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STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2017

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A N A C T

RELATING TO LABOR AND LABOR RELATIONS - PAYMENT OF WAGES

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

Date Introduced: February 16, 2017

Referred To: Senate Labor

It is enacted by the General Assembly as follows:

1 SECTION 1. Section 28-14-3.2 of the General Laws in Chapter 28-14 entitled "Payment
2 of Wages" is hereby amended to read as follows:

3 **28-14-3.2. Deductions not authorized.**

4 (a) No employer shall deduct or withhold from the payment of wages owed to an
5 employee for the performance of work or other reason set forth in this chapter, any monies not
6 authorized by federal or state law or by court order, without first getting written or electronic
7 approval from the employee. However, a deduction shall never be authorized by an employee or
8 deducted by an employer from an employee's wage for:

9 (1) Spoilage or breakage;

10 (2) Shortages or losses; or

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

13 (b) In addition to any other penalty or enforcement provision set forth in this chapter, any
14 employer violating the provisions of this section shall be subject to treble damages, payable to the
15 employee, of the amount not authorized to be deducted or withheld

16 SECTION 2. This act shall take effect upon passage.

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EXPLANATION
BY THE LEGISLATIVE COUNCIL
OF

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1 This act would prohibit employers from making deductions from an employee's wages
2 except for those deductions authorized or required by law, or as expressly authorized in writing
3 by the employee. This act would authorize deductions to be authorized by a collective bargaining
4 agreement.

5 This act would take effect upon passage.

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