

REFERENCE TITLE: employment; labor standards; meal breaks

State of Arizona  
House of Representatives  
Fifty-seventh Legislature  
Second Regular Session  
2026

## HB 2466

Introduced by  
Representatives Sandoval: Abeytia, Aguilar, Austin, Blattman, Connolly,  
Contreras L, Contreras P, Crews, Garcia, Liguori, Luna-Nájera, Márquez,  
Mathis, Peshlakai, Simacek, Stahl Hamilton, Tsosie, Villegas; Senators  
Alston, Epstein, Gabaldón, Kuby, Ortiz, Sundareshan

### AN ACT

AMENDING TITLE 23, CHAPTER 2, ARTICLE 1, ARIZONA REVISED STATUTES, BY  
ADDING SECTION 23-207; RELATING TO EMPLOYMENT PRACTICES AND WORKING  
CONDITIONS.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:

2 Section 1. Title 23, chapter 2, article 1, Arizona Revised  
3 Statutes, is amended by adding section 23-207, to read:

4 23-207. Employer requirements; employee breaks; overtime pay;  
5 fair labor standards act

6 A. AN EMPLOYER SHALL PROVIDE AN EMPLOYEE ALL OF THE FOLLOWING:

7 1. A THIRTY-MINUTE UNPAID MEAL BREAK WHEN WORKING MORE THAN FIVE  
8 HOURS IN A DAY AND AN ADDITIONAL THIRTY-MINUTE UNPAID MEAL BREAK WHEN  
9 WORKING MORE THAN TWELVE HOURS IN A DAY.

10 2. A PAID TEN-MINUTE REST BREAK FOR EVERY FOUR HOURS WORKED.

11 3. ONE AND ONE-HALF TIMES THE EMPLOYEE'S REGULAR RATE OF PAY FOR  
12 BOTH OF THE FOLLOWING:

13 (a) THE HOURS WORKED OF MORE THAN EIGHT HOURS UP TO AND INCLUDING  
14 TWELVE HOURS IN A WORKDAY.

15 (b) THE FIRST EIGHT HOURS WORKED ON THE SEVENTH CONSECUTIVE DAY OF  
16 WORK IN A WORKWEEK.

17 4. DOUBLE THE EMPLOYEE'S REGULAR RATE OF PAY FOR THE HOURS WORKED  
18 OF MORE THAN BOTH OF THE FOLLOWING:

19 (a) TWELVE HOURS IN A WORKDAY.

20 (b) EIGHT HOURS ON THE SEVENTH CONSECUTIVE DAY OF WORK IN A  
21 WORKWEEK.

22 B. NOTWITHSTANDING ANY OTHER LAW, THE FAIR LABOR STANDARDS ACT OF  
23 1938 (52 STAT. 1060; 29 UNITED STATES CODE SECTIONS 201 THROUGH 219)  
24 APPLIES TO EMPLOYERS WHOSE ANNUAL SALES TOTAL \$100,000 OR THAT ENGAGE IN  
25 INTERSTATE COMMERCE.