Rhode Island Child Labor Laws

Both Rhode Island and Federal laws regulate the employment of minors. These laws were written to protect younger workers from long hours and hazardous jobs. By following the laws, younger workers can earn safely and gain experience.

You must be 14 years old to work legally in Rhode Island.

What jobs can youth work?

Jobs in which youth CAN be employed:

- Office and clerical work
- Retail and sales
- Advertising
- Price marketing and tagging
- Bagging and carrying out orders
- Errand and delivery work
- Cleanup work
- Group maintenance
- Kitchen work and wait staff

...and more.

Jobs in which youth CANNOT be employed:

- Manufacturing various products
- Mining
- Logging and sawmilling
- Wrecking demolition and sihpbreaking
- Jobs requiring operating power-driven machines
- Roofing
- Excavating

...and more.

What hours can youth work?

14 or 15-year-olds:

- Up to but not exceeding 40 hours per week/8 hours per day.
- Not before 6:00 AM or after 7:00 PM. The curfew is 9:00 PM during school vacations.
- Must have an 8-hour rest between the end of one shift and the start of the next shift.

16 or 17-year-olds:

- Up to but not exeeding 48 hours per week/9 hours per day.
- Not before 6:00 AM or after 11:30 PM on school days, or after 1:30 AM if no school the next day.

There is no curfew for non-students.

- Must have an 8-hour rest between the end of one shift and the start of the next shift.

What working papers are required?

- You must have Special Limited Permit to Work form to be employed if you're 14 or 15.
- You may need a Certificate of Age form to be employed if you're 16 or 17.
- To get working papers, visit your local school department with proof of your age (Birth or Baptismal Certificate, Driver's License, Passport, School Records).

For more information, please contact:

RI Department of Labor and Training — Labor Standards Unit

Phone: (401) 462-8550 | **Fax:** (401) 462-8530 | **Email:** dlt.laborstandards@dlt.ri.gov
Online: www.dlt.ri.gov/ls/childlabor.htm

US Department of Labor — Wage and Hour Division

Phone: (866) 4US-WAGE | **Online:** www.youthrules.gov

DLT Department of Labor and Training
RHODE ISLAND

1511 Pontiac Avenue, Cranston, RI 02920
TTY via RI Relay 711 | Equal Opportunity Employer
Auxiliary aids and services available upon request | Rev. 5/12/20

DLT RHODE ISLAND

Rhode Island Department of Labor and training (DLT)

Notice to All Employees - Information Employers Must Post

Attention Employees - MINIMUM WAGE - Rhode Island

Effective JANUARY 1, 2026 – THIS LAW PROVIDES

HOURLY MINIMUM WAGE FOR ALL EMPLOYEES		**$16.00**
EXCEPT:	Full-time students under 19 years of age working in a non-profit religious, educational, librarial or community services organization.	$14.40 (90% of Minimum Wage)
	Minors 14 and 15 years of age working not more than 24 hours in a week	$12.00 (75% of Minimum Wage)
	Employees receiving gratuities (as of Jan. 1, 2017):	$3.89

Overtime Pay - At least 1½ times the regular rate of pay for all hours worked over 40 in any one workweek. The law contains exemptions from minimum wage and/or overtime pay requirements for certain occupations or establishments

Mandatory Nurse Overtime - a hospital may not require certain nurses and certified nurse assistants to work overtime except in an unforeseeable emergency.

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.

Enforcement - DLT may bring criminal action against any employer who pays substandard wages to an employee, and may seek, upon conviction, a penalty up to $500 and/or imprisonment of up to 90 days. Each week an employer fails to pay the applicable minimum wage constitutes a separate violation.

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.

Visit www.dlt.ri.gov/ls or call (401) 462-WAGE (9243) for more information.

DLT-L-58 (Rev. 1/2026)

Prevailing Wage for Work on State/Municipal Financed Construction Projects

Prevailing Wage - Workers must not be paid less than the Davis Bacon wage rate for each trade listed on the Wage Determination schedule posted with this notice. Overtime rate applies when working over 8 hours a day or 40 hours a week. **Apprentice** rates apply only to properly registered apprentices in approved state apprenticeship programs.

Workers who do not receive **Proper Pay** may file a complaint with the DLT; claims will be investigated. Contact the Prevailing Wage Unit at (401) 462-8580, option #7 for more information. RI General Law §37-13-17 also provides for a private right of action to collect wages and benefits.

DLT-L-39 (REV.1/2018)

RHODE ISLAND PARENTAL AND FAMILY MEDICAL LEAVE ACT

Employers with 50 or more employees must grant an unpaid leave of absence upon the request of an eligible employee, for 13 consecutive weeks in any two calendar years, under certain conditions.
Employees are Eligible to apply for leave if they work full-time, an average of 30 hours or more per week and have been employed continuously for at least 12 months.

Purpose of Leave - Under the Act, the leave must be for one or more of the following reasons:

1. Birth of a child of an employee.
2. Placement of a child 16 years of age or less with an employee in connection with the adoption of such child by the employee.
3. "Serious illness" of the employee or the employee's parent, spouse, child, mother-in-law, or father-in-law. (Serious Illness is defined to mean a disabling physical or mental illness, injury, impairment, or condition that involves in-patient care in a hospital, nursing home, hospice or out-patient care requiring continuing treatment or supervision by a health care provider).

Requests for Leave - To be entitled to the leave, the employee must give at least 30 days' notice of the intended date upon which the requested leave is to begin and end, unless prevented by medical emergency from doing so. Employees may be requested to provide written certification from the physician of the person who is the reason for the leave request, which certification shall specify the probable duration of the requested leave.

