

2014 -- S 2395

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LC004306
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STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2014

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A N A C T

RELATING TO PUBLIC OFFICERS AND EMPLOYEES - MERIT SYSTEM

Introduced By: Senator Elizabeth A.Crowley

Date Introduced: February 12, 2014

Referred To: Senate Labor

It is enacted by the General Assembly as follows:

1 SECTION 1. Section 36-4-63 of the General Laws in Chapter 36-4 entitled "Merit
2 System" is hereby amended to read as follows:

3 **36-4-63. Sick leave and other leave -- Effect of discharging upon overtime work and**
4 **overtime compensation. --** (a) For each discharge with pay of three (3) consecutive days of sick
5 leave, an employee's appointing authority shall require a physician's certificate or other evidence
6 satisfactory to the appointing authority. Sick leave is hereby defined to mean a necessary absence
7 or absences from duty due to an employee's illness, injury, or exposure to contagious disease. In
8 the event that the required evidence satisfactory to the appointing authority is not presented by the
9 employee prior to or upon the conclusion of that leave, no payment of any compensation to which
10 the employee would otherwise be entitled shall be made and the employee shall be considered for
11 all purposes as having been absent without leave.

12 (b) In any given pay period in the event that an employee discharges any sick leave or
13 leave of a type referred to in subsection (a) of this section, either with pay or without pay, he or
14 she shall be permitted to work overtime only after he or she has worked his or her full thirty-five
15 (35) or forty (40) hours, whichever is appropriated for the job classification. This subsection shall
16 also apply to leave without pay which is taken by an employee for purposes other than those
17 purposes referred to in subsection (a) of this section excluding, specifically, planned vacation
18 days, personal days, ~~and~~ leave for death in employee's immediate family and compensatory time.

19 (c) Overtime, for purposes of this section, shall mean the performance of hours of work

1 in any work week which are in excess of an employee's established work week schedule, or when
2 requested by the employer. Hours which are paid for but not actually worked except planned
3 vacation days, personal days, jury duty, ~~and~~ leave for death in the employee's immediate family
4 [and compensatory time](#) shall not be counted as hours worked nor shall they otherwise be used in
5 computing overtime compensation.

6 (d) The provisions of subsection (b) of this section shall not be applicable to employees
7 in the nonstandard category.

8 (e) Notwithstanding other subsections of this section, an employee who is granted leave
9 with or without pay for the purpose of fulfilling a military obligation shall be eligible to perform
10 overtime work.

11 (f) Notwithstanding the provisions of any other law, it shall be unlawful for any state
12 agency or any person or persons acting on behalf of the agency, to agree to, or enter into any
13 agreement including a collective bargaining agreement or any amendment, modification,
14 extension, or replacement thereof, whether verbal or written, which contains provisions that are
15 inconsistent with the provisions of this section and the inconsistent provisions shall be null and
16 void, whether the provisions result from agreement or the award of an arbitrator or arbitration
17 panel under the provisions of chapter 11 of this title.

18 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 allow state employees to remain eligible for overtime work pay despite
2 using compensatory time during the same payroll period.

3 This act would take effect upon passage.

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