a week over each quarter of the fiscal year of the employing city, municipality or fire district. (b) No person employed on a full-time basis as a firefighter by any regularly organized fire department maintained by any incorporated city, municipality or fire district and that employs four or more persons on a full-time basis as firefighters shall be required to be on regular duty with such fire department more than 56 hours a week. However, any affected incorporated city, municipality or fire district shall be deemed to have complied with this paragraph and ORS 652.070 if the hours of regular duty required of firefighters employed by it average not more than 56 hours a week over each quarter of the fiscal year of the employing city, municipality or fire district. (2) In the event this section shortens the working hours of firefighters employed by any such city, municipality or fire district, the total wages of such firefighters shall not for that reason be reduced.

441.166 (1) After a hospital learns about the need for replacement staff, the hospital shall make every reasonable effort to obtain registered nurses for unfilled hours or shifts before requiring a registered nurse to work overtime. (2) A hospital may not require a registered nurse to work: (a) More than two hours beyond a regularly scheduled shift; and (b) More than 16 hours in a 24-hour time period. (3) The provisions of this section do not apply to nursing staff needs: (a) In the event of a national or state emergency or circumstances requiring the implementation of a facility disaster plan; (b) In emergency circumstances identified by the Department of Human Services by rule; or (c) If a hospital has made reasonable efforts to contact all of the qualified, on-call nursing staff and nursing services on the list described in ORS 441.162 and is unable to obtain replacement staff in a timely manner.

Pennsylvania

450. When the air pressure in any tunnel, caisson, compartment, or place in which persons are employed exceeds normal, but does not exceed fifty pounds, the maximum number of hours which, in any twenty-four hours, a person may be employed or permitted to work or remain therein, shall be as hereinafter stated. In every case the maximum number of hours shall be divided into two working-periods of equal length, and the minimum time interval which shall elapse between such working-periods shall be as hereafter stated. When the air pressure exceeds normal, but does not exceed twenty-one pounds, number of hours in twenty-four, eight; interval between working-periods, thirty minutes. When the air pressure exceeds twenty-one but does not exceed thirty pounds, number of hours in twenty-four, six; interval between working-periods, one hour. When the air pressure exceeds thirty but does not exceed thirty-five pounds, number of hours in twenty-four, four; interval between working-periods, two hours. When the air pressure exceeds thirty-five but does not exceed forty pounds, number of hours in twenty-four, three; interval between periods, three hours. When the air pressure exceeds forty but does not exceed forty-five pounds, number of hours in twenty-four, two; interval between working-periods, four hours. When the air pressure exceeds forty-five but does not exceed fifty pounds, number of hours in twenty-four, one and one-half; interval between working-periods, five hours. Except in cases of emergency, no person shall be employed, or permitted to work or remain, in any tunnel, caisson, compartment, or place where air pressure exceeds fifty pounds.

481 Employees working in the production of motion pictures must be granted 1 day of rest consisting of 24 consecutive hours per calendar week.

70-815 No person engaged as a hoisting engineer at or about the anthracite coal mines of this Commonwealth, part of whose duties it is to lower persons into, and hoist them and coal from the said mines, shall be engaged for a longer period than eight hours out of each day of twenty-four hours.

1301.207 (a) No seasonal farm worker shall be required to work or be penalized for failure to work on any premises for more than six days in any one week, or more than 48 hours in any one week, or more than ten hours in any one day. (b) Whenever any seasonal farm workers shall be employed or permitted to work on the premises of more than one employer in any one week or in any one day, the aggregate number of hours during which he shall be required to work on all such premises shall not exceed 48 in any one week or ten in any one day.

Rhode Island

23-13.2-1. An employer shall provide reasonable work schedule flexibility including scheduling break time and work patterns, for an employee who needs to express breast milk for her child or breastfeed her child. The break time will include unpaid break time for up to one (1) hour a day that shall, if possible, run consecutively with any break time already provided to the employee, and must be at such times during the day as to allow the employee to maintain milk supply and comfort. The employer and employee shall develop a plan that is mutually satisfactory and which gives the employee flexibility and latitude in scheduling such break times. An employer is not required to provide break time under this section if to do so would unduly disrupt the operations of the employer. (b) An employer shall make a reasonable effort to provide a safe, private, secure and sanitary room or other location in close proximity to the work area other than a toilet stall where an employee can express her milk or breastfeed her child in privacy.

