

RHODE ISLAND - PAYMENT OF WAGES

ADMINISTRATIVE REGULATIONS

RIGL 28-14

R.I. Department of Labor and Training
Labor Standards Division

**RULES AND REGULATIONS RELATING TO THE PAYMENT OF WAGES
PURSUANT TO THE ADMINISTRATIVE PROCEDURES ACT**

1. If an employer is engaged in a business where an employee works both in an activity which is exempt from the payment of wages at time and one-half and in work for which wages at time and one-half are mandated by law, then the employer shall pay wages at time and one-half for the total hours worked by such employee in each such activity, unless all hours for each activity are separately stated by the employer.
2. If an employee works for an employer, doing more than one task, or at a location different from his regular place of employment, whether owned by the employer or in which the employer shares a common ownership, all hours worked by such employee shall be used in computing the total number of hours worked for purposes of payment of wages at time and one-half.
3. The Labor Department hereby adopts the definition and delimiting of the terms "Any employee employed in a bona fide executive, administrative or professional capacity" as contained in title 29 part 541.1, 541.2 and 541.3 of the code of federal regulations and any amendment thereto where not inapplicable or inconsistent with Rhode Island Law.
4. If an employee is prevented from working a normal shift by reason of events beyond the control of the employer or by "Acts of God" so-called, then such employee shall not be entitled to three (3) hours minimum wages under section 28-12-3.2 of the general laws of Rhode Island.
5. If an employee is required by an employer to attend a seminar, conference, training session or other such meeting, which is job-related, then the time spent by the employee in so attending shall be considered and recompensed as work time, even if it occurs outside of the employee's work time.
6. If an employer requires an employee to report to work at any of the employer's places of business and then to travel to another location in order to commence the employee's normal workshift, then the time spent in so traveling shall be considered and recompensed as work time.