School Involvement Leave - An employee who has been employed for 12 consecutive months is entitled to 10 hours of leave during any 12-month period to attend school conferences or other school-related activities for a child of whom the employee is the parent, foster parent, or guardian. A notice of 24 hours prior to the leave must be given to the employer by the employee. The leave is not required to be paid; however, an employee may substitute any accrued paid vacation leave or other appropriate paid leave.

Use of Sick Leave by Adoptive Parent - Any employer who allows sick time or sick leave of an employee to be used after the birth of a child shall allow the same time to be used for the placement of a child 16 years of age or less with an employee in connection with the adoption of the child by the employee.

Continuation of Health Benefits - Prior to the commencement of leave, the employee must pay his employer a sum equal to the premium required to maintain the employee's health benefits in force during the period of leave, which sum is required to be returned to the employee within 10 days following return to work.

Return from Leave - Employees who are granted leave under the Act are entitled to be restored to the position held when the leave commenced, or to a position with equivalent seniority, status, employment benefits, pay and other terms and conditions of employment, including all fringe benefits and service credits that the employee had been entitled to at the commencement of the leave.

Prohibited Acts - It is unlawful for any employer to interface with, restrain or deny employees the rights provided under the Act. Any discrimination or disciplinary action taken against an employee for exercising these rights under the Act, or for opposing any practice made unlawful by the Act, is also prohibited.

Enforcement - Alleged violations of the Act may be complained of (1) in a civil action brought by an employee, (2) by a complaint filed with the DLT Director. Civil penalties are provided for violations of the Act, or any order issued by the Director of Labor and Training. (Rev. 1/2018)

HEALTHY AND SAFE FAMILIES and WORKPLACES ACT

Pursuant to RI General Law §28-57, you are entitled to sick and safe leave to address your own health and safety needs as well as those of your family. This leave may or may not be paid depending on the size of your employer and other factors as detailed in the law.

Visit www.dlt.ri.gov/wrs or call (401) 462-WAGE (9243) for more information. (Rev. 1/2018)

You Are Protected under Provisions of the RI EMPLOYMENT SECURITY ACT and the TEMPORARY DIS ABILITY INSURANCE ACT

UNEMPLOYMENT INSURANCE BENEFITS

If you become totally/partially unemployed:

1. File your claim for benefits with the DLT the same week you are unemployed or working reduced hours.
2. File your claim online at www.dlt.ri.gov/ui or by telephone at (401) 243-9100. Visit www.dlt.ri.gov/ui for hours of operation. For more information, visit www.dlt.ri.gov/ui or call (401) 243-9100.
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 DLT.

TEMPORARY DISABILITY INSURANCE BENEFITS

Eligible for TDI Benefits - If you have become ill or injured and meet all of the 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, and
2. You are under the care of an approved Qualified Health Care Provider and
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.
4. You earned enough qualifying wages during the base period to be monetarily eligible.

Eligible for Temporary Caregiver Insurance Benefits - If you are caring for a seriously ill: child, spouse, sibling, 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 and
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.

Effective January 1, 2026: bone marrow donors can access one week of TCI, while organ donors can access thirty business days of TCI.

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. or call (401) 462-8420, Option #1 to request an application be mailed to you. For more information, visit 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 visit our FAQ on our website at https://dlt.ri.gov/employers/employer-tax-unit.

EMPLOYMENT AND TRAINING SERVICES

If you need help finding a job, DLT 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. Résumé writing seminars to help you create an effective résumé and cover letter.

Visit dlt.ri.gov for a location near you. You can access many services online at www.employri.org.

DLT-TX-6 (Rev. 1/2026)

WORKERS' COMPENSATION ACT of the State of Rhode Island

Workers' Compensation Insurance Company: _____

Adjusting Company: _____

Telephone: _____ Policy Effective Date: _____

In accordance with RI General Law §28-32-1, employers must report to the DLT Director every personal injury sustained by an employee if the injury incapacitates the employee from earning full wages for at least 3 days or requires medical treatment, regardless of the period of incapacity. If the injury proves fatal, the report must be filed within 48 hours. If not fatal, the report shall be made within 10 days of the injury.

An injured employee shall have freedom to choose medical treatment initially. The employee's first visit to any facility under contract or agreement with the employer or insurer to provide priority care shall not be considered the employee's initial choice. For more information, call the Education Unit at (401) 462-8100, press #1. If you suspect fraud, contact the Fraud Prevention Unit at (401) 462-8100, press #7.

DWC-8 (Rev. 1/2013)

BAN-THE-BOX

Pursuant to RI General Law §28-6.14-1, it is unlawful for an employer to include on a job application any questions regarding whether an applicant has ever been arrested, charged with or convicted of any crime. Limited exceptions exist for law enforcement agencies and related positions. Employers in violation of this law may be fined between $100-$500 per offense.

Visit www.dlt.ri.gov/ls or call (401) 462-WAGE (9243) for more information.

(Rev. 1/2018)

RHODE ISLAND RIGHT-TO-KNOW
Ignoring This Poster Can Be Hazardous To Your Health

Under the RI 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: _____

The Right-To-Know Law was created to protect you. Visit http://www.dlt.ri.gov/occusafe or call (401)462-8570, option #4 for more information.

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

DLT-L-47 The RI Right-To-Know Law (Rev. 1/2018

RI General Laws §28-29-13, §28-44-38 and §28-41-15 state that these notices must be posted and maintained in conspicuous places where workers are employed. Fines may be imposed for noncompliance.
DLT is an equal opportunity employer/program, auxiliary aids and services are available on request to individuals with disabilities. TTY via RI Relay 711 12/2025

— NOTICE TO EMPLOYEES —

Rhode Island Parental & Family Medical Leave Act

This notice is to provide you with information on the Rhode Island Parental & Family Medical Leave Act, which requires that employers of 50 or more employees grant an unpaid leave of absence, upon the request of an eligible employee, for 13 consecutive weeks in any two calendar years, under certain conditions.

