

2019 -- H 5663

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STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2019

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A N A C T

RELATING TO LABOR AND LABOR RELATIONS

Introduced By: Representative John G. Edwards

Date Introduced: February 27, 2019

Referred To: House Labor

It is enacted by the General Assembly as follows:

1           SECTION 1. Section 28-12-4.3 of the General Laws in Chapter 28-12 entitled "Minimum  
2 Wages" is hereby amended to read as follows:

3           **28-12-4.3. Exemptions.**

4           (a) The provisions of §§ 28-12-4.1 and 28-12-4.2 do not apply to the following  
5 employees:

6           (1) Any employee of a summer camp when it is open no more than six (6) months of the  
7 year.

8           (2) Police officers, ~~firefighters, and rescue service personnel employed by the cities and~~  
9 ~~towns.~~

10           (3) Employees of the state or political subdivision of the state who may elect through a  
11 collective bargaining agreement, memorandum of understanding, or any other agreement between  
12 the employer and representatives of the employees, or if the employees are not represented by an  
13 exclusive bargaining agent, through an agreement or understanding arrived at between the  
14 employer and the employee prior to the performance of work, to receive compensatory time off  
15 for hours worked in excess of forty (40) in a week. The compensatory hours shall at least equal  
16 one and one half (1 1/2) times the hours worked over forty (40) in a week. If compensation is paid  
17 to an employee for accrued compensatory time, the compensation shall be paid at the regular rate  
18 earned by the employee at the time of payment. At the time of termination, unused accrued  
19 compensatory time shall be paid at a rate not less than:

1 (i) The average regular rate received by the employee during the last three (3) years of the  
2 employee's employment, or

3 (ii) The final regular rate received by the employee, whichever is higher.

4 (4) Any employee employed in a bona fide executive, administrative, or professional  
5 capacity, as defined by the Fair Labor Standards Act of 1938, 29 U.S.C. § 201 et seq.,  
6 compensated for services on a salary basis of not less than two hundred dollars (\$200) per week.

7 (5) Any employee as defined in subparagraph (a)(4) of this section unless the wages of  
8 the employee, if computed on an hourly basis, would violate the applicable minimum wage law.

9 (6) Any salaried employee of a nonprofit national voluntary health agency who elects to  
10 receive compensatory time off for hours worked in excess of forty (40) hours per week.

11 (7) Any employee, including drivers, driver's helpers, mechanics, and loaders of any  
12 motor carrier, including private carriers, with respect to whom the U.S. secretary of transportation  
13 has power to establish qualifications and maximum hours of service pursuant to the provisions of  
14 49 U.S.C. § 3102.

15 (8) Any employee who is a salesperson, parts person, or mechanic primarily engaged in  
16 the sale and/or servicing of automobiles, trucks or farm implements, and is employed by a non-  
17 manufacturing employer primarily engaged in the business of selling vehicles or farm implements  
18 to ultimate purchasers, to the extent that the employers are exempt under the federal Wage-Hour  
19 and Equal Pay Act, 29 U.S.C. § 201 et seq. and 29 U.S.C. § 213(b)(10); provided, that the  
20 employee's weekly, bi-weekly, or monthly actual earnings exceed an amount equal to the  
21 employee's basic contractual hourly rate of pay times the number of hours actually worked plus  
22 the employee's basic contractual hourly rate of pay times one-half (1/2) the number of hours  
23 actually worked in excess of forty (40) hours per week.

24 (9) Any employee employed in agriculture; however, this exemption applies to all  
25 agricultural enterprises that produce greenhouse crops, fruit and vegetable crops, herbaceous  
26 crops, sod crops, viticulture, viniculture, floriculture, feed for livestock, forestry, dairy farming,  
27 aquaculture, the raising of livestock, furbearing animals, poultry and eggs, bees and honey,  
28 mushrooms, and nursery stock. This exemption also applies to nursery workers.

29 (10) Any employee of an air carrier subject to the provisions of title 45 U.S.C. § 181 et  
30 seq., of the Railway Labor Act when the hours worked by such employee in excess of forty (40)  
31 in a work week are not required by the air carrier, but are arranged through a voluntary agreement  
32 among employees to trade scheduled work hours.

33 (b) Nothing in this section exempts any employee who under applicable federal law is  
34 entitled to overtime pay or benefits related to overtime pay.

1           SECTION 2. This act shall take effect upon passage, except that the terms of current  
2 firefighters' collective bargaining agreements that conflict with this act shall remain in effect until  
3 the contract expires when the act shall begin to apply to those covered firefighters.

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EXPLANATION  
BY THE LEGISLATIVE COUNCIL  
OF  
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1           This act would remove the overtime exemption for firefighters and rescue service  
2 personnel employed by the cities and towns.

3           This act would take effect upon passage, except that the terms of current firefighters'  
4 collective bargaining agreements that conflict with this act would remain in effect until the  
5 contract expires when the act would begin to apply to those covered firefighters.

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