## Your Employee Rights Under the **Family and Medical Leave Act**

The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees. Eligible employees can take up to 12 workweeks of FMLA leave in a

The birth, adoption or foster placement of a child with you. Your serious mental or physical health condition that makes you unable to work, To care for your spouse, child or parent with a serious mental or physical health condition, and

Certain qualifying reasons related to the foreign deployment of

your spouse, child or parent who is a military servicemember. An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness may take up to 26 workweeks of FMLA leave in a single 12-month period to care

You have the right to use FMLA leave in one block of time. When it is medically necessary or otherwise permitted, you may take FMLA leave intermittently in separate blocks of time, or on a reduced schedule by working less hours each day or week. Read Fact Sheet

FMLA leave is not paid leave, but you may choose, or be required by your employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need

## Am I eligible to take FMLA leave?

You are an eligible employee if all of the following apply:

lef.: 29 CFR §825.300

**PROHIBITIONS** 

**EXEMPTIONS** 

You have worked for your employer at least 12 months, You have at least 1,250 hours of service for your employer during the 12 months before your leave, and

Your employer has at least 50 employees within 75 miles of your

How do I request FMLA leave?

Follow your employer's normal policies for requesting leave.

You do not have to share a medical diagnosis but must provide

enough information to your employer so they can determine whether

the leave qualifies for FMLA protection. You must also inform your

employer if FMLA leave was previously taken or approved for the

Your employer may request certification from a health care provide

to verify medical leave and may request certification of a qualifying

The FMLA does not affect any federal or state law prohibiting

discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave

State employees may be subject to certain limitations in pursuit of

by the law but are subject to the jurisdiction of the U.S. Office of

direct lawsuits regarding leave for their own serious health conditions

Most federal and certain congressional employees are also covered

**EMPLOYEE RIGHTS** 

**EMPLOYEE POLYGRAPH PROTECTION ACT** 

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for

pre-employment screening or during the course of employment.

EXAMINEE

**ENFORCEMENT** 

· Give notice at least 30 days before your need for FMLA leave, or

If advance notice is not possible, give notice as soon as possible

Generally, to request FMLA leave you must:

same reason when requesting additional leave.

Personnel Management or Congress.

Employers are generally prohibited from requiring or requesting any

employee or job applicant to take a lie detector test, and from discharging,

disciplining, or discriminating against an employee or prospective employee

Federal, State and local governments are not affected by the law. Also, the

law does not apply to tests given by the Federal Government to certain

The Act permits polygraph (a kind of lie detector) tests to be administered

in the private sector, subject to restrictions, to certain prospective

employees of security service firms (armored car, alarm, and guard), and of

The Act also permits polygraph testing, subject to restrictions, of certain

employees of private firms who are reasonably suspected of involvement in

a workplace incident (theft, embezzlement, etc.) that resulted in economic

The law does not preempt any provision of any State or local law or any

collective bargaining agreement which is more restrictive with respect to lie

NOTICE TO ALL EMPLOYEES

1. File your claim for benefits with the RI Dept. of Labor and Training (DLT) the same week you are

2. File your claim online at www.dlt.ri.gov/ui or by telephone at (401) 415-6772. Visit www.dlt.ri.gov/ui

3. Monday is a high-volume telephone day; you may prefer to file your claim later in the week. You will

need your Social Security number and name, address and telephone numbers of your employers for

You are protected under provisions of the Rhode Island Employment Security Act and the Temporary

The RI Dept. of Labor and Training offers free employment and training related services including:

Visit www.dlt.ri.gov to find a Career Center near you. You can also access many services on the

If you have become ill or injured and meet all of the following requirements, you may be entitled to

1. You are unemployed due to illness, surgery, or injury for a minimum of seven consecutive days or

3. You have a timely exam: an in-office physical exam the week within the calendar week in which the

If you are caring for a seriously ill: child, spouse, parent, parent in-law, grandparent, domestic partner,

or you are bonding with a newborn child, adopted child or foster child within the first 12 months of

1. You are unemployed because you are caring for a seriously ill family member or bonding with a

2. You provide the department with the required medical evidence of the seriously ill family member

and your need to care for him/her or the required proof of parent child relationship for bonding claims,

Complete a TDI/TCI application. TDI claims must be filed within 90 days of the first week out of work

due to illness. The DLT Director may extend this period up to 26 weeks if the individual can show a

good medical reason for the delay in filing. TCI claims must be filed within 30 days after the first day

of leave is taken for reasons of bonding or caregiving. TDI/TCI application may be obtained online at

www.dlt.ri.gov/tdi. Or call (401) 462-8420, Option #1 to request an application be mailed to you. For

NOTE: You may be entitled to a refund of a portion of your contributions if during the calendar year TDI

contributions were deducted from your pay by more than one employer. Information may be obtained

regarding a refund by calling (401) 574-8700 or writing to the RI Division of Taxation, Employer Tax

first day of unemployment due to sickness occurs or within the calendar week prior or subsequent

4. You earned enough qualifying wages during the base period to be monetarily eligible.

**Who is Eligible for Temporary Caregiver Insurance** 

parenting; you may be eligible to receive benefits if you meet the following requirements:

for hours of operation. For more information, visit www.dlt.ri.gov/ui or call (401) 415-6772.

the last two years. If you are not a U.S. citizen, your alien registration number is required.

c. Be physically able to work, available for work and actively seeking work, and

for refusing to take a test or for exercising other rights under the Act.

private individuals engaged in national security-related activities.

pharmaceutical manufacturers, distributors and dispensers.

loss to the employer

**Unemployment Insurance Benefits** 

4. To collect unemployment benefits, the law requires that you must:

d. Register for work with the RI Dept. of Labor and Training.

