Attention Employees

MINIMUM WAGE - RHODE ISLAND

Effective October 1, 2020

THIS LAW PROVIDES....

HOURLY MINIMUM WAGE FOR ALL EMPLOYEES

EXCEPT: Full time students under 19 years of age working in
a non-profit religious, educational, librarial or
community services organization.

Minors 14 and 15 years of age working
not more than 24 hours in a week

Employees receiving gratuities (as of Jan. 1, 2017):

$11.50
as of 10/1/20

$10.35
(90% of Minimum
Wage)

$8.63
(75% of Minimum
Wage)

$3.89

OVERTIME PAY - At least 1 1/2 times your
regular rate of pay for all hours worked over
40 in any one work week. 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 certificate issued at the discretion of the
Director of Labor and Training.

ENFORCEMENT - The Rhode Island Dept.
of Labor and Training (DLT) 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 DLT
Director or authorized representative in the
performance of duties in the enforcement of
the law; refuses to admit the Director or said
representative to any place of employment;
fails to make, keep, and preserve, any records
as required; falsifies any such record; 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 and subject to a fine of up to $500.
Each day such violation occurs constitutes a
separate offense.

MANDATORY NURSE OVERTIME -
Pursuant to RI Law §23-17.20-1 et. seq., a hospital
may not require certain nurses and certified
nurse assistants to work overtime except in an
unforeseeable emergent circumstance

MINIMUM SHIFT HOURS - Employees
requested or permitted to report for duty at the
beginning of a work shift must be provided with 3
hours work or 3 hours wages. Retail establishment
employees must be provided with 4 hours work on
Sundays and Holidays.

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. 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.

For more information on the Rhode Island Minimum Wage Law
Call (401) 462-WAGE (9243) or visit www.dlt.ri.gov/ls

Labor Standards Unit
Rhode Island Department of Labor and Training

D L T  is an equal opportunity employer/program, auxiliary aids and services are available on request to individuals with disabilities. TTY via Relay 711