25-3-1. Work on Sunday and holidays is permitted when an economic necessity exists. As used in this chapter: (1) "Director" means the director of the department of labor and training; (2) "Economic necessity" means and refers to any case where the director determines that: (i) Both the economics and technology of manufacture of the product or a component thereof requires continuous conversion or processing of raw materials, intermediates, or components without interruption to avoid disproportionate loss of production capacity; (ii) The economics and technology of data processing requires the continuous operation of data processing equipment to avoid deterioration of equipment or a disproportionate loss of computer capacity or where customer requirements are such that data processing equipment must be available for input or output on a continuous basis; (iii) Because prevailing industry practice in the manufacturing or processing of the product or in the provision of banking or financial services is to operate facilities within that industry seven (7) days per week, the failure to operate on one or more Sundays or holidays will subject the employer to a competitive hardship within the industry in which the employer competes; (iv) Maintenance or improvement of plant or equipment cannot practically or efficiently be performed while production is in process; (v) The scheduling of production on Sundays or holidays is necessitated by interrupted or allocated energy supplies, or shortages of raw materials or component parts (vi) An employer has been deprived of its normal production schedule by fire, flood, power failure, or other circumstances beyond its control; or (vii) Circumstances, temporary in nature, are such that undue economic hardship would result from the inability to operate on one or more Sundays or

holidays; (3) "Employee" shall mean any individual employed by an employer, but shall not include: (i) Any individual employed in agriculture or maritime trades, including commercial fishing or boat repairs; (ii) Any physician, dentist, attorney at law, or accountant; (iii) Any individual engaged in the provision of health care or maintenance; (iv) Any individual employed in a restaurant, hotel, motel, summer camp, resort, or other recreational facility (except health clubs); (v) Any individual employed in the business of offshore petroleum or gas exploration or extraction, or in the business of servicing or supplying persons engaged in such exploration or extraction; (vi) Supervisory employees as defined in 29 U.S.C. section 213(a)(1) and regulations issued pursuant thereto; or (vii) Any individual employed by an employer holding a license issued pursuant to chapter 23 of title 5; or (viii) Any individual employed as part of a telephonic delivery of customer service, sales operations, and ancillary services related thereto, except for specific employment positions in the telecommunications industry which are part of any collective bargaining agreement or employment contract in effect on the date of passage of this act. (4) "Employer" shall mean any natural person, partnership, firm, corporation, or other enterprise engaged in industry, transportation, communication, or any other commercial occupation involving one or more employees; and (5) "Holidays" shall mean Sunday, New Year's day, Memorial day, July 4th, Victory day, Labor Day, Columbus day, Veterans' day, Thanksgiving, and Christmas; provided, however, that as it pertains to all offices of state and municipal government, the term "holiday" shall include in addition to the foregoing, Dr. Martin Luther King, Jr.'s birthday as defined herein.

28-11-2 A day's work for all conductors and operators now employed, or who may hereafter be employed, in the operation of all street railways of any motive power in this state shall not exceed ten (10) hours work, to be performed within twelve (12) consecutive hours. No officer or agent of any corporation operating streetcars of any motive power in this state shall on any day exact from any of its employees more than ten (10) hours work within the twenty-four (24) hours of the natural day, and within twelve (12) consecutive hours; provided, that on all legal holidays, and on occasions when an unexpected contingency arises, demanding more than the usual service by the street railway corporation to the public, or from the employees to the corporation, and in case of accident or unavoidable delay, extra labor may be performed for extra compensation.

South Carolina

53-1-5. Provisions inapplicable after 1:30 p.m. on Sunday; rights of employees, lessees, and franchisees to refuse to work; discrimination against persons who worship on Saturday prohibited. The provisions of this chapter do not apply after the hour of 1:30 p.m. on Sunday. Any employee of any business which operates on Sunday under the provisions of this section has the option of refusing to work in accordance with Section 53-1-100. Any employer who dismisses or demotes an employee because he is a conscientious objector to Sunday work is subject to a civil penalty of treble the damages found by the court or the jury plus court costs and the employee's attorney's fees. The court may order the employer to rehire or reinstate the employee in the same position he was in prior to dismissal or demotion without forfeiture of compensation, rank, or grade. No proprietor of a retail establishment who is opposed to working on Sunday may be forced by his lessor or franchisor to open his establishment on Sunday nor may there be discrimination against persons whose regular day of worship is Saturday.

