

# DISCRIMINATION IS ILLEGAL

State and Federal laws prohibit harassment and discrimination in hiring, terms and conditions, promotion, discharge, salary, benefits, and other aspects of employment based on race, color, religion, ancestral origin, sex, sexual orientation\*, gender identity or expression \*, physical or mental disability or age (over 40).

\*State only

State law also prohibits employers from asking applicants about arrest records, and makes it unlawful to ask about convictions until at or after a first interview (with certain exceptions).

**You have the *right* to a workplace free of harassment and discrimination.**

Report incidents of harassment and discrimination to the Commission for Human Rights and the company representative named below:

Name: \_\_\_\_\_ Human Resources \_\_\_\_\_

Title: \_\_\_\_\_

Location: \_\_\_\_\_

Phone: \_\_\_\_\_

Email: \_\_\_\_\_humanresources@dnigov.com\_\_\_\_\_



**Rhode Island  
Commission for Human Rights  
180 Westminster Street  
Third Floor  
Providence, RI 02903  
401-222-2661  
TDD: 401-222-2664  
www.richr.ri.gov**

## WE ARE AN EQUAL OPPORTUNITY EMPLOYER

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## WE ARE AN EQUAL OPPORTUNITY EMPLOYER

# Attention Employees

## MINIMUM WAGE - RHODE ISLAND



Effective January 1, 2025

THIS LAW PROVIDES.....

**HOURLY MINIMUM WAGE** FOR ALL EMPLOYEES

**\$15.00**

as of 1/1/25

**EXCEPT:** Full time students under **19** years of age working in a non-profit religious, educational, librarial or community services organization.

**\$13.50**

(90% of Minimum Wage)

Minors **14** and **15** years of age working not more than 24 hours in a week

**\$11.25**

(75% of Minimum Wage)

Employees receiving gratuities (as of Jan. 1, 2017):

**\$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.

**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

Any employer who hinders or delays the DLT Director or authorized representative in the performance of duties in the enforcement of the law; refuses to admit the Director or said representative to any place of employment; fails to make, keep, and preserve, any records as required; falsifies any such record; refuses to make such record accessible to the Director or said representative upon demand; or refuses to furnish a sworn statement of such record or any other information needed for the proper enforcement of this law, shall be deemed in violation and subject to a fine of up to \$500. Each day such violation occurs constitutes a separate offense.

**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/lr](http://www.dlt.ri.gov/lr)

**Labor Standards Unit  
Rhode Island Department of Labor and Training**

# IGNORING THIS POSTER CAN BE HAZARDOUS TO YOUR HEALTH

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Under the Rhode Island Right-To-Know Law, your employer must tell you about the dangers of any hazardous substances in your workplace.

**You have a right to know:**

- the common name or trade names of the substance, including the chemical name;
- the level at which exposure to the substance is hazardous, if known;
- the effects and symptoms of exposure at hazardous levels;
- the potential for flammability, explosion, and reactivity of the substance;
- appropriate emergency treatment;
- proper procedures for the safe use of and exposure to the substance;
- proper protective equipment for safe use; and
- procedures for clean-up of leaks and spills.

Your employer must provide you with the above information. If he or she has not, make sure you ask about it. **Your company representative is:**  
**humanresources@dnigov.com**

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The Right-To-Know Law was created to protect you. For more information about your rights under the Hazardous Substances Right-to-Know Law, contact the R.I. Department of Labor and Training at (401) 462-8570.

*"Because not knowing about the hazardous substances you work with is the greatest hazard of all."*

**This poster must be displayed in a conspicuous location in the workplace.**

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# SEXUAL HARASSMENT IS AGAINST THE LAW



Sexual harassment is a form of discrimination that occurs when an individual makes unwelcome sexual advances, requests for sexual favors and/or other verbal or physical conduct of a sexual nature against his or her wishes.

The harasser can be

- a supervisor
- an agent of the employer
- a supervisor in another area
- a co-worker
- a non-employee
- the same sex as the victim

Sexual harassment occurs when submission to or rejection of this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance or creates an intimidating, hostile, or offensive work environment.

Sexual harassment is a violation of state and federal laws.

The prohibition against sexual harassment does not only apply to employers . It also applies to labor organizations, employment agencies, and to individuals who aid and abet an unlawful employment practice.

