Attention Employees - MINIMUM WAGE - Rhode Island

Effective JANUARY 1, 2022 - THIS LAW PROVIDES

**HOURLY MINIMUM WAGE FOR ALL EMPLOYEES**

<table>
<thead>
<tr>
<th>Schedule</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time students under 19 years of age working in a non-profit religious, educational, librarial or community services organization.</td>
<td>$11.70</td>
</tr>
<tr>
<td>Minors 14 and 15 years of age working not more than 24 hours in a week</td>
<td>$9.75</td>
</tr>
<tr>
<td>Employees receiving gratuities (as of Jan. 1, 2017)</td>
<td>$3.89</td>
</tr>
</tbody>
</table>

**Overtime Pay**
- At least 1½ times the regular rate of pay for all hours worked over 40 in any one workweek.
- For all nonfarm work, and 1½ times the regular rate of pay for all hours worked over 36 in any one workweek, or 48 in any one work period of 2 or more days.
- For all nonfarm work, and 2 times the regular rate of pay for all hours worked over 24 in any one period of 2 or more days.
- For all nonfarm work, and 3 times the regular rate of pay for all hours worked over 12 in any one period of 2 or more days.

**Mandatory Nurse Overtime**
- A hospital may not require state or local registers nurses to work overtime except in an unforeseeable emergency.

**Minimum Shift Hours**
- Employees or entities who work for pay on a 24-hour a day, 7 days a week schedule shall be paid 2½ times the regular rate of pay for all hours worked over 8 hours in any work week.
- Employees working 40 hours per week shall be paid 1½ times the regular rate of pay for all hours worked over 8 hours in any work week.

**Child Labor**
- Employees must be at least 16 years old to work in nonfarm work.
- Employees 14 and 15 years of age shall be permitted to report for duty at the beginning of a work shift.
- Employees shall be paid for 3 hours in work or 3 hours wages.
- Retail establishment employees must be paid for 4 hours work on Sundays and Holidays.

**Prevailing Wage for work on State/Municipal Financed Construction Project**

<table>
<thead>
<tr>
<th>Schedule</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prevailing Wage</td>
<td>$13.00</td>
</tr>
<tr>
<td>(90% of Minimum Wage)</td>
<td>$11.70</td>
</tr>
<tr>
<td>$7.70 (75% of Minimum Wage)</td>
<td>$3.89</td>
</tr>
</tbody>
</table>

**Purpose of Leave**
- Under the Act, the leave shall be for one or more of the following reasons:
  2. Placement of a child 16 years of age or less with an employee in connection with the adoption of such child by the employee.
  3. “Serious Illness” of the employee or the employee’s parent, spouse, child, mother-in-law, or father-in-law.

**Requests for Leave**
- To be entitled to the leave, the employee must give at least 30 days notice of the intended date upon which the requested leave is to begin and end, unless prevented by medical emergency from doing so.
- An employee may be requested to provide written certification from the physician of the person who is the reason for the leave request, which certification shall specify the probable duration of the requested leave.

**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 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.

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

**Prohibited Acts**
- It is unlawful for any employer to interfere with, restrain or deny employees the rights provided under the Act. Any discrimination or disciplinary action taken against an employee for exercising these rights under the Act, or for opposing any practice made unlawful by the Act, is also prohibited.

**Enforcement**
- Alleged violations of the Act may be complained of by (1) in a civil action brought by an employee, (2) by a complaint filed with the DLT Director. Civil penalties are provided for violations of the Act or any order issued by the Director of Labor and Training.

**HEALTHY AND SAFE FAMILIES and WORKPLACES ACT**

Pursuant to RI General Law §28-57, you are entitled to sick and safe leave to address your own health and safety needs as well as those of your family. This leave may or may not be paid depending on the size of your employer and other factors as detailed in the law.

Visit www.dlt.ri.gov/wrs or call (401) 462-WAGE (9243) for more information.
UNEMPLOYMENT INSURANCE BENEFITS

If you become totally/partially unemployed:
1. File your claim for benefits with the DLT the same week you are unemployed or working reduced hours.
2. File your claim online at www.dlt.ri.gov/ui or by telephone at (401) 243-9100. Visit www.dlt.ri.gov/ui for hours of operation. For more information, visit www.dlt.ri.gov/ui 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, address and telephone numbers of your employers for the last two years.
4. If you are not a U.S. citizen, your alien registration number is required.
5. To collect unemployment benefits, the law requires that 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, and
   d. Register for work with DLT.

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 benefits:
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.
4. You earned enough qualifying wages during the base period to be monetarily eligible.

Eligible for Temporary Caregiver Insurance Benefits - If you are caring for a seriously ill: child, spouse, parent, parent-in-law, grandparent, domestic partner or you are bonding with a newborn child, adopted child or foster child 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 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/TCI application. TDI claims must be filed within 90 days of the first week out of work due to illness. The DLT Director may extend this period up to 26 weeks if the individual can show a good 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/tdi, or call (401) 462-8420, Option #1 to request an application be mailed to you. For more information, visit www.dlt.ri.gov/tdi 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 contributions were deducted from your pay by more than one employer. Information may be obtained regarding a refund by calling (401) 574-8700 or writing to the RI Division of Taxation, Employer Tax Section, One Capitol Hill, Suite 36, Providence, RI 02908-5829.

EMPLOYMENT AND TRAINING SERVICES

If you need help finding a job, DLT offers free employment and training related services including:
1. Job referral and placement services.
2. Resource rooms with a wide range of employment and training resources.
3. Career counseling and testing to help assess aptitudes and interests.
4. Internet access for employment and training information.
5. Job Search workshops to help you develop interviewing skills.
6. Résumé writing seminars to help you create an effective résumé and cover letter.

Visits www.employri.org for a location near you. You can access many services online at www.employri.org.