53-1-10. (A) It shall be unlawful to operate for professional purposes athletic events, public exhibitions, historic or musical entertainment, or

concerts unless a permit shall first be obtained from the town or city council, if the activity is in an incorporated town or city, or from the governing body of the county if the activity takes place outside of an incorporated town or city by either the sponsor of the athletic or entertainment event or exhibition or the individual participant. (B) When a permit is granted as required by this section, the town or city council or county governing body may by resolution suspend the 1:30 p.m. opening hour provided in Section 53-1-5 and allow businesses to operate after the hour of 10:00 a.m. on Sunday.

53-1-40. On the first day of the week, commonly called Sunday, it shall be unlawful for any person to engage in worldly work, labor, business of his ordinary calling or the selling or offering to sell, publicly or privately or by telephone, at retail or at wholesale to the consumer any goods, wares or merchandise or to employ others to engage in work, labor, business or selling or offering to sell any goods, wares or merchandise, excepting work of necessity or charity. Provided, that in Charleston County the foregoing shall not apply to any person who conscientiously believes, because of his religion, that the seventh day of the week ought to be observed as the Sabbath and who actually refrains from secular business or labor on that day.

53-1-50. Section 53-1-40 does not apply to the following: (1) The sale of food needs, ice, or soft drinks. (2) The sale of tobacco and related products. (3) The operation of radio or television stations nor to the printing, publication, and distribution of newspapers or weekly magazines, nor to the sale of newspapers, books, and magazines. (4) The operation of public utilities or sales usual or incidental thereto. (5) The transportation by air, land, or water of persons or property, nor to the sale or delivery of heating, cooling, refrigerating, or motor fuels, oils, or gases, or the purchase or installation of repair parts or accessories for immediate use in cases of emergency in connection with motor vehicles, boats, bicycles, aircrafts, or heating, cooling, or refrigerating systems, nor to the cleaning of motor vehicles. (6) The providing of medical services and supplies, nor to the sale of drugs, medicine, hygienic supplies, surgical supplies, and all other services and supplies related thereto. (7) The operation of public lodging or eating places, including food caterers. (8) Janitorial, custodial, and like services. (9) Funeral homes and cemeteries. (10) The sale of novelties, souvenirs, paper products, educational supplies, cameras, film, flash bulbs and cubes, batteries, baby supplies, hosiery and undergarments, flowers, plants, seeds, and shrubs. (11) The sale of art and craft objects at arts or craft exhibitions held pursuant to Section 53-1-10 provided that each art or craft object shown or sold has been designed by and is the original work of artisans present at the exhibition. (12) Exhibition of noncommercial real property and mobile homes. (13) The providing of any service, product, or other thing by means of a mechanical device not requiring the labor of any person. (14) The sale or rental of swimming, fishing, and boating equipment. (15) Any farming operations necessary for the preservation of agricultural commodities. (16) Light bulbs or fluorescent tubes.

53-1-150. (A) The General Assembly finds that certain areas of the State would benefit greatly from a complete exemption from Chapter 1 of Title 53. This benefit would be a result of an expanded tax base thereby reducing the burden placed on property owners through the property tax. Allowing the operation of establishments on Sunday in these areas also would reduce the property tax burden through additional accommodations tax revenue which allows these areas to provide necessary governmental service from these revenues. (B) The provisions of Chapter 1 of Title 53 do not apply to any

