Attention Employees

MINIMUM WAGE - RHODE ISLAND

Effective January 1, 2013

THIS LAW PROVIDES.....

HOURLY MINIMUM WAGE FOR ALL EMPLOYEES

$7.75

as of 1/1/13

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

$6.98

(90% of Minimum Wage)

$5.81

(75% of Minimum Wage)

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 Department of Labor and
Training 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
Director or his/her authorized representative
in the performance of his/her duties in the
enforcement of the law, refuses to admit the
Director or said representative to any place
of employment, or fails to make, keep, and
preserve any records as required, or falsifies
any such record, or 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 of the
law and subject to a fine of up to $500.00. Each
day such violation occurs constitutes a separate
offense.

MANDITORY 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

Any employee requested or permitted to report
duty at the beginning of a work shift must
be provided with three (3) hours work or three
(3) hours wages. Employees working in retail
establishments must be provided with four (4)
hours work on Sundays and/or holidays.

CHILD LABOR

You must be at least 16 years old to work in most
nonfarm jobs; at least 18 to work in nonfarm jobs
declared hazardous by the Secretary of Labor of
the United States. 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) 462-8550 or visit www.dlt.ri.gov

Labor Standards Unit
Rhode Island Department of Labor and Training