Employees Eligible

Employees are eligible to apply for leave if they are full-time employees who work an average of 30 hours a week or more and have been employed continuously for at least 12 months.

Purpose of Leave

The leave required to be provided under the Act must be for one or more of the following reasons:

1. Birth of a child of an employee.
2. Placement of a child 16 years of age or less with an employee in connection with the adoption of such child by the employees.
3. "Serious illness" of the employee or the employee's parent, spouse, child, mother-in-law, or father-in-law. (Serious Illness is defined to mean a disabling physical or mental illness, injury, impairment or condition that involves in-patient care in a hospital, nursing home, or hospice, or out-patient care requiring continuing treatment or supervision by a health care provider).

Requests for Leave

In order to be entitled to the leave, the employee must give at least 30 days notice of the intended date upon which the requested leave is to commence and terminate, unless prevented by medical emergency from doing so. Employees may be requested to provide written certification from a physician caring for the person who is the reason for the leave request, which certification shall specify the probably duration of the requested leave.

School Involvement Leave

An employee who has been employed for 12 consecutive months is entitled to 10 hours of leave during any 12 month period to attend school conferences or other school-related activities for a child of whom the employee is the parent, foster parent, or guardian. A notice of 24 hours prior to the leave must be given to the employer by the employee. The leave is not required to be paid; except an employee may substitute any accrued paid vacation leave or other appropriate paid leave.

Use of Sick Leave by Adoptive Parent

Any employer who allows sick time or sick leave of an employee to be used after the birth of a child shall allow the same time to be used for the placement of a child 16 years of age or less with an employee in connection with the adoption of the child by the employee.

Continuation of Health Benefits

Prior to the commencement of leave, the employee must pay his employer a sum equal to the premium required to maintain the employee's health benefits in force during the period of leave, which sum is required to be returned to the employee within 10 days following return to work.

Return From Leave

Employees who are granted leave under the Act are entitled to be restored to the position held when the leave commenced, or to a position with equivalent seniority, status, employment benefits, pay and other terms and conditions of employment, including all fringe benefits and service credits that the employee had been entitled to at the commencement of the leave.

Prohibited Acts

The Act makes it unlawful for any employer to interface with, restrain, or deny employees the rights provided under the Act. Any discrimination or disciplinary action taken against an employee for exercising his rights under the Act, or for opposing any practice made unlawful by the Act, is also prohibited.

Enforcement

Alleged violations of the Act may be complained of (1) in a civil action brought by an employee, (2) by a complaint filed with the Director of Labor and Training of the State of Rhode Island. Civil penalties are provided for violations of the Act or any order issued by the Director of Labor and Training.

DLT Department of Labor and Training
RHODE ISLAND

Rev. 6/2020

Rhode Island Whistleblowers' Protection Act

Employer Notice Compliance

Reference: R.I. Gen. Laws § 28-50-8 (notice requirement); R.I. Gen. Laws § 28-50-1 et seq. (Act)
Most recently amended: 2021 and 2022

The responsibility for creating and displaying a poster on the Whistleblower's Protection Act lies with the employer, not the RI Department of Labor and Training. This notice provides guidance to help employers ensure their posters meet workplace posting requirements.

PART 1 — NOTICE PROVISION REQUIREMENTS

Where to post, in what languages, and how else to deliver the notice. These are the employer's physical and notional obligations.

A. Physical Posting

- **Required at every worksite** — post in prominent locations where employees actually frequent (i.e., break rooms, time-clock areas, human resources bulletin boards, employee entrances, etc.).
- **Visibility standard** — must be easy to see and read at the posted location.

B. Language Requirements

- **Every language spoken by employees** — not just English.
- **Common Rhode Island languages to consider**: Spanish, Portuguese, Haitian Creole, Cape Verdean Creole, and any other language known to be spoken at the worksite.

C. Other Appropriate Means (At Least One Required, In Addition to Posting)

- **Employee handbook** — include the notice as a standing handbook section.
- **Intranet or human resources portal** — required where the workforce is remote or hybrid.
- **Onboarding materials** — provide in new-hire paperwork.
- **Accessibility** — must provide alternative formats (e.g., large print, Braille, audio, or accessible digital formats) for employees with disabilities.

D. Keep the Notice Current

- **Update on amendment** — replace the posted version whenever the statute is amended.
- **Replace damaged postings** — swap out worn, torn, or outdated notices.

PART 2 — REQUIRED NOTICE CONTENT

Every required element of the notice itself must be communicated.

A. Identification of the Law

- **Name and citation** — Rhode Island Whistleblowers' Protection Act, R.I. Gen. Laws § 28-50-1 et seq.

B. Who Is Protected

- **Employees, applicants, and prospective employees**
- **At-will and contract employees**
- **Independent contractors**

C. Prohibited Employer Conduct

- **No adverse action** — cannot discharge, threaten, or discriminate against an employee in pay, terms, conditions, location, or privileges of employment.
- **No immigration-status retaliation** — cannot report or threaten to report an employee's immigration status to United States Immigration and Customs Enforcement or to any other immigration or law enforcement agency.

D. The Four Types of Protected Activity

- **(a) Reporting to a public body** — reporting a suspected legal violation to a public body, verbally or in writing.
- **(b) Participating in a proceeding** — participating in a public-body investigation, hearing, inquiry, or court action.
- **(c) Refusing to violate the law** — refusing to violate or assisting in violating a law, rule, or regulation.
- **(d) Internal reporting** — reporting a suspected violation to the employer or supervisor. ***Note:*** *a verbal internal report must be proven by clear and convincing evidence.*

E. Employee Remedies

- **Statute of limitations** — three (3) years.
- **Forum** — right to sue in Rhode Island Superior Court.
- **Available relief** — injunctive relief; treble damages; reinstatement; back wages; restored fringe benefits and seniority; actual damages; attorneys' fees and costs.