	<p>county area, as defined in Section 6-4-5(1), which collects more than nine hundred thousand dollars in one fiscal year in revenues from the accommodations tax provided for in Section 12-36-2630(3) and imposed in Section 12-36-920(A). After a county area has collected more than nine hundred thousand dollars in one fiscal year in revenues from the accommodations tax provided for in Section 12-36-2630(3) and imposed in Section 12-36-920(A), the exclusion from the provisions of Chapter 1 of Title 53 will continue from year to year irrespective of whether revenue falls below nine hundred thousand dollars in subsequent years. (C) Any employee of any business which operates on Sunday under the provisions of this section has the option of refusing to work in accordance with Section 53-1-100. Any employer who dismisses or demotes an employee because he is a conscientious objector to Sunday work is subject to a civil penalty of treble the damages found by the court or the jury plus court costs and the employee's attorney's fees. The court may order the employer to rehire or reinstate the employee in the same position he was in prior to dismissal or demotion without forfeiture of compensation, rank, or grade. No proprietor of a retail establishment who is opposed to working on Sunday may be forced by his lessor or franchisor to open his establishment on Sunday nor may there be discrimination against persons whose regular day of worship is Saturday.</p> <p>53-1-160 (A) In addition to other exemptions provided by statute, the county governing body may by ordinance suspend the application of the Sunday work prohibitions provided in Chapter 1 of Title 53 in a county which does not qualify for the exemption provided in Section 53-1-150. If the county governing body suspends the application of Sunday work prohibitions, any employee of any business which operates on Sunday under the provisions of this section has the option of refusing to work in accordance with Section 53-1-100. Any employer who dismisses or demotes an employee because he is a conscientious objector to Sunday work is subject to a civil penalty of treble the damages found by the court or the jury plus court costs and the employee's attorney's fees. The court may order the employer to rehire or reinstate the employee in the same position he was in prior to the dismissal or demotion without forfeiture of compensation, rank, or grade. No proprietor of a retail establishment who is opposed to working on Sunday may be forced by his lessor or franchisor to open his establishment on Sunday nor may there be discrimination against persons whose regular day of worship is Saturday.</p>
South Dakota	<p>3-6-17 Full-time employees of city fire departments shall have their own hours of employment governed by a mutual agreement with respective municipal corporations and may not exceed two hundred twelve hours during a twenty-eight-day work period or two hundred four hours during a twenty-seven-day work period as determined by mutual agreement without paying additional compensation or allowing compensatory time off.</p>
Tennessee	<p>50-1-305. (a) An employer shall provide reasonable unpaid break time each day to an employee who needs to express breast milk for that employee's infant child. The break time shall, if possible, run concurrently with any break time already provided to the employee. An employer shall not be required to provide break time under this section if to do so would unduly disrupt the operations of the employer. (b) The employer shall make reasonable efforts to provide a room or other location in close proximity to the work area, other than a toilet stall, where the employee can express breast milk in privacy. The employer shall be held harmless if reasonable effort has been made to comply with this subsection (b). (c) For the purposes of this section, "employer" means a person or entity that employs one (1) or more employees and includes the state and its political</p>

	subdivisions.
Texas	52.001. (a) A person who is an employer may not require an employee to work seven consecutive days in an establishment, the business of which is selling merchandise at retail. (b) The person may not deny an employee at least one period of 24 consecutive hours of time off for rest or worship in each seven-day period. The time off must be in addition to the regular periods of rest allowed during each day worked. (c) The person shall accommodate the religious beliefs and practices of an employee unless the employer can demonstrate that to do so would constitute an undue hardship on the conduct of the employer's business. In addition, the person may not require an employee to work during a period that the employee requests to be off to attend one regular worship service a week of the employee's religion. (d) This section does not apply to employment of a part-time employee whose total work hours for one employer during a calendar week do not exceed 30 hours.
Virginia	HJ 145 Employers are encouraged to provide reasonable unpaid break time each day to employees who need to breast-feed or express milk for their infant children. Such break time may run concurrently with any break time already provided and provided such activities do not unduly disrupt the operations of the employer. Employers are also encouraged to make reasonable efforts to provide a room or other location, in close proximity to the work area, other than a toilet stall, where the employee can breast-feed or express her milk in privacy;
Washington	43.70.640. (1) An employer may use the designation "infant-friendly" on its promotional materials if the employer has an approved workplace breastfeeding policy addressing at least the following: (a) Flexible work scheduling, including scheduling breaks and permitting work patterns that provide time for expression of breast milk; (b) A convenient, sanitary, safe, and private location, other than a restroom, allowing privacy for breastfeeding or expressing breast milk; (c) A convenient clean and safe water source with facilities for washing hands and rinsing breast-pumping equipment located in the private location specified in (b) of this subsection; and (d) A convenient hygienic refrigerator in the workplace for the mother's breast milk. (2) Employers seeking approval of a workplace breastfeeding policy must submit the policy to the department of health. The department of health shall review and approve those policies that meet the requirements of this section. The department may directly develop and implement the criteria for "infant-friendly" employers, or contract with a vendor for this purpose. (3) For the purposes of this section, "employer" includes those employers defined in RCW 49.12.005 and also includes the state, state institutions, state agencies, political subdivisions of the state, and municipal corporations or quasi-municipal corporations. 81.40.040 It shall be unlawful for any common carrier by railroad or any of its officers or agents, to require or permit any employee engaged in or connected with the movement of any train to remain on duty more than twelve consecutive hours, except when by casualty occurring after such employee has started on his trip; or, except by accident or unavoidable delay of trains scheduled to make connection with the train on which such employee is serving, he is prevented from reaching his terminal; or, to require or permit any such employee who has been on duty twelve consecutive hours to go on duty without having had at least ten hours off duty; or, to require or permit any such employee who has been on duty twelve hours in the aggregate in any twenty-four hour period to continue on duty without having had at least eight hours off duty within the twenty-four

