

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

**DEPARTMENT OF LABOR AND TRAINING**

**Title of Rule:** Payment of Wages, Employer Exemptions from Weekly Pay, and Exemptions for Work on Holidays and Sundays (260-RICR-30-05-2)

**Rule Identifier:** 260-RICR-30-05-2

**Rulemaking Action:** Proposed Amendment

**Important Dates:**

Date of Public Notice: June 23, 2025

End of Public Comment: July 23, 2025

**Rulemaking Authority:**

R.I. Gen. Laws Chapter 28-12

R.I. Gen. Laws § 25-3-7

R.I. Gen. Laws § 28-14-19

**Summary of Rulemaking Action:**

This amendment removes Section 2.6.2 entitled “Petition for Exemption” concerning premium pay exemptions for work on holidays and Sundays, in compliance with R.I. Gen. Laws § 25-3-7, which no longer allows the Director to grant exemptions after July 6, 2021. It also adds a new definition for “retail business” to Section 2.3 to clarify the application of overtime provisions under R.I. Gen. Laws § 28-12-4.1. The regulation now includes a definition that aligns with related statutory and federal definitions.

**Additional Information and Public Comments:**

All interested parties are invited to request additional information or submit written or oral comments concerning the proposed amendment until July 23, 2025 by contacting the appropriate party at the address listed below:

Richard Finnegan  
Department of Labor and Training  
1511 Pontiac Avenue  
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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 amendments are required to ensure conformity with current statutory law and to improve clarity for regulated entities. The removal of obsolete exemption provisions eliminates the risk of public confusion. The addition of a definition for “retail business” promotes uniform application of overtime laws. The rule does not impose new compliance costs and has no new fiscal impact.

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