

Attention Employees



LINCOLN ALMOND, GOVERNOR

MINIMUM WAGE - RHODE ISLAND

THIS LAW PROVIDES . . .

HOURLY MINIMUM WAGE FOR ALL EMPLOYEES	EFFECTIVE	September 1, 1996	January 1, 1997
		\$4.75	\$5.15
EXCEPT Full time students under 19 years of age working in a non-profit religious, educational, library or community service organization.		\$4.275 (90% of Minimum Wage)	\$4.635
Minors 14 and 15 years of age working not more than 24 hours in a week.		\$3.5625 (75% of Minimum Wage)	\$3.8625

OVERTIME PAY

At least 1 1/2 times your regular rate of pay for all hours worked over 40 in one workweek.

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 certificates issued at the discretion of the Director of Labor and Training.

MINIMUM SHIFT HOURS

Any employee requested or permitted to report for 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 non-farm 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.

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 authorized representative in the performance of his 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 up to \$500.00. Each day such violation occurs constitutes a separate offense.

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) 457-1808

Or write to:

Division of Labor Standards

Rhode Island Department of Labor and Training
610 Manton Avenue
Providence, Rhode Island 02909

