

Attention Employees - MINIMUM WAGE - Rhode Island

Effective JANUARY 1, 2019 - THIS LAW PROVIDES
HOURLY MINIMUM WAGE FOR ALL EMPLOYEES

\$10.50

EXCEPT: Full-time students under **19** years of age working in a non-profit religious, educational, librarial or community services organization.

\$9.45
(90% of Minimum Wage)

Minors **14** and **15** years of age working not more than 24 hours in a week

\$7.88
(75% of Minimum Wage)

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

\$3.89

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

conditions. Different rules apply to agriculture employment.

Learners and handicapped workers may be paid less than the applicable minimum but only under certificates issued at the discretion of the DLT Director.

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.

Mandatory Nurse Overtime - a hospital may not require certain nurses and certified nurse assistants to work overtime except in an unforeseeable emergency.

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.

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

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

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