

2017 -- S 0350 SUBSTITUTE A

LC000624/SUB A

STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2017

A N A C T

RELATING TO LABOR AND LABOR RELATIONS - PAYMENT OF WAGES

Introduced By: Senators Lombardi, P Fogarty, Jabour, Archambault, and Lombardo

Date Introduced: February 16, 2017

Referred To: Senate Labor

It is enacted by the General Assembly as follows:

1 SECTION 1. Section 28-14-24 of the General Laws in Chapter 28-14 entitled "Payment  
2 of Wages" is hereby amended to read as follows:

3 **28-14-24. Set-off of money owed by employee to employer.**

4 (a) Wages shall not be subject to any deductions, except for allowances authorized or  
5 required by law or authorized in writing by the employee. In no event may an employee agree to  
6 authorize any deduction for:

7 (1) Spoilage or breakage;

8 (2) Cash shortages or losses; or

9 (3) Fines for tardiness, misconduct, or quitting by an employee without notice.

10 (b) In any action for unpaid wages brought under the provisions of this chapter, the  
11 employer-debtor shall not deduct as a set-off or counterclaim:

12 (1) Any money allegedly due the employer as compensation for damages caused to the  
13 employer's property by the negligence of the employee;

14 (2) Any money allegedly due the employer as rent; or

15 (3) Any money allegedly owed to the employer by the employee;

16 ~~(b)~~(c) Provided, that any employer granting his employee a loan or advance against future  
17 earnings or wages may deduct the loan as a set-off or counterclaim if evidenced by a statement in  
18 writing signed by the employee. Nothing in this section shall be construed to limit or restrict in  
19 any way any rights which the employer now has to recover, by a separate legal action, any money

1 owed the employer by the employee.

2 [\(d\) Any employee or former employee aggrieved by a violation of this section shall be](#)  
3 [entitled to the same rights and protections as provided for in §§28-14-19 and 28-14-19.2.](#)

4 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 prohibit employers from deducting from their employees' wages for  
2 spoilage, breakage, cash shortages, losses or fines for tardiness, misconduct or quitting by an  
3 employee without notice.

4           This act would take effect upon passage.

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