## Report incidents of harassment to:

Name: HR \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

E-mail: [humanresources@dnigov.com](mailto:humanresources@dnigov.com)

**If you believe you are or have been the victim of sexual harassment, contact:**

**RHODE ISLAND COMMISSION  
FOR HUMAN RIGHTS  
180 Westminster Street, Third Floor  
Providence, RI 02903  
401-222-2661  
TDD: 401-222-2664  
Fax: 401-222-2616  
[www.richr.ri.gov](http://www.richr.ri.gov)**



# NOTICE TO ALL EMPLOYEES



## Unemployment Insurance Benefits

### If you become totally/partially unemployed:

1. File your claim for benefits with the RI Dept. of Labor and Training (DLT) the same week you are unemployed or working reduced hours.
2. File your claim online at [www.dlt.ri.gov/ui](http://www.dlt.ri.gov/ui) or by telephone at (401) 415-6772. Visit [www.dlt.ri.gov/ui](http://www.dlt.ri.gov/ui) for hours of operation. For more information, visit [www.dlt.ri.gov/ui](http://www.dlt.ri.gov/ui) or call (401) 415-6772.
3. Monday is a high-volume telephone day; you may prefer to file your claim later in the week. You will need your Social Security number and name, address and telephone numbers of your employers for the last two years. If you are not a U.S. citizen, your alien registration number is required.
4. To collect unemployment benefits, the law requires that you must:
  - a. Be unemployed through no fault of your own,
  - b. Have earned minimum qualifying wages while you were working,
  - c. Be physically able to work, available for work and actively seeking work, and
  - d. Register for work with the RI Dept. of Labor and Training.

*You are protected under provisions of the Rhode Island Employment Security Act and the Temporary Disability Insurance Act.*

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## Employment and Training Services

### If you need help finding a job:

The RI Dept. of Labor and Training offers free employment and training related services including:

1. Job referral and placement services.
2. Resource rooms with a wide range of employment and training resources.
3. Career counseling and testing to help assess aptitudes and interests.
4. Internet access for employment and training information.
5. Job Search workshops to help you develop interviewing skills.
6. Resume writing seminars to help you create an effective resume and cover letter.

Visit [www.dlt.ri.gov](http://www.dlt.ri.gov) to find a Career Center near you. You can also access many services on the Internet at [www.employri.org](http://www.employri.org).

## Temporary Disability Insurance Benefits

### Who is Eligible for TDI Benefits?

If you have become ill or injured and meet all of the following requirements, you may be entitled to receive benefits:

1. You are unemployed due to illness, surgery, or injury for a minimum of seven consecutive days or more,
2. You are under the care of an approved Qualified Health Care Provider,
3. You have a timely exam: an in-office physical exam the week within the calendar week in which the first day of unemployment due to sickness occurs or within the calendar week prior or subsequent thereto, and
4. You earned enough qualifying wages during the base period to be monetarily eligible.

### Who is Eligible for Temporary Caregiver Insurance Benefits?

If you are caring for a seriously ill: child, spouse, parent, parent in-law, grandparent, domestic partner, or you are bonding with a newborn child, adopted child or foster child within the first 12 months of parenting; you may be eligible to receive benefits if you meet the following requirements:

1. You are unemployed because you are caring for a seriously ill family member or bonding with a child,
2. You provide the department with the required medical evidence of the seriously ill family member and your need to care for him/her or the required proof of parent child relationship for bonding claims, and
3. You earned enough in qualifying wages to be monetarily eligible.

### How to Apply:

Complete a TDI/TCI application. TDI claims must be filed within 90 days of the first week out of work due to illness. The DLT Director may extend this period up to 26 weeks if the individual can show a good medical reason for the delay in filing. TCI claims must be filed within 30 days after the first day of leave is taken for reasons of bonding or caregiving. TDI/TCI application may be obtained online at [www.dlt.ri.gov/tdi](http://www.dlt.ri.gov/tdi). Or call (401) 462-8420, Option #1 to request an application be mailed to you. For more information, visit [www.dlt.ri.gov/tdi](http://www.dlt.ri.gov/tdi) or call (401) 462-8420.

