Effective JANUARY 1, 2018 - THIS LAW PROVIDES:

Hourly Minimum Wage for All Employees:

EXCEPT: Full-time students under 19 years of age working in a non-profit religious, educational, or community services organization, Minor Project Under 14, and 15 years of age working more than 20 hours a week.

Employees receiving gratuities (as of Jan. 1, 2017):

$10.10

0.6% (2/3 Minimum Wage)

$9.09

75% of Minimum Wage

$7.58

3.5% (1/3 Minimum Wage)

$3.89

Overtime Pay: At least 1.5 times the regular rate for work in excess of 40 hours per week, or 8 hours on a weekend. The law contains exemptions from minimum wage or overtime requirements for certain occupations or establishments.

Learned and handicapped employees may be paid less than the applicable minimum but only under the discretion of the DLT Director.

Manicured Nurses: If a hair or nail care business may not require certain nurses and certified nurse assistants to work overtime except in an unforeseeable emergency.

Minimum Shift Hours: Employees requested or required to report to work at the beginning of a work shift must be provided with 3 hours or 0.5 work days. Retail establishment employees must be provided with 4 hours work on Sundays and Holidays.

Child Labor: Employees must at least 16 years old in work most nonfarm jobs and 16 to 18 in farm work in hazardous work. Second year labor. Youths 14 and 15 may work, with a special permit issued by the local school officials, in various jobs outside school hours under certain restrictions. Different rules apply to agriculture employment.

Preliminary Wage for Work on State/Municipal Financed Construction Projects:

Workers who do not receive Proper Pay may file a complaint with the DLT; claims will be investigated. Contact the Preliminary Wage Unit at (401) 462-8580, option #7 for more information. R.I. General Law §37-13-1 also provides for a private right of action to collect wages and benefits.

You Are Protected Under Provisions of the RI EMPLOYMENT SECURITY ACT and the TEMPORARY DISABILITY INSURANCE ACT

UNEMPLOYMENT INSURANCE BENEFITS

If you become totally or partially unemployed:

1. Claim your benefits with the DLT within 7 days of your layoff date.

2. File your claim online at www.dlt.ri.gov or by telephone at (401) 243-9100. Visit www.dlt.ri.gov for hours of operation. For more information, visit www.dlt.ri.gov or call (401) 243-9100.

3. Monday is a high-volume telephone day; you may prefer to file your claim later in the week. You will need your Social Security number and name, and telephone address and employment information of your last two employers for the last 12 months. If you are not a U.S. citizen, your alien registration number is required.

4. To collect unemployment benefits, the law requires you must:
   a. Be unemployed through no fault of your own,
   b. Have earned minimum qualifying wages while you were working,
   c. Be physically able to work, available for work, and actively seeking work,
   d. Register for work with DLT.

TEMPORARY DISABILITY INSURANCE BENEFITS

Eligible for TDI Benefits - If you have become ill or injured and meet all the requirements, you may be eligible for these benefits:

1. You are unemployed due to illness, surgery, or injury for a minimum of seven consecutive days or more, and
2. Your illness or injury is not due to the intentional self-inflicted injury of the individual.

Eligible for Temporary Caregiver Insurance Benefits - If you are caring for a seriously ill family member who is disabled and needs assistance:

1. You are unemployed because you are caring for a seriously ill family member or bonding with a child and
2. You provide the department with the required medical evidence of the seriously ill family member and your need to care for him/her or the required proof of parent-child relationship for bonding claims and
3. You earned enough in qualifying wages to be monetarily eligible.

To Apply: Complete a TDI/TDI/ TDI application. TDI claims must be filed within 90 days of the first day of any absence. The DLT will request proof of pregnancy within 26 weeks if the individual can show a good medical reason for the delay in filing. TDI claims must be filed within 30 days of the first day of leave taken for reasons of bonding or care giving. TDI/TDI application may be obtained at www.dlt.ri.gov or call (401) 462-8420, Option #1, to request an application be mailed to you. For more information, visit www.dlt.ri.gov or call (401) 462-8420.

NOTE: You may be entitled to a refund of a portion of your contributions if during the calendar year TDI were paid for benefits paid. Each week an employee fails to apply the minimum applicable wage constitutes a separate violation.

Enforcement: DLT may bring criminal action against anyone who pays standard wages to an employee, and may, upon conviction, a penalty up to $500 and/or imprisonment of up to 90 days. Each week an employee fails to apply the minimum applicable wage constitutes a separate violation.

Any employer who falsifies or destroys the DLT Director or said representative at any place of employment; fails to make, keep, and preserve; any records as required; falsifies any such record; refuses to permit the DLT Director or said representative upon demand; or refuses to furnish a sworn statement of such record or any other information needed for the proper enforcement of this law, shall be deemed in violation and subject to a fine of up to $50. Each day such violation continues constitutes a separate offense.

Visit www.dlt.ri.gov/dltcall or call (401) 462-RAGE (9243) for more information.

Enforcement: The Department of Labor and Training (DLT) may issue an order of temporary closure of any employer who hinders or delays the DLT Director or authorized representative in the performance of duties in the enforcement of the law; shall be deemed in violation and subject to a fine of up to $50. Each day such violation continues constitutes a separate offense.

Visit www.dlt.ri.gov/dltcall or call (401) 462-RAGE (9243) for more information.