F. Collective Bargaining Savings Clause

- **Statement required** — the Act does not diminish rights under any collective bargaining agreement.

PART 3 — QUICK COMPLIANCE CHECKLIST

Confirm each item before closing the compliance review.

☐ Notice posted in prominent locations at every worksite.

☐ Notice available in every language spoken by employees.

☐ Notice distributed by at least one additional means (handbook, intranet, or onboarding).

☐ Notice content covers all six elements in Part 2 (law citation, protected persons, prohibited conduct, four protected activities, remedies, collective bargaining savings clause).

☐ Notice reflects the most recent version of the statute (post-2022 amendments).

☐ Damaged or outdated postings have been replaced.

DLT RHODE ISLAND

RHODE ISLAND DEPARTMENT OF LABOR AND TRAINING (DLT)

Notice to All Employees - Information Employers Must Post

Pay Equity Act

Pay Differentials for Comparable Work

Pursuant to Rhode Island General Law § 28- 6-18, it is unlawful for an employer to pay a differential wage based on race, color, religion, sexual orientation, gender, gender identity or expression, disability, age, and country of ancestral origin for comparable work. A differential wage is permissible where one or more of the following factors is found to apply:

"A seniority system; provided, however, that time spent on leave due to a pregnancy related condition or parental, family and medical leave shall not reduce seniority."

"A merit system."

"A system that measures earnings by quantity or quality of production."

"Geographic location when the locations correspond with different costs of living, provided, that no location within the state of Rhode Island will be considered to have a sufficiently different cost of living."

"Reasonable shift differential, which is not based upon or derived from a differential in compensation based on [a protected] characteristic[]."

"Education, training, or experience to the extent such factors are job-related and consistent with a business necessity."

"Work-related travel, if the travel is regular and a business necessity."

"A bona fide factor other than [a protected] characteristic[] . . . which is not based upon or derived from a differential in compensation based on [a protected] characteristic[] . . . which is job-related with respect to the position in question; and which is consistent with business necessity."

Enforcement

Alleged violations of the Act may be complained of (1) in a civil action brought by an employee, or (2) by a complaint filed with the DLT Director.

Employer Wage Inquiry

+ Pursuant to Rhode Island General Law § 28- 6-22, employers are prohibited from inquiring into or requiring the disclosure of a job applicant's wage history, from relying upon a job applicant's wage history when considering the individual's candidacy, and from setting a minimum or maximum threshold of prior wage earnings as a condition of employment.
+ An employer may, for the limited purpose of "support[ing] a wage higher than the wage [initially] offered by the employer," consider and seek to confirm a job applicant's wage history if such wage history was voluntarily provided.
+ At the time of hire or internal transfer to a new position, and whenever requested by an employee, an employer must disclose to the hired, transferred, or inquiring individual, the wage range for the position the individual's position.

Wage Discussion among Employees

Pursuant to Rhode Island General Law § 28- 6-18, it is unlawful for an employer to prohibit employees from discussing wages or asking other employees about their wages. Employers may not request or require that employees or applicants waive the right to discuss wages.

Retaliation Prohibited

Any discriminatory or disciplinary action taken against an employee for exercising these rights under the Act, or for opposing any practice made unlawful by the Act, is prohibited.

RI General Laws §28-6-18 states that this notice must be posted and maintained in conspicuous places where workers are employed. Fines may be imposed for noncompliance.

DLT is an equal opportunity employer/program, auxiliary aids and services are available on request to individuals with disabilities. TTY via RI Relay 7111

(Rev. 12/2022)

DLT RHODE ISLAND

DEPARTAMENTO DE LABOR Y ENTRENAMIENTO DE RHODE ISLAND (DLT)

Aviso a Todos los Empleados - Información que los Empleadores deben Publicar

Ley de Equidad Salarial

Diferencias Salariales para Trabajos Comparables

De conformidad con la Ley General de Rhode Island 28-6-18, es ilegal que un empleador pague un salario diferencial basado en raza, color, religión, orientación sexual, género, identidad o expresión de género, discapacidad, edad y condado de origen ancestral para trabajos comparables. Se permite un salario diferencial cuando se determina que se aplican uno o más de los siguientes factores:

"Un sistema de antigüedad; sin embargo, el tiempo de licencia debido a una condición relacionada con el embarazo o licencia parental, familiar y médica no reducirá la antigüedad."

"Un sistema de méritos."

"Un sistema que mide las ganancias por cantidad o calidad de la producción."

"Ubicación geográfica cuando las ubicaciones corresponden con diferentes costos de vida, siempre que ninguna ubicación dentro del estado de Rhode Island se considere que tiene un costo de vida suficientemente diferente."

"Diferencial de desplazamiento razonable, que no se basa ni se deriva de un diferencial de compensación basado en una característica protegida."

"Educación, entrenamiento, experiencia en la medida en que tales factores estén relacionados con el trabajo y sean consistentes con una necesidad comercial"

"Viajes relacionados con el trabajo, si el viaje es regular y una necesidad comercial."

"Un factor de buena fe distinto de una característica protegida . . . que no se base ni se derive de una diferencia de compensación basada en una característica protegida . . . que esté relacionado con el trabajo con respecto al puesto en cuestión, y que sea compatible con la necesidad comercial."

Aplicación

Las presuntas violaciones de la Ley pueden ser denunciadas (1) en una acción civil presentada por un empleado, o (2) por una queja presentada ante el Director de DLT.