*NOTE: You may be entitled to a refund of a portion of your contributions if during the calendar year TDI contributions were deducted from your pay by more than one employer. Information may be obtained regarding a refund by calling (401) 574-8700 or writing to the RI Division of Taxation, Employer Tax Section, One Capitol Hill, Suite 36, Providence, RI 02908-5829.*

## **RULE 5**

### **Posting of Notices**

*(Adopted under Section 28-44-38 of the Employment Security Act and  
Section 28-41-15 of the Temporary Disability Insurance Act)*

Every employing unit in the State of Rhode Island shall post and maintain printed notices of such form and design and in such numbers containing such information as the Director, Department of Labor and Training, may determine to be necessary to administer the Employment Security Act and Temporary Disability Insurance Act. Such notices shall be posted in conspicuous places where the workers' services are performed.

DLT-TX-6 Rev. 06/2020



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DLT-TX-6 Rev. 06/2020

Company	WC Company	Account Number	Phone Number	WC Company Address
<b>Creative</b>	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
<b>Indigenous</b>	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
<b>DN Investments</b>	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
<b>Channel Blend</b>	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
<b>ET</b>	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
<b>Professional Services</b>	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
<b>DNEDA</b>	Hudson Insurance Group/Tribal First	OBH-0105127-10	866.546.3981	100 William St, New York, NY 10038
<b>Unami</b>	Hudson Insurance Group/Tribal First	OBH-0105127-10	866.546.3981	100 William St, New York, NY 10038



# VETERANS' BENEFITS AND SERVICES

Veterans can access the following free resources and hotlines to learn about their rights, protections, benefits, and accommodations.

## Mental Health Resources

### U.S. Department of Veterans Affairs Veterans Crisis and Suicide and Crisis Lifeline

[www.veteranscrisisline.net](http://www.veteranscrisisline.net)

**Call:** 988, press 1 | **Text:** 838255 | **Chat:** [crisistextline.org](https://crisistextline.org)  
*All calls and texts are free and confidential*

### Support for Veterans | Department of Health

[bit.ly/supportvetsri](https://bit.ly/supportvetsri)

### The Vet Center Counseling and Mental Health Services

2038 Warwick Ave, Warwick, RI 02889

**Call:** (401) 739-0167

### Staff Sergeant Parker Gordon Fox Suicide Prevention Grant Program (SSG Fox SPGP)

[bit.ly/supportvetsri](https://bit.ly/supportvetsri)

### Rhode Island Behavioral Healthcare, Developmental Disabilities & Hospitals Mental Health Services



## Substance Abuse Resources

### Providence VA Medical Center

**Call:** (401) 273-7100

[va.gov/providence-health-care](https://va.gov/providence-health-care)

### Providence VA Medical Center (PVAMC) Substance Abuse Treatment Program



## Education, Workforce, and Training Resources

*Explore educational benefits, workforce development programs, and training opportunities.*

**DLT Veterans' Employment And Training Service (VETS)**  
[bit.ly/DLTVetsResources](https://bit.ly/DLTVetsResources)

## Rhode Island Office of Veterans Services

*For Veterans programs and services, visit the RI Office of Veterans Services*

**Call:** 401-921-2119

**Website:** [vets.ri.gov](https://vets.ri.gov)

**Address:** 560 Jefferson Blvd.  
Warwick, RI 02886



## Legal Services

*Find legal assistance tailored to veterans' needs.*

### Operation Stand Down Rhode Island

[osdri.org/services/legal-assistance](https://osdri.org/services/legal-assistance)

**Call:** 401-383-4730

**Email:** [osdri@osdri.org](mailto:osdri@osdri.org)

### Rhode Island Legal Services

[bit.ly/rilegalservices](https://bit.ly/rilegalservices)

**Call:** 401-846-2264

## Tax Benefits

*Learn about tax exemptions and other benefits available to veterans in Rhode Island.*

### Rhode-Island Property Tax Exemptions:

- Contact your local or municipal tax accessor's office for more information.

## Additional Resources

### National Domestic Violence Hotline

**Call:** 800-799-7233

### RI Workplace Sexual Harassment Hotline

**Call:** 1 (401) 222-2661

### RI Department of Motor Vehicles:

- Veteran Status Designation Photo Document: [bit.ly/veteran-designationri](https://bit.ly/veteran-designationri)
- Veteran License Plate: [bit.ly/veteran-license-platesri](https://bit.ly/veteran-license-platesri)