Effective JANUARY 1, 2019 - 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, charitable or community service organization.

Males 14 and 15 years of age working more than 24 hours in a week

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

$10.50

(90% of Minimum Wage)

$9.45

(75% of Minimum Wage)

$7.88

$6.89

Overtime Pay - At least 1½ times the regular rate of pay for hours worked over 40 in a workweek. The law contains exemptions from minimum wage and/or overtime requirements for certain occupations or establishments.

Learning and handicapped workers may be paid less than the applicable minimum but only when exempted at the discretion of the DLT Director.

Manorial Nurse’s Minimum Wage - A manorial nurse’s minimum wage may not require certain nurses and certified nurse assistants to work overtime except in an unforeseeable emergency.

Minimum Shift Hours - Employers requested or permitted to re-employ during the beginning of a work shift must be provided with 3 hours or 3 hours wages. Retail establishment employees must be provided with 4 hours work on Sundays and Holidays.

Child Labor - Employers must be at least 16 years old to work in nonfarm jobs and 16 and 1/2 years of age to work in nonfarm hazardous employment. Second Shift: youths 14 and 15 may work, with a special permit issued by local school officials, in various jobs outside school hours under certain conditions. Different rules apply to agriculture employment.

ENFORCEMENT - DLT may bring criminal action against any employer who pays substandard wages to an employee, and may, seek, upon conviction, a penalty up to $500 and/or imprisonment of up to 90 days. Each week an employer fails to pay the applicable minimum wage creates a separate violation.

Any employer who hinders or delays the DLT Director, the employer’s authorized representative in the performance of duties in the enforcement of the law, or refuses to admit the DLT Director or said representative to any place of employment; fails to make, keep, and preserve, any records as required; falsifies any such record, refuses to answer any questions put to 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 $500. Each day such violation continues constitutes a separate offense.

If you need help finding a job, DLT offers free employment and training related services including:

• Job Search Workshops to help you develop interviewing skills.
• Internet access for employment and training information.
• Career counseling and testing to help assess aptitudes and interests.

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For reasons of bonding or caregiving. TDI/TCI application may be obtained online at www.dlt.ri.gov or call (401) 462-WAGE (9243) for more information.

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You are provided with protections of the RI EMPLOYMENT SECURITY ACT AND THE TEMPORARY DISABILITY INSURANCE ACT

UNEMPLOYMENT INSURANCE BENEFITS

If you become totally and permanently unemployed as defined under the Rhode Island Unemployment Insurance Law, you may be entitled to receive benefits as long as you meet the eligibility requirements.

1. You are unemployed due to illness, surgery, or injury for a minimum of seven consecutive days or more, and
2. You are under the care of an approved Qualified Health Care Provider and
3. You have a timely exam: an in-office physical exam the week within the calendar week in which the first day of unemployment due to sickness occurs or within the calendar week prior or subsequent thereto.

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TEMPORARY DISABILITY INSURANCE BENEFITS

Eligible for TDI Benefits - If you have become ill or injured, and meet all of the requirements, you may be entitled to receive temporary disability benefits if you do the following:

1. You are unemployed because of illness or injury for a minimum of seven consecutive days or more, and
2. You are under the care of an appointed Qualified Health Care Provider and
3. You have a timely exam: an in-office physical exam the week within the calendar week in which the first day of unemployment due to sickness occurs or within the calendar week prior or subsequent thereto.

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3. You have a timely exam: an in-office physical exam the week within the calendar week in which the first day of unemployment due to sickness occurs or within the calendar week prior or subsequent thereto.

Temporary Disability Insurance Benefits - If you are a seriously ill child, spouse, parent, parent-in-law, grandparent, domestic partner or friend of a newborn child, adopted child, or foster child or within the first 12 months of parenting, you may be eligible to receive benefits if you meet the following requirements:

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 medical record 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 qualifying wages during the base period to be monetarily eligible.

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To Apply - Complete a TDI application. TDI claims must be filed within 90 days of the first day of unemployment. The deadline to file a claim for disability is 26 weeks after the individual can show a medical reason for the delay in filing. TDI claims must be filed within 30 days after the first day of leave is taken for reasons of bonding or caregiving. TDI/TCI application may be obtained online at www.dlt.ri.gov, or call (401) 462-8420, Option #1 to request an application to 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 you are employed on the unemployment insurance fund during or after your employment. For more information, visit www.unemploymentinsurance.com.

Refund Eligibility: If you are employed on the unemployment insurance fund during or after your employment, you may be entitled to a refund of a portion of your contributions if you are employed on the unemployment insurance fund during or after your employment. For more information, visit www.unemploymentinsurance.com.

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• Resource rooms with a wide range of employment and training resources
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• Internet access for employment and training information.
• Job Search workshops to help you develop interviewing skills.
• Resume writing seminars to help you create an effective resume and cover letter.

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