Consulta de Salarios de Empleados

+ De conformidad con la Ley General de Rhode Island 28-6-22, los empleadores tienen prohibido investigar o exigir la divulgación del historial salarial de un solicitante de empleo, desde confiar en el historial salarial de un solicitante de empleo al considerar la candidatura del individuo y establecer un umbral mínimo o máximo de ganancias salariales anteriores como condición de empleo.
+ Un empleador puede, con el propósito limitado de "apoyar un salario más alto que el salario (inicialmente) ofrecido por el empleador," considerar y tratar de confirmar el historial salarial de un solicitante de empleo si dicho historial salarial se proporcionó voluntariamente.
+ En el momento de la contratación o transferencia interna a un nuevo puesto, y siempre que lo solicite un empleado, un empleador debe revelar a la persona contratada, transferida o inquisitiva, el rango salarial o la posición de la persona.

Discusión Salarial Entre Empleados

De conformidad con la Ley General de Rhode Island 28-6-18, es ilegal que un empleador prohíba a los empleados discutir los salarios o preguntar a otros empleados sobre sus salarios. Los empleadores no pueden solicitar o exigir que los empleados o solicitantes renuncien al derecho de discutir los salarios.

Represalias Prohibidas

Se prohíbe toda medida discriminatoria o disciplinaria adoptada contra un empleado por ejercer estos derechos en virtud de la Ley o por oponerse a cualquier práctica declarada ilegal por la Ley.

Las Leyes Generales de RI §28-6-18 establecen que este aviso debe publicarse y mantenerse en lugares visibles donde estén empleados los trabajadores. Multas pueden ser impuesta por incumplimiento.

DLT es un empleador/programa que ofrece igualdad de oportunidades; ayudas y servicios auxiliares disponibles a solicitud para personas con discapacidades. TTY a través del relé RI 7111

(Rev. 12/2022)

NOTICE OF RIGHT TO BE FREE FROM DISCRIMINATION BECAUSE OF PREGNANCY, CHILDBIRTH, MENOPAUSE AND RELATED CONDITIONS

State law protects employees and applicants from discrimination based on pregnancy, childbirth, menopause and related conditions.

Employees and applicants have the right under state law to request a reasonable accommodation for conditions related to pregnancy, childbirth, menopause and related conditions such as the need to express breast milk for a nursing child or the need to manage the effects of vasomotor symptoms. This workplace may not:

- refuse to grant you a reasonable accommodation unless it would create an undue hardship on this employer's enterprise, business or program;
- require you to take a leave if another reasonable accommodation can be granted; or
- deny you employment opportunities based on a refusal to provide a reasonable accommodation.

If you want to request a reasonable accommodation, or if you have been discriminated against based on pregnancy, childbirth, meonpause or a related condition, please contact one of the following staff members:

_____	_____
Name	Name
_____	_____
Phone Number	Phone Number
_____	_____
Email address	Email address
_____	_____
_____	_____
Address	Address

If you have been the victim of discrimination based on pregnancy, childbirth, menopause or related conditions and/or denial of a reasonable accommodation, contact:

Rhode Island Commission for Human Rights
80 Washington Street, 2nd Floor
Providence, RI 02903
(401) 222-2661
Voice Relay: 7-1-1
www.richr.ri.gov

RICHR/July 2026

Notice to Employees

Working on State or Municipal Financed Construction Projects?

Prevailing Wage

You must not be paid less than the Davis Bacon wage rate for each trade listed on the Wage Determination schedule posted with this notice.

Overtime

Overtime rate applies when working over 8 hours a day or 40 hours a week.

Apprentices

Apprentice rates apply only to apprentices properly registered under approved State apprenticeship programs.

Proper Pay

If you do not receive proper pay, you may file a complaint with the RI Department of Labor and Training and your claim will be investigated by the department. You may contact the Prevailing Wage Division at (401) 462-8580, option # 7 for additional information. In addition, please note that RI Law 37-13-17 also provides for a private right of action to collect wages and benefits.

Rhode Island Department of Labor and Training
John O. Pastore Center
1511 Pontiac Avenue, Cranston, RI 02920-4407
www.dlt.ri.gov/pw

TTY via RI Relay 711 • Equal Opportunity Employer/Program • Auxiliary aids and services are available upon request.

DLT-L-39 Rev. 06/2020

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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Location: _____
Phone: _____
Email: _____

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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

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

$13.50
(90% of Minimum Wage)

$11.25
(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):

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.

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.

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.

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.

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

DLT is an equal opportunity employer/program, auxiliary aids and services are available on request to individuals with disabilities. TTY via RI Relay 711

The Rhode Island Right–To–Know Law

IGNORING THIS POSTER CAN BE HAZARDOUS TO YOUR HEALTH

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**

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.

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

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

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 or by telephone at (401) 415-6772. Visit www.dlt.ri.gov/ui for hours of operation. For more information, visit 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.

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 to find a Career Center near you. You can also access many services on the Internet at 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. Or call (401) 462-8420, Option #1 to request an application be mailed to you. For more information, visit 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

NOTICE TO ALL EMPLOYEES

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DLT-TX-6 Rev. 06/2020

Company	WC Company	Account Number	Phone Number	WC Company Address
Creative	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
Indigenous	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
DN Investments	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
Channel Blend	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
ET	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
Professional Services	Travelers	UB-B3770132-25-13	1.800.252.4633	P.O. Box 660456 Dallas, TX 75266-0456
DNEDA	Hudson Insurance Group/Tribal First	OBH-0105127-10	866.546.3981	100 William St, New York, NY 10038
Unami	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
Call: 988, press 1 | **Text:** 838255 | **Chat:** crisistextline.org
All calls and texts are free and confidential

Support for Veterans | Department of Health
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

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

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

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
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
Call: 401-383-4730
Email: osdri@osdri.org

Rhode Island Legal Services
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
- Veteran License Plate: bit.ly/veteran-license-platesri

DLT Department of Labor and Training
RHODE ISLAND

Licença Médica e de Segurança em Rhode Island

O que licença médica e de segurança?

