

**RHODE ISLAND GOVERNMENT REGISTER
PUBLIC NOTICE OF PROPOSED RULEMAKING**

AGENCY: Department of Labor and Training

DIVISION: Workforce Regulation and Safety

RULE IDENTIFIER: 260-RICR-30-05-8

REGULATION TITLE: Fair Employment Practices

RULEMAKING ACTION: Regular

TYPE OF FILING: Adoption

TIMETABLE FOR ACTION ON THE PROPOSED RULE:

Public notice date of: May 31, 2022

Comment period ends: June 30, 2022

SUMMARY OF PROPOSED RULE: To provide the public with guidance on the Department's implementation and enforcement of the Pay Equity Act, R.I. Gen. Laws Sections 28-6-17 through 24. The Act is intended to combat wage discrimination based on race or color, religion, sex, sexual orientation, gender identity or expression, disability, age, or country of ancestral origin by strengthening and closing gaps in existing wage discrimination laws.

COMMENTS INVITED:

All interested parties are invited to submit written or oral comments concerning the proposed regulations by **June 30, 2022** to the addresses listed below.

ADDRESSES FOR PUBLIC COMMENT SUBMISSIONS:

Mailing Address: Sean M. Fontes, Executive Counsel, Department of Labor and Training, 1511 Pontiac Avenue, Cranston, RI 02920

Email Address: sean.fontes@dlt.ri.gov

WHERE COMMENTS MAY BE INSPECTED:

Mailing Address: Department of Labor and Training, 1511 Pontiac Avenue, Cranston, RI, 02920.

PUBLIC HEARING INFORMATION:

Public Hearing Date & Time: June 23, 2022 from 3:00 pm to 4:00 pm

Public Hearing Location: Department of Labor and Training, 1511 Pontiac Avenue, Cranston, RI, 02920, Conference Room 73-1

FOR FUTHER INFORMATION CONTACT:

Sean M. Fontes, Executive Counsel, Department of Labor and Training, 1511 Pontiac Avenue, Cranston, RI 02920, 462-8890, sean.fontes@dlt.ri.gov

SUPPLEMENTARY INFORMATION:

Regulatory Analysis Summary and Supporting Documentation:

It is beneficial for the public to be fully informed of the Department's implementation and enforcement of the Pay Equity Act, R.I. Gen. Laws Sections 28-6-17 through 24. The Act is intended to combat wage discrimination based on race or color, religion, sex, sexual orientation, gender identity or expression, disability, age, or country of ancestral origin by strengthening and closing gaps in existing wage discrimination laws.

Authority for This Rulemaking: R.I. Gen. Laws § 28-6-23

Regulatory Findings:

In the development of the proposed adoption consideration was given to: (1) alternative approaches; (2) overlap or duplication with other statutory and regulatory provisions; and (3) significant economic impact on small business. No alternative approach, duplication, or overlap was identified based upon available information.

The Proposed Adoption:

Department of Labor and Training proposes to adopt the proposed rule as follows below: