

2018 -- H 7800 SUBSTITUTE A AS AMENDED

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LC004741/SUB A
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STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2018

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A N A C T

RELATING TO LABOR AND LABOR RELATIONS -- PAYMENT OF WAGES

Introduced By: Representative Robert E. Craven

Date Introduced: February 28, 2018

Referred To: House Labor

It is enacted by the General Assembly as follows:

1 SECTION 1. Section 28-14-2.1 of the General Laws in Chapter 28-14 entitled "Payment
2 of Wages" is hereby amended to read as follows:

3 **28-14-2.1. Statement of earnings.**

4 (a) On every regular payday, every employer shall furnish to any employee the following:

5 (1) A statement of the hours worked by that employee during the applicable pay period;
6 provided, that the statement need not be furnished to an employee described in § 28-12-4.3;

7 (2) A record of all deductions made from that employee's gross earnings during the pay
8 period together with an explanation of the basis or reason for the deductions; and

9 (3) For employers engaged only in the commercial construction industry, a record of the
10 employee's hourly regular rate of pay. As used in this subsection, "commercial construction
11 industry" includes a business which engages in the doing of work or the furnishing of materials,
12 or both, in the building, erection, alteration, or preparation of an improvement on commercial real
13 property.

14 (b) All statements and records required to be furnished to an employee by this section
15 may be furnished as an electronic record. The employer shall furnish to an employee a printed or
16 handwritten record, in lieu of an electronic record, at no cost to the employee, when a written
17 authorization from such employee is provided to the employer.

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

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EXPLANATION
BY THE LEGISLATIVE COUNCIL
OF

A N A C T

RELATING TO LABOR AND LABOR RELATIONS -- PAYMENT OF WAGES

1 This act would provide the method by which records are to be furnished relative to an
2 employee's statement of earnings.

3 This act would take effect upon passage.

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