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STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2021

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A N A C T

RELATING TO LABOR AND LABOR RELATIONS -- EMPLOYMENT OF WOMEN AND CHILDREN

Introduced By: Senators Gallo, Ciccone, and Lawson

Date Introduced: February 18, 2021

Referred To: Senate Labor

It is enacted by the General Assembly as follows:

1 SECTION 1. Section 28-3-3 of the General Laws in Chapter 28-3 entitled "Employment  
2 of Women and Children" is hereby amended to read as follows:

3 **28-3-3. Issuance of limited permits for work by children.**

4 (a) The school committee of each city or town, or any person that the school committee  
5 may designate, may issue for any child who has completed fourteen (14) years of age and has  
6 successfully completed a workers' rights training program established by subsection (b) of this  
7 section a special limited permit to work, permitting the employment of the child on days on which  
8 schools are not in session, and on school days at hours in which schools are not in session, at any  
9 legal employment and subject to the requirements of law limiting the employment of children, but  
10 not for employment in factories or in mechanical or manufacturing establishments. The permits to  
11 work shall be uniform throughout the state, and the permit to work form shall be prescribed and  
12 provided by the department of labor and training. A child must certify to the department that they  
13 have successfully completed a training program created by the department which would include  
14 worker rights, workplace health and safety, and workers' compensation before a permit can be  
15 issued. The content cost and funding for this training program shall be implemented by way of rules  
16 and regulations promulgated by the department of labor and training. The school committee of each  
17 city or town, or any person that the school committee may designate to issue the permits to work  
18 provided for in this section, shall keep on file a copy of each permit to work granted, together with

1 the evidence on which the permit to work was granted.

2 [\(b\) The department of labor and training shall promulgate rules and regulations necessary](#)  
3 [to establish a training program, funded by the department, for those children seeking a work permit](#)  
4 [under this section. The goal of the program shall be to educate children of their legal workers' rights](#)  
5 [and protections including, but not limited to, the provisions of this chapter.](#)

6 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 -- EMPLOYMENT OF WOMEN AND  
CHILDREN

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1           This act would require children who seek a special limited work permit to successfully  
2 complete a worker rights' training program established and funded by the department of labor and  
3 training.

4           This act would take effect upon passage.

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