

[ODRISA](#), the One Day Rest in Seven Act, provides that Illinois employees who work at least 20 hours per week have at least 24 consecutive hours of rest for every 7 day period. The Act specifically includes domestic workers, so nannies and au pairs must be provided their break, too. Some professionals are exempt, like employees in "a bonafide executive, administrative, or professional capacity" (apologies to my friends in Big Law).

In addition to providing a 24-hour break, employers must provide "employees who are to work for 7 1/2 continuous hours or longer ... at least 20 minutes for a meal period beginning no later than 5 hours after the start of the work period." (This does not apply to those employees who are subject to a collective bargaining agreement where meal periods were negotiated).

### **Notice Requirement**

For employers with a 7-day work week, some paperwork is required. "Before operating on the first day of the week, which is commonly known as Sunday, every employer shall post in a conspicuous place on the premises, a schedule containing a list of his employees who are required or allowed to work on Sunday, and designating the day of rest for each."

Additionally, the Department of Labor may audit you. Every employer shall keep a time book showing the names and addresses of all employees and the hours worked by each of them on each day, and such time book shall be open to inspection at all reasonable hours by the Director of Labor.