

2019 -- S 1000

LC002853

STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2019

A N A C T

RELATING TO LABOR AND LABOR RELATIONS - MINIMUM WAGES

Introduced By: Senator Frank A. Ciccone

Date Introduced: June 20, 2019

Referred To: Senate Labor

(By Request)

It is enacted by the General Assembly as follows:

1 SECTION 1. Section 28-12-3.2 of the General Laws in Chapter 28-12 entitled "Minimum
2 Wages" is hereby amended to read as follows:

3 **28-12-3.2. Wages for failure to furnish shift work.**

4 (a) Except as provided in subsections (b) and (c) of this section, ~~An~~ an employer who
5 requests or permits any employee to report for duty at the beginning of a work shift and does not
6 furnish at least three (3) hours work on that shift, shall pay the employee not less than three (3)
7 times the regular hourly rate.

8 (b) Work shifts scheduled for less than three (3) hours are permissible when entered into
9 voluntarily, and agreed upon by both the employer and employee. In the event that an employee
10 reports for duty at the beginning of a work shift and the employer offers no work for him or her to
11 perform, the employer shall pay the employee not less than three (3) times the regular hourly rate,
12 or the amount he or she would have earned for any shifts consisting of less than three (3) hours as
13 permitted pursuant to the provisions of this section.

14 (c) The provisions of this section shall not apply to students enrolled full-time at colleges
15 or universities located in this state who are also employees of the college or university they attend
16 except as follows: a college or university that employs a student and requests or permits a student
17 employee to report for duty at the beginning of a work shift, the length of which has been
18 mutually agreed to, and the employer does not furnish work for the student employee to perform,
19 shall pay the student employee for the number of hours of the agreed upon shift.

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

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EXPLANATION
BY THE LEGISLATIVE COUNCIL
OF
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RELATING TO LABOR AND LABOR RELATIONS - MINIMUM WAGES

1 This act would provide that employers who permit employees to report to work shall pay
2 the employee for not less than three (3) hours wages if three (3) hours work does not exist. An
3 exception would be provided for agreed work shifts scheduled for less than three (3) hours and
4 for college student employees working for the college.

5 This act would take effect upon passage.

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