

2016 -- H 8219

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LC005979
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STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2016

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A N A C T

RELATING TO PUBLIC OFFICERS AND EMPLOYEES -- TERMINATION OF
EMPLOYMENT CONTRACTS

Introduced By: Representatives Nardolillo, Chippendale, Roberts, Costa, and Trillo

Date Introduced: May 18, 2016

Referred To: House Labor

It is enacted by the General Assembly as follows:

1 SECTION 1. Section 36-16-1 of the General Laws in Chapter 36-16 entitled
2 "Termination of Employment Contracts" is hereby amended to read as follows:

3 **36-16-1. State employment contracts -- Prohibitions. --** (a) No state agency,
4 department of government, commission, board, authority, public corporation, governmental or
5 quasi-governmental body, autonomous or otherwise, which is created by authority of the general
6 assembly, executive order, or state law, shall enter into any contract or agreement with any
7 individual, firm, or partnership which provides for any of the following upon termination of
8 employment:

9 (1) Termination damages or benefits, including continuation of salary or other
10 compensation for more than ~~six (6) months~~ two (2) weeks from the date of termination;

11 (2) Severance pay, excepting accrued vacation pay, sick leave benefits, or health care
12 benefits, for more than ~~one year~~ two (2) weeks from the date of termination;

13 (3) Mandatory hiring, payment, or compensation for work performed or services
14 rendered as a consultant or in any other capacity following termination; or

15 (4) Which provides for a contract term in excess of three (3) years.

16 (b) This section shall not apply to collective bargaining agreements entered into between
17 an employer and a labor organization as defined in § 28-7-3.

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

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EXPLANATION
BY THE LEGISLATIVE COUNCIL
OF

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1 This act would reduce the period of time that a state employee, under contract, could
2 receive benefits (including salary) after termination from six (6) months to two (2) weeks and
3 would also reduce maximum severance pay from one year to two (2) weeks.

4 This act would take effect upon passage.

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