**Employment and Training Services** 

Internet access for employment and training information.

5. Job Search workshops to help you develop interviewing skills.

2. You are under the care of an approved Qualified Health Care Provider

3. You earned enough in qualifying wages to be monetarily eligible.

more information, visit www.dlt.ri.gov/tdi or call (401) 462-8420.

Section, One Capitol Hill, Suite 36, Providence, RI 02908-5829.

Ref.: Rhode Island General Law §28-44-38;41-15

b. Have earned minimum qualifying wages while you were working,

2. Resource rooms with a wide range of employment and training resources. 3. Career counseling and testing to help assess aptitudes and interests.

Résumé writing seminars to help you create an effective resume and cover letter

a. Be unemployed through no fault of your own,

If you become totally/partially unemployed

unemployed or working reduced hours.

Disability Insurance Act.

If you need help finding a job:

Internet at www.employri.org.

How to Apply:

Who is Eligible for TDI Benefits?

. Job referral and placement services.

**Temporary Disability Insurance Benefits** 

You work for a **covered employer** if **one** of the following applies:

You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and You work for an elementary or public or private secondary school, Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including You work for a public agency, such as a local, state or federal shift and location, at the end of your leave government agency. Most federal employees are covered by Title II of the FMLA, administered by the Office of Personnel

> or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your employer must confirm whether

Your employer cannot interfere with your FMLA rights or threaten

If you are eligible for FMLA leave, your employer must

Allow you to take job-protected time off work for a qualifying

you are eligible or not eligible for FMLA leave. If your employer determines that you are eligible, your **employer must notify you in** About your FMLA rights and responsibilities, and

How much of your requested leave, if any, will be FMLA-protected

## Where can I find more information?

Call 1-866-487-9243 or visit dol.gov/fmla to learn more.

If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. Scan the QR code to learn about our WHD



Where polygraph tests are permitted, they are subject to numerous strict

standards concerning the conduct and length of the test. Examinees have

a number of specific rights, including the right to a written notice before

testing, the right to refuse or discontinue a test, and the right not to have test

The Secretary of Labor may bring court actions to restrain violations and

assess civil penalties against violators. Employees or job applicants may

results disclosed to unauthorized persons.

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER

WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

RHODE ISLAND DEPARTMENT OF LABOR AND TRAINING (DLT

**Notice to All Employees - Information Employers Must Post** 

Pay Equity Act

Pursuant to Rhode Island General Law § 28-6-18, it is unlawful for an employer to pay a differential wage based on race,

color, religion, sexual orientation, gender, gender identity or expression, disability, age, and country of ancestral origin for comparable work. A differential wage is permissible where one or more of the following factors is found to apply:

family and medical leave shall not reduce seniority."

"A system that measures earnings by quantity or quality of production."

"Work-related travel, if the travel is regular and a business necessity."

question; and which is consistent with business necessity."

the state of Rhode Island will be considered to have a sufficiently different cost of living."

"A merit system."

filed with the DLT Director

**Employer Wage Inquiry** 

**Wage Discussion among Employees** 

employees or applicants waive the right to discuss wages.

for opposing any practice made unlawful by the Act, is prohibited.

**Job Safety and Health** 

IT'S THE LAW!

employment

**Retaliation Prohibite** 

1511 Portiac Avenue, Cranator, RI 025 TTY via RI Relay 711 | Equal Opportunity Emplo Auxiliary aids and services available upon request | Rev. 6/3

"A seniority system; provided, however, that time spent on leave due to a pregnancy related condition or parental,

"Geographic location when the locations correspond with different costs of living, provided, that no location within

"Reasonable shift differential, which is not based upon or derived from a differential in compensation based on [a

"Education, training, or experience to the extent such factors are job-related and consistent with a business

"A bona fide factor other than [a protected] characteristic[] . . . which is not based upon or derived from a differential

in compensation based on [a protected] characteristic[] . . . which is job-related with respect to the position in

Alleged violations of the Act may be complained of (1) in a civil action brought by an employee, or (2) by a complaint

+ Pursuant to Rhode Island General Law § 28- 6-22, employers are prohibited from inquiring into or requiring the

disclosure of a job applicant's wage history, from relying upon a job applicant's wage history when considering the

individual's candidacy, and from setting a minimum or maximum threshold of prior wage earnings as a condition of

+ An employer may, for the limited purpose of "support[ing] a wage higher than the wage [initially] offered by the

+ At the time of hire or internal transfer to a new position, and whenever requested by an employee, an employer must

disclose to the hired, transferred, or inquiring individual, the wage range for the position the individual's position.

Pursuant to Rhode Island General Law § 28- 6-18, it is unlawful for an employer to prohibit employees from

discussing wages or asking other employees about their wages. Employers may not request or require that

Any discriminatory or disciplinary action taken against an employee for exercising these rights under the Act, or

RI General Laws \$28-6-18 states that this notice must be posted and maintained in conspicuous places where workers are employed. Fines may be

DLT is an equal opportunity employer/program, auxiliary aids and services are available on request to individuals with disabilities. TTY via RI Relay 7111

employer," consider and seek to confirm a job applicant's wage history if such wage history was voluntarily provided.

also bring their own court actions.

WH1420 REV 04/23

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

The Rhode Island Right-To-Know Law

## **IGNORING THIS POSTER CAN BE HAZARDOUS TO YOUR HEALTH**

Under the Rhode Island Right-To-Know Law, your employer must tell you about the dangers of any hazardous substances in your workplace.

• the common name or trade names of the substance, including the chemical name;

proper protective equipment for safe use; and

Your employer must provide you with the above information. If he or she has not, make sure you ask about it. Your company representative is