A maioria dos trabalhadores tem o direito legal de tirar licença médica e de segurança. Essas licenças estão previstas na Lei do Trabalho Seguro e Familiar, conforme o § 28-57 das leis gerais do estado de Rhode Island. Os trabalhadores podem usar essa licença quando estão doentes, feridos ou com consultas médicas programadas, assim como para lidar com violência doméstica, agressão sexual ou perseguição. Além disso, podem usar a licença para para cuidar dos filhos parceiros ou de outro membro da família que vive na mesma casa.

Quem tem direito?

Maior parte dos trabalhadores em Rhode Island têm direito a essas licenças, inclusive os de tempo integral, parcial, sazonais ou temporários. As exceções incluem:

- Funcionários de órgãos públicos municipais, estaduais ou federais.
- Enfermeiras contratadas por dia que:
  - trabalham em recitos de saúde;
  - não têm obrigação de cumprir horários fixos;
  - e recebem salarios superior à de funcionários com horarios regular.

Os empregadores podem ter políticas diferentes de licença remunerada?

Sim, desde que a política ofereça os mesmos benefícios e proteções exigidos por lei — ou benefícios superiores.

Como funciona o acúmulo de horas?

O trabalhador acumula 1 hora de licença para cada 35 horas trabalhadas.

O acúmulo de horas começa a partir do primeiro dia de trabalho.

Funcionários em tempo integral podem acumular e usar até 40 horas por ano. Uma vez atingido o limite anual, o acúmulo é interrompido. Os empregadores podem optar por oferecer mais horas, se desejarem.

Períodos de espera:

- Novos funcionários: utilização permitida após 90 dias de trabalho
- Funcionários temporários: após 180 dias
- Funcionários sazonais: após 150 dias

A licença é paga ou não?

Se o empregador tem 18 ou mais funcionários, a licença deve ser paga. Se possui 17 ou menos, a licença deve ser oferecida, mas não necessariamente pagas.

Aviso prévio e comprovante?

Se a licença for planejada com 24 horas de antecedência, é necessário avisar o empregador previamente. Em emergências, deve-se avisar assim que possível.

Exceto quando afetado pelo Código de Alimentação de Rhode Island, os empregadores não podem perguntar o motivo da utilização da licença e são legalmente obrigados a manter a confidencialidade do empregado.

Como pode ser utilizada?

A licença médica/de segurança deve ser utilizada a critério do funcionario, com as seguintes considerações:

- Os empregadores podem impor um bloco mínimo de tempo para o uso da licença, mas esse bloco não pode exceder quatro horas. (Exemplo: o empregador pode negar o uso da licença em incrementos de 30 minutos, mas não pode exigir que mais de quatro horas sejam usadas de uma só vez.)
- A licença médica/de segurança não pode ser usada como justificativa para atrasos.
- Ausências superiores a três dias úteis consecutivos podem exigir documentação.
- O uso fraudulento da licença pode resultar em medidas disciplinares, incluindo a rescisão do contrato de trabalho.

O funcionário pode ser punido por usar a licença?

Os empregadores não podem tomar medidas retaliatórias contra um empregado por tentar exercer seu direito legal de utilizar a licença médica/de segurança adquirida. Exemplos incluem negar o uso do tempo, atribuir tarefas indesejáveis, reduzir a carga horária ou rebaixar de cargo.

Tens mais duvidas?

O Departamento de Trabalho e Treinamento de Rhode Island tem as respostas. Para saber mais ou denunciar uma suspeita de violação da Lei de Licença Familiar e Segura, entre em contato pelo telefone (401) 462-8550 ou envie um email para DLT.LaborStandards@dlt.ri.gov

DLT Department of Labor and Training
RHODE ISLAND

Rhode Island's Sick and Safe Leave

What is sick and safe leave?

Most RI employees have the legal right to earn sick and safe leave from work per RI General Law § 28-57. The Healthy and Safe Families and Workplaces Act gives Rhode Island employees the right to take time off from work to care for themselves when they are too sick to work, are injured or have a routine medical appointment. They may also use earned leave to deal with the impact of domestic violence, sexual assault or stalking. In addition, they may use earned leave to assist their child, spouse, domestic partner or other member of their household for the same purposes.

Who qualifies to earn leave?

Most part-time, full-time, seasonal, temporary or other employees who work in Rhode Island more than in any other state, with the following exceptions:

- Employees of local municipalities, state and federal governments and other public entities.
- Per diem nurses who:
  - work at health care facilities;
  - are under no obligation to work a regular schedule;
  - and receive higher pay than others who work a regular schedule while performing the same job.

Can employers have different earned leave policies?

Yes, as long as the policy provides the same benefits and protections that the law requires or better.

How is sick leave earned?

Employees may earn sick/safe leave based on their employer's policy, or, under this act, they are entitled to earn at least one hour of sick/safe leave for every 35 hours worked.

Time starts accruing on the first day of employment.

Full-time employees may earn and use up to 40 hours per year. Once annual cap is reached, accrual stops. Employers may elect to offer more.

Potential waiting periods to use earned leave are:

- 90 days for new employees;
- 180 days for temporary employees; and
- 150 days for seasonal employees.

Is it paid or unpaid?

Employers with 18 or more employees must provide paid sick and safe leave. Employers with 17 or fewer employees must provide earned sick and safe leave, but it does not need to be paid.

Must notice be given?

If the reason for leave has been planned at least 24 hours in advance, the employee must provide notice. In emergencies, notice must be provided as soon as reasonably possible.

Except where impacted by the RI Food Code, employers cannot ask the reason for expending leave and are required by law to maintain employee confidentiality.

How may it be used?

Sick/safe leave shall be used at the employee's discretion, with the following considerations:

- Employers can impose a minimum block of time, but that block cannot exceed four hours. (Example, the employer might deny using leave in 30-minute increments, but cannot demand that more than four hours be used at one time.)
- Sick/safe leave cannot be used as an excuse for being late.
- An absence for more than three consecutive work days may require documentation.
- Fraudulent misuse of leave may result in disciplinary action, including termination of employment.

