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LC01593/SUB A
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STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2013

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A N A C T

RELATING TO LABOR AND LABOR RELATIONS - PAYMENT OF WAGES

Introduced By: Representatives Williams, Palangio, Hearn, Winfield, and Carnevale

Date Introduced: February 28, 2013

Referred To: House Labor

It is enacted by the General Assembly as follows:

1 SECTION 1. Section 28-14-2.2 of the General Laws in Chapter 28-14 entitled "Payment
2 of Wages" is hereby amended to read as follows:

3 **28-14-2.2. Frequency of payment.** -- (a) Except as provided in sections 28-14-4 and 28-
4 14-5, every employee other than employees of the state and its political subdivisions and of
5 religious, literary, or charitable corporations shall be paid weekly all due wages from his or her
6 employer, except those employees whose compensation is fixed at a biweekly, semi-monthly,
7 monthly, or yearly rate.

8 (b) The director may, upon written petition showing good and sufficient reason, permit
9 the employer and its affiliates to pay wages less frequently than weekly provided that a business
10 meets requirements provided for in either subdivision (b)(1) or (b)(2).~~(1) The employer and its~~
11 ~~affiliates have more than two thousand five hundred (2500) one thousand two hundred (1,200)~~
12 ~~employees located in Rhode Island; (2) The employer's average payroll exceeds one hundred~~
13 ~~thirty five percent (135%) two hundred percent (200%) of the average compensation of all~~
14 ~~employees in the state as defined in subsection 42-64.11-2(e) state minimum wage; (3) The~~
15 ~~employer makes payment of wages regularly on a predesignated date no less than twice per~~
16 ~~month; and (4) The employer provides proof of a surety bond or other sufficient demonstration of~~
17 ~~security in the amount of the highest biweekly payroll exposure in the preceding year for the~~
18 ~~employees subject to the petition.~~

19 (1)(i) The employer and its affiliates have more than two thousand five hundred (2,500)

1 employees located in Rhode Island:

2 (ii) The employer's average payroll exceeds one hundred thirty-five percent (135%) of the
3 average compensation of all employees in the state as defined in subsection 42-64.1-2(c);

4 (iii) The employer makes payment of wages regularly on a predesignated date no less
5 than twice per month; and

6 (iv) The employer provides proof of a surety bond or other sufficient demonstration of
7 security in the amount of the highest biweekly payroll exposure in the preceding year for the
8 employees subject to the petition; or

9 (2)(i) The employer and its affiliates are in the automobile club business;

10 (ii) The employer and its affiliates have more than one thousand two hundred (1,200)
11 employees located in Rhode Island;

12 (iii) The employer makes payment of wages regularly on a predesignated date no less
13 than twice per month; and

14 (iv) The employer provides proof of a surety bond or other sufficient demonstration of
15 security in the amount of the highest biweekly payroll exposure in the preceding year for the
16 employees subject to the petition.

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

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EXPLANATION
BY THE LEGISLATIVE COUNCIL
OF

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1 This act would allow some large Rhode Island employers, under certain expressed
2 conditions, the right to pay their employees wages no less than twice per month.

3 This act would take effect upon passage.

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