Attention Employees

MINIMUM WAGE - RHODE ISLAND

Effective January 1, 2018

THIS LAW PROVIDES.....

HOURLY MINIMUM WAGE FOR ALL EMPLOYEES

$10.10

as of 1/1/18

EXCEPT: Full time students under 19 years of age working in

a non-profit religious, educational, librarial or

community services organization.

Minors 14 and 15 years of age working

not more than 24 hours in a week

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

$9.09

(90% of Minimum Wage)

$7.58

(75% of Minimum Wage)

$3.89

OVERTIME PAY - At least 1 1/2 times your

regular rate of pay for all hours worked over

40 in any one work week. Note: The law

contains exemptions from the minimum wage

and/or overtime pay requirements for certain

occupations or establishments.

*Learners and Handicapped workers may be

paid less than the applicable minimum but only

under certificate issued at the discretion of the

Director of Labor and Training.

ENFORCEMENT - The Rhode Island Dept.

of Labor and Training (DLT) may bring

criminal action against any employer who

pays substandard wages to an employee and

seek, upon conviction, a penalty up to $500.00

and/or imprisonment of up to 90 days. Each

week an employer fails to pay the applicable

minimum wage constitutes a separate violation.

Any employer who hinders or delays the DLT

Director or authorized representative in the

performance of duties in the enforcement of

the law; refuses to admit the 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 make such record accessible to the 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 occurs constitutes a

separate offense.

MANDATORY NURSE OVERTIME -

Pursuant to RI Law §23-17.20-1 et. seq., a hospital

may not require certain nurses and certified

nurse assistants to work overtime except in an

unforeseeable emergent circumstance

MINIMUM SHIFT HOURS - Employees

requested or permitted to report for duty at the

beginning of a work shift must be provided with 3

hours work or 3 hours wages. Retail establishment

employees must be provided with 4 hours work on

Sundays and Holidays.

CHILD LABOR - Employees must be at least 16

years old to work in most nonfarm jobs and 18 to

work in nonfarm jobs declared hazardous by the

U.S. Secretary of Labor. 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.

The law requires employers
to display this poster where
employees can readily see it.

For more information on the Rhode Island Minimum Wage Law
Call (401) 462-WAGE (9243) or visit www.dlt.ri.gov/ls

Labor Standards Unit

Rhode Island Department of Labor and Training

DLT is an equal opportunity employer/program, auxiliary aids and services are available on request to individuals with disabilities. TTY via RI Relay 711

DLT - L - 58 (Rev.1/18)