

2012 -- H 7510

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LC01404
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STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2012

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A N A C T

RELATING TO DOMESTIC RELATIONS - REPORTING OF NEW HIRES

Introduced By: Representatives Lally, and Keable

Date Introduced: February 09, 2012

Referred To: House Labor

It is enacted by the General Assembly as follows:

1 SECTION 1. Section 15-24-3 of the General Laws in Chapter 15-24 entitled "Reporting
2 of New Hires" is hereby amended to read as follows:

3 **15-24-3. Definitions.** -- As used in this chapter, unless the context otherwise requires:

4 (1) "Compensation" means payment owed by the employer for:

5 (i) Labor or services rendered by an employee; or

6 (ii) Benefits including, but not limited to, vacation, holiday, and sick leave, and
7 severance payments which are due an employee under an agreement with the employer or under a
8 policy of the employer.

9 (2) "Date of hire" means the date of commencement of employment, but no later than the
10 first day for which the employee is eligible for compensation.

11 (3) "Days" means calendar days.

12 (4) "Department" means the department of administration, division of taxation, or its
13 designee.

14 (5) "Dependent" includes a spouse or child or any other person who is in need of or
15 entitled to support from a person who is declared to be legally liable for the support of that
16 dependent.

17 (6) "Employee" means a natural person who performs labor in this state and is employed
18 by an employer in this state for compensation and for whom the employer withholds federal or
19 state income tax from the employee's compensation.

1 (7) "Employer" means a person or entity doing business in this state who engages an
2 employee for compensation and for whom the employer withholds federal or state tax liabilities
3 from the employee's compensation.

4 (8) "Natural person" means an individual and not a corporation, government, business
5 trust, estate, partnership, or other legal entity, however organized.

6 (9) "W-4 form," also known as the Employers Withholding Allowance Certificate, the
7 form issued by the Internal Revenue Service of the United States to record the federal income tax
8 withholding allowance available to each employer.

9 (10) "Rehire" means the first day for which an employee is owed compensation by the
10 employer following a termination of employment lasting a minimum of ~~twelve (12) consecutive~~
11 ~~weeks~~ sixty (60) days. Termination of employment does not include temporary separations from
12 employment such as unpaid leave of absence, or a temporary layoff.

13 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 DOMESTIC RELATIONS - REPORTING OF NEW HIRES

1 This act would decrease the time requirement in which a person is considered a rehire
2 from twelve (12) consecutive weeks to a minimum of sixty (60) days to comply with federal
3 requirements.

4 This act would take effect upon passage.

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