Can employees face punishment for using leave?

Employers may not take adverse action against an employee for attempting to exercise their legal right to use earned sick/safe leave. Examples include: denying the use of time, giving undesirable assignments, reducing work hours or demotion.

Still have questions?

The RI Department of Labor and Training has answers. To learn more, or to report suspected violations of the Healthy and Safe Families and Workplaces Act, call (401) 462-8550 or email DLT.LaborStandards@dlt.ri.gov.

DLT Department of Labor and Training
RHODE ISLAND

Permiso por Enfermedad y Seguridad de Rhode Island

¿Qué es el permiso por enfermedad y seguridad?

La mayoría de los empleados de Rhode Island tienen derecho a obtener permiso por enfermedad y seguridad, según la Ley General de Rhode Island, artículo 28-57. La Ley de Familias y Lugares de Trabajo Saludables y Seguros otorga a los empleados de Rhode Island el daerecho a tomar tiempo libre del trabajo para cuidarse cuando están demasiado enfermos para trabajar, sufren una lesión o tienen una cita médica de rutina. También pueden usar el permiso ganado para afrontar el impacto de la violencia doméstica, la agresión sexual o el acoso. Además, pueden usar el permiso ganado para ayudar a sus hijos, cónyuge, pareja de hecho u otro miembro del hogar conel mismo proposito.

¿Quién tiene derecho a obtener el permiso?

La mayoría de los empleados de medio tiempo, tiempo completo, de temporada, temporales o de otro tipo que trabajan en Rhode Island más que en cualquier otro estado, con las siguientes excepciones:

- Empleados de municipalidades locales, gobiernos estatales y federales y otras entidades públicas.
- Enfermeras per diem que:
  o Trabajan en centros de salud; o No tienen obligación de trabajar en un horario regular; o y reciben un salario más alto que otros que trabajan en un horario regular mientras realizan el mismo trabajo.

¿Pueden los empleadores tener diferentes políticas de permiso ganado?

Sí, siempre que la póliza proporcione los mismos beneficios y protecciones que exige la ley o mejores.

¿Cómo se obtiene el permiso por enfermedad?

Los empleados pueden ganar permiso por enfermedad/seguridad según la política de su empleador o, según esta ley, tienen derecho a ganar al menos una hora de permiso por enfermedad/seguridad por cada 35 horas trabajadas. El tiempo comienza a acumularse desde el primer día de empleo.

Los empleados de tiempo completo podrán acumular y utilizar hasta 40 horas al año. Una vez alcanzado el límite anual, se detendrá la acumulación. Los empleadores podrán optar por ofrecer más.

Los posibles períodos de espera para utilizar el permiso ganado son:

- 90 días para empleados nuevos
- 180 días para empleados temporales; y
- 150 días para empleados temporales.

¿Es pagado o no pagado?

Los empleadores con 18 o más empleados deben proporcionar permiso por enfermedad y seguridad pagado. Los empleadores con 17 o menos empleados deben proporcionar permiso por enfermedad y seguridad ganado, pero no es necesario que sea pagado.

¿Es necesario dar aviso?

Si el motivo del permiso se ha planificado, el empleado deberá notificarlo con al menos 24 horas de antelacion. En caso de emergencia, deberá notificarlo lo antes posible.
Excepto cuando se vean afectados por el Código de Alimentación de RI, los empleadores no pueden preguntar el motivo de la concesión del permiso y la ley les exige mantener la confidencialidad de los empleados.

¿Cómo se puede utilizar?

EL permiso por enfermedad/seguridad se utilizará a discreción del empleado, con las siguientes consideraciones:

- Los empleadores pueden imponer un bloque mínimo de tiempo, pero este no puede exceder las cuatro horas. (Por ejemplo, el empleador podría negar el uso del permiso en tramos de 30 minutos, pero no puede exigir que se usen más de cuatro horas a la vez).
- El permiso por enfermedad o seguridad no se puede utilizar como excusa para llegar tarde.
- Una ausencia por más de tres días laborales consecutivos puede requerir documentación.
- El uso fraudulento de los permisos puede dar lugar a medidas disciplinarias, incluido el despido.

¿Pueden los empleados enfrentar sanciones por usar sus permisos?

Los empleadores no pueden tomar medidas adversas contra un empleado por intentar ejercer su derecho legal a usar su permiso por enfermedad/seguridad. Algunos ejemplos incluyen: negar el uso del tiempo, asignar tareas indeseables, reducir la jornada laboral o descenderlo.

¿Aún tiene preguntas?

El Departamento de Labor y Entrenamiento de Rhode Island tiene respuestas. Para obtener más información o denunciar presuntas infracciones de la Ley de Familias y Lugares de Trabajo Saludables y Seguros, llame al (401) 462-8550 o envíe un correo electrónico a DLT.LaborStandards@dlt.ri.gov.

AVISO A TODOS LOS EMPLEADOS

Beneficios del seguro de desempleo

Si usted queda total parcialmente desempleado(a):

1. Llene su reclamo de beneficios con el Departamento de Labor y Entrenamiento (DLT) de RI en la misma semana en que usted quede desempleado o empiece a trabajar menos horas.
2. Llene su reclamo en línea en www.dlt.ri.gov/ui o por teléfono al (401) 415-6772. Visite www.dlt.ri.gov/ui para consultar nuestro horario de trabajo. Para más información, visite www.dlt.ri.gov/ui o llame al (401) 415-6772.
3. El lunes es un día de gran volumen de llamadas telefónicas; es posible que usted prefiera llenar su reclamo más adelante en la semana. Usted necesitará su número de Seguro Social, así como el nombre, dirección y los números de teléfono de sus empleadores de los últimos dos años. Si usted no es ciudadano estadounidense, se requiere su número de registro de extranjero.
4. Para colectar los beneficios de desempleo, la ley exige que usted:
    a. Estar desempleado sin que sea por culpa suya.
    b. Haber ganado los salarios mínimos requeridos mientras trabajaba,
    c. Ser capaz físicamente para trabajar, y estar disponible para trabajar y buscando trabajo activamente, y
    d. Regístrese para trabajar en el Departamento de Trabajo y Entrenamiento de Rhode Island.

