Attention Employees

MINIMUM WAGE - RHODE ISLAND

Effective January 1, 2022

THIS LAW PROVIDES.....

HOURLY MINIMUM WAGE FOR ALL EMPLOYEES

$12.25 as of 1/1/22
$11.03 (90% of Minimum Wage)
$9.19 (75% of Minimum Wage)
$3.89

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):

$12.25
$11.03 (90% of Minimum Wage)
$9.19 (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.

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.

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES CAN READILY SEE IT.

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