

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

**DEPARTMENT OF LABOR AND TRAINING**

**Title of Rule:** Issuance of Limited Permits for Work by Children

**Rule Identifier:** 260-RICR-30-05-9

**Rulemaking Action:** Proposed Adoption

**Important Dates:**

Date of Public Notice: December 9, 2024

End of Public Comment: January 9, 2025

**Rulemaking Authority:**

R.I. Gen. Laws § 28-3-3

**Summary of Rulemaking Action:**

The proposed regulation creates a mandatory training program for youth ages fourteen (14) and fifteen (15) seeking limited work permits as required under RIGL § 28-3-3. The training will provide essential education on workers' rights, workplace safety, and workers' compensation. The training program will also serve as a preventive measure, reducing potential costs for employers related to workplace accidents and compliance violations. The Department has determined that continuing its partnership with the Institute for Labor Studies & Research is the most cost-effective way to implement the program at no additional cost, beyond the existing annual contract of \$200,000. The proposed regulation achieves the statutory objectives of protecting young workers and promoting workplace safety, with minimal associated costs and no financial burden on the participants.

**Additional Information and Public Comments:**

All interested parties are invited to request additional information or submit written or oral comments concerning the proposed adoption until January 9, 2025 by contacting the appropriate party at the address listed below:

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In accordance with R.I. Gen. Laws § 42-35-2.8, an oral hearing will be granted if requested by twenty-five (25) persons, by a governmental agency or by an association having at least twenty-five (25) members. A request for an oral hearing must be made within ten (10) days of the publication of this notice.

**Regulatory Analysis Summary and Supporting Documentation:**

The proposed regulation creates a mandatory training to provide essential knowledge on workers' rights, workplace safety, and compensation, equipping young workers to navigate the workforce safely and understand their legal protections. This regulation enhances the safety and knowledge of young workers, thereby reducing workplace injuries and violations of youth employment laws. By ensuring that young workers understand their rights and responsibilities, the regulation helps safeguard minors from exploitation and ensures compliance with existing state labor laws.

The Department has estimated minimal additional costs associated with this regulation, as it plans to utilize its existing contract with the Institute for Labor Studies & Research. The Institute currently offers a similar training program to PrepareRI summer interns, focusing on workplace health and safety, and labor rights for young workers. The Department expects to expand this program at no additional cost, beyond the existing annual contract of \$200,000.

The Department concludes that the benefits of the proposed regulation, which include enhanced youth safety, better compliance with labor laws, and the prevention of workplace violations, justify the associated costs. The minimal administrative costs incurred by the Department are outweighed by the societal benefits of an informed and protected young workforce.

For full regulatory analysis or supporting documentation contact the agency staffperson listed above.