hour period.

49.28.080 No male or female household or domestic employee shall be employed by any person for a longer period than sixty hours in any one week. Employed time shall include minutes or hours when the employee has to remain subject to the call of the employer and when the employee is not free to follow his or her inclinations.

81.80.130 The commission shall supervise and regulate every "common carrier" in this state; make, fix, alter, and amend, just, fair, reasonable, minimum, maximum, or minimum and maximum, rates, charges, classifications, rules, and regulations for all "common carriers"; regulate the accounts, service, and safety of operations thereof; require the filing of reports and other data thereby; and supervise and regulate all "common carriers" in all other matters affecting their relationship with competing carriers of every kind and the shipping and general public: PROVIDED, The commission may by order approve rates filed by common carriers in respect to certain designated commodities and services when, in the opinion of the commission, it is impractical for the commission to make, fix, or prescribe rates covering such commodities and services.

49.28.140 (1) No employee of a health care facility may be required to work overtime. Attempts to compel or force employees to work overtime are contrary to public policy, and any such requirement contained in a contract, agreement, or understanding is void. (2) The acceptance by any employee of overtime is strictly voluntary, and the refusal of an employee to accept such overtime work is not grounds for discrimination, dismissal, discharge, or any other penalty, threat of reports for discipline, or employment decision adverse to the employee. (3) This section does not apply to overtime work that occurs: (a) Because of any unforeseeable emergent circumstance; (b) Because of prescheduled on-call time; (c) When the employer documents that the employer has used reasonable efforts to obtain staffing. An employer has not used reasonable efforts if overtime work is used to fill vacancies resulting from chronic staff shortages; or (d) When an employee is required to work overtime to complete a patient care procedure already in progress where the absence of the employee could have an adverse effect on the patient.

West Virginia

61-10-25- 61-10-26. On the first day of the week, commonly known and designated as Sunday, it shall be unlawful for any person to engage in work, labor or business, or to employ any person to engage in work, labor or business, except in household or other work of necessity or charity. Except as hereinafter provided the exemption for works of necessity or charity contained in the preceding sentence shall not be deemed to include selling at retail or wholesale or by auction, or offering or attempting to sell on Sunday any of the following: Jewelry; precious and semiprecious stones; silverware; watches; clocks; luggage; musical instruments; recordings; toys; clothing and wearing apparel; clothing accessories; footwear; textile yard goods; housewares; china; kitchenware; home, business, office or outdoor furniture, furnishings and appliances; sporting goods (excluding sales or rental of bathing, boating and fishing paraphernalia and equipment, and sales or rental on the premises where sports, athletic games and events or recreational facilities are located or conducted of equipment essential to the normal use or operation of such premises for the purposes specified); pets, pet equipment or supplies; photographic supplies (excluding cameras, film and flash bulbs); hardware (excluding light bulbs, batteries and electrical fuses); tools; paints; building and lumber supplies and materials; motor vehicles; and farm implements. Also, said exemption shall not be deemed to

