

2019 -- H 6117 SUBSTITUTE A

LC002613/SUB A

STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2019

A N A C T

RELATING TO LABOR AND LABOR RELATIONS - MINIMUM WAGES

Introduced By: Representatives Costantino, and Hawkins

Date Introduced: May 16, 2019

Referred To: House Labor

It is enacted by the General Assembly as follows:

1 SECTION 1. Section 28-12-3.2 of the General Laws in Chapter 28-12 entitled "Minimum
2 Wages" is hereby amended to read as follows:

3 **28-12-3.2. Wages for failure to furnish shift work.**

4 (a) An employer who requests or permits any employee to report for duty at the
5 beginning of a work shift and does not furnish at least three (3) hours work on that shift, shall pay
6 the employee not less than three (3) times the regular hourly rate. Provided, however, that shifts
7 scheduled for less than three (3) hours are permissible when entered into voluntarily and agreed
8 upon by both the employer and employee. In the event that an employee reports for duty at the
9 beginning of a work shift and the employer offers no work for him or her to perform, the
10 employer shall pay the employee not less than three (3) times the regular hourly rate or the
11 amount they would have earned for any shifts consisting of less than three (3) hours, as allowed
12 under this section.

13 (b) This section shall not apply to students enrolled full-time at colleges or universities
14 located in this state who are also an employee of the college or university they attend, except as
15 follows: a college or university that employs students and requests or permits a student employee
16 to report for duty at the beginning of a work shift, the length of which has been mutually agreed
17 to, and the employer does not furnish work for the student employee to perform, will pay the
18 student for the number of hours of the agreed upon shift.

1 SECTION 2. This act shall take effect upon passage.

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EXPLANATION
BY THE LEGISLATIVE COUNCIL
OF
A N A C T
RELATING TO LABOR AND LABOR RELATIONS - MINIMUM WAGES

1 This act would provide that employers who permit employees to report to work shall pay
2 the employee for not less than three (3) hours wages. An exception would be provided for agreed
3 work shifts scheduled for less than three (3) hours and for college student employees working for
4 the college.

5 This act would take effect upon passage.

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