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.

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

Minimum Shift Hours - Employers requested or permitted to require a 2-hour or 4-hour shift must be provided with 3 hours work or 3 hours work breaks.

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. Youth 14 and 15 may work, with a special permit issued by local school officials, in various jobs outside school hours for certain occupations. Different rules apply to agriculture employment.

Prevaling Wage for work on State/Municipal Financed Construction Projects - Workers must not be paid less than the Davis Bacon wage rate for each trade listed on the Wage Determination schedule posted with this notice. Overtime rate applies when working over 8 hours a day or 40 hours a week. Apprentice rates apply only to properly registered apprentices in approved state apprenticeship programs.

Workers who do not receive proper Pay may file a complaint with the DLT; claims will be investigated. Contact the Prevailing Wage Unit at (401) 462-8580, option #7 for more information. RI General Law §37-13-17 also provides for a private right of action to collect wages and benefits.

ENUNCIATION INSURANCE BENEFITS

If you become totally disabled:
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 or by telephone at (401) 423-9100. Visit www.dlt.ri.gov for hours of operation and telephone contact information.
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, and telephone and telephone number of your employer for the last two years.
4. As a rule, you must be unemployed and not be available to work for benefits to be payable.

UNEMPLOYMENT INSURANCE BENEFITS

Eligible for TDI Benefits - If you have become ill or injured and meet all of the requirements, you may:
1. Be unemployed due to illness, injury or surgery for a minimum of seven consecutive days, or more, and unable to work.
2. Be under the care of an approved Qualified Health Care Provider.
3.Ascertain a temporary or permanent inability to perform the work you were doing, or be engaged in reasonable job interviewing while seeking suitable work.

Eligible for Temporary Caregiver Insurance Benefits - If you are caring for a seriously ill child, spouse, parent, parent-in-law, grandparent, domestic partner or anyone you are providing with a home care environment, and you are caring for a child or other family member within milk of 12 months of your pregnancy, you may be eligible. You must provide the following information:
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 that the seriously ill family member and your need to care for him/her or the required proof of parent relationship for bonding claims and
3. You earned enough in qualifying wages to be monetarily eligible.

To Apply - Complete a DWC-8 application. TDI claims must be filed within 90 days of the first week of unemployment. Those who made this extension this period may file within 36 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 application must be obtained at www.dlt.ri.gov, call (401) 423-8420, Option 1 to request an application to be mailed. For more information, visit www.dlt.ri.gov or call (401) 423-8420.

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 108, Providence, RI 02908-0519.

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 areas with a wide range of employment and training resources.
3. Physically and over the phone to help assess aptitudes and interests.
4. Internet access for employment and training information.
5. Job search workshops to help develop interviewing skills.
6. Resume writing seminars to help you create an effective resume and cover letter.

RIDEART - The RI Right To Know Law (Rev. 1/2018)

Visit dlt.ri.gov for a location near you. You can access many services online at www.dlt.ri.gov.