include the redemption of trading stamps. No inference shall arise from the foregoing enumeration of classes of personal property that sales or offers or attempts to sell other classes of personal property not mentioned are included within the above exemptions for works of necessity or charity. It shall not be a violation of the preceding section of this article for any person to engage in any of the following activities on Sunday: (1) Transportation of the mail or any other activity in connection with the mail. (2) Transportation of persons or property by any present or future mode of public or private conveyance or other activity in connection with any such mode of public or private conveyance. (3) The operation of car-washing establishments, garages and gasoline service stations, including the sale of commodities and services customarily furnished at such garages and service stations. (4) The operation of public utilities, manufacturing establishments, construction work, the production and processing of natural resources, or where there is an obligation to fulfill a provision in a contract wherein time is of the essence. (5) Operation of grocery stores, restaurants, taverns or other similar establishments engaged primarily in the sale of beverages or food products for human consumption. (6) An isolated transaction in which any tangible personal property is sold by the owner thereof, such sale not being made in the ordinary course of repeated and successive transactions of like character by such owner. (7) Professional and amateur sports, athletic contests and events, and concessions incidentally connected therewith. (8) Operation of recreational, amusement, scenic, historic and educational facilities and activities in connection therewith. (9) Advertising the sale of property or services. (10) Unattended vending machines, vending personal property or services. (11) The operation of antique shops and novelty and souvenir shops. (12) The showing of real estate or mobile homes. (13) The operation of a retail outlet for the exclusive sale of its products by an industry located in West Virginia. (14) The sale of farm produce; the repair and operation of farm and orchard implements and equipment, and the spraying and dusting of farm crops by airplane. (15) The sale of flowers or floral wreaths and arrangements. (16) The sale at retail of hunting and fishing licenses and the sale of ammunition to persons possessing a valid hunting license. (17) The sale of magazines, books, periodicals and newspapers. (18) An isolated sale made to meet what the seller believes in good faith to be an unexpected emergency in which the health or property of some person is in jeopardy. No contract shall be deemed void because it is made on Sunday.

21-4-1. It shall be unlawful for any person, association or corporation operating a railroad within this state to permit any person employed by it on such railroad, in the capacity of telephone or telegraph operator, whose duty it is to space or block trains or engines, or handle train orders governing the movement of trains or engines, or handle interlocking switches governing the movement of trains or engines, to be on duty more than eight hours in any twenty-four consecutive hours: Provided, That the provisions of this section shall apply only to such parts of a railroad where three or more passenger trains pass each way in twenty-four consecutive hours, or where ten or more freight trains pass each way in twenty-four consecutive hours, or at any office where such telegraph or telephone operators are employed twenty or more hours in twenty-four consecutive hours: Provided further, That in case of necessity caused by the sickness or death of any such operators, or by an accident on such railroad, such telephone and telegraph operators may be permitted to be on duty for a period of twelve consecutive hours in any twenty-four consecutive hours, but such extension of time shall extend only for a period long enough to enable such railroad company to supply the required number of operators at such office, and shall in no case extend over a period of more than two days, nor shall it be lawful for any such telegraph

	<p>or telephone operator to be on duty twelve consecutive hours in any twenty-four consecutive hours for more than three times in any calendar month. Nothing in this section shall prevent any such company and operator from agreeing to a longer day than eight hours, but in no case shall any such operator be permitted to be on duty longer than twelve consecutive hours in any twenty-four consecutive hours under such agreement. Any person, association or corporation violating the provisions of this section shall be guilty of a misdemeanor, and, upon conviction thereof, shall be fined one hundred dollars for the first offense, and for each subsequent offense shall be fined three hundred dollars.</p>
<p>Wisconsin</p>	<p>275.01. (1) Twenty-four consecutive hours of rest in each calendar week shall be deemed compliance with this section. (2) Employees in paper and pulp mills. (a) This section shall not apply to superintendents and department heads whose work is supervisory and not manual. (b) This section shall apply to machine operators, but shall not apply to millwrights, electricians, pipefitters, and other employees whose duties include not more than 5 hours of essential work on Sunday, making necessary repairs to boilers, piping, wiring or machinery.</p>
<p>Wyoming</p>	<p>JOINT RESOLUTION NO. 1 Section 1. That the Wyoming State Legislature recognizes that breastfeeding is an important and basic act of nurture which should be supported in the interests of maternal and child health. Section 2. That the Legislature encourages breastfeeding and commends employers, both in the public and the private sector, who make accommodations for breastfeeding mothers whenever feasible.</p> <p>27-5-102. (a) The lawful working day in all underground mines is eight (8) hours per day, except: (i) In case of emergency; (ii) By mutual agreement between an employer and employee or employees' representative for a longer period of employment, but not to exceed sixteen (16) hours in any twenty-four (24) hour period.</p>