Usted está protegido en virtud de las disposiciones de la Ley de Seguridad del Empleo de Rhode Island y de la Ley del Seguro por Discapacidad Temporal.

Servicios de empleo y capacitación

Si necesita ayuda para encontrar trabajo:

El Departamento de Labor y Entrenamiento de Rhode Island ofrece servicios gratuitos relacionados con el empleo y la capacitación, que incluyen:

1. Servicios de referencia y colocación laboral.
2. Salas de recursos con una amplia variedad de materiales sobre empleo y capacitación.
3. Orientación de carrera y pruebas de evaluación para ayudar a identificar aptitudes e intereses.
4. Acceso a internet para obtener información sobre empleo y capacitación.
5. Talleres de búsqueda de empleo para ayudarle a desarrollar habilidades para entrevistas.
6. Seminarios de redacción de hojas de vida para ayudarle a crear una hoja de vida y una carta de presentación efectivas.
7. Visite www.dlt.ri.gov para encontrar un Centro de Carreras cerca de usted. También puede acceder a muchos servicios a través de Internet en www.employri.org.

Beneficios del Seguro por Incapacidad Temporal

¿Quién es elegible para los beneficios de TDI?

Si usted se ha enfermado o sufrido una lesión y cumple con todos los siguientes requisitos, podría tener derecho a recibir beneficios:

1. Usted se encuentra desempleado por causa de una enfermedad, cirugía o lesión durante un mínimo de siete días consecutivos o más;
2. Usted se encuentra bajo el cuidado de un Proveedor de Atención Médica Calificado y aprobado;
3. Usted se ha sometido a un examen oportuno: un examen físico en el consultorio realizado dentro de la semana calendario en la que ocurre el primer día de desempleo por enfermedad, o dentro de la semana calendario anterior o posterior a la misma; y
4. Usted obtuvo salarios calificables suficientes durante el período base para ser elegible monetariamente.

¿Quién es elegible para los beneficios del Seguro Temporal para Cuidadores?

Si usted está cuidando a un familiar gravemente enfermo —hijo, cónyuge, padre, suegro, hermano, abuelo o pareja doméstica—, o si está estableciendo un vínculo con un recién nacido, un hijo adoptado o un menor en crianza temporal (foster child) dentro de los primeros 12 meses de la crianza. A partir del 1 de enero de 2026: los donantes de médula ósea podrán acceder a una semana de TCI, y los donantes de órganos podrán acceder a treinta días hábiles de TCI. Usted podría ser elegible para recibir beneficios si cumple con los siguientes requisitos:

1. Usted se encuentra desempleado debido a que está cuidando a un familiar gravemente enfermo o estableciendo un vínculo con un hijo;
2. Usted proporciona al Departamento la evidencia médica requerida sobre el familiar gravemente enfermo y su necesidad de cuidarlo, o bien la prueba requerida de la relación paterno-filial para los reclamos de establecimiento de vínculos; y
3. Usted obtuvo ingresos suficientes en salarios calificables para ser elegible monetariamente.

Cómo aplicar:

Complete una aplicación de TDI/TCI. Los reclamos de TDI deben presentarse dentro de los 90 días siguientes a la primera semana de ausencia laboral por motivos de enfermedad. El Director del DLT puede prorrogar este plazo hasta 26 semanas si la persona puede demostrar una razón médica válida que justifique la demora en la aplicación. Los reclamos de TCI deben presentarse dentro de los 30 días siguientes al primer día de licencia tomado por motivos de vinculación familiar o cuidado de un familiar. La aplicación de TDI/TCI puede obtenerse en línea en www.dlt.ri.gov/tdi. O llame al (401) 462-8420, opción n.º 1, para solicitar que se le envíe una aplicación por correo postal. Para obtener más información, visite www.dlt.ri.gov/tdi o llame al (401) 462-8420.

***NOTA**: Es posible que usted tenga derecho al reembolso de una parte de sus contribuciones si, durante el año calendario, más de un empleador le dedujo contribuciones del TDI de su salario. Para obtener información sobre los reembolsos del TDI, llame al (401) 574-8700, opción 2, o visite la sección de Preguntas frecuentes en nuestro sitio web: www.dlt.ri.gov/employers/employer-tax-unit.*

REGLA 5
Publicación de avisos

(Adoptado en virtud de la Sección 28-44-38 de la Ley de Seguridad del Empleo y la Sección 28-41-15 de la Ley del Seguro por Incapacidad Temporal)

Toda unidad empleadora en el Estado de Rhode Island deberá fijar y mantener avisos impresos, con la forma, el diseño y la cantidad, y que contengan la información, que el Director del Departamento de Labor y Entrenamiento determine necesaria para la administración de la Ley de Seguridad del Empleo y la Ley del Seguro por Incapacidad Temporal. Dichos avisos deberán fijarse en lugares visibles donde se presten los servicios para los trabajadores.

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
Call: 988, press 1 | **Text:** 838255 | **Chat:** crisistextline.org
All calls and texts are free and confidential

Support for Veterans | Department of Health
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

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

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

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
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
Call: 401-383-4730
Email: osdri@osdri.org

Rhode Island Legal Services
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
- Veteran License Plate: bit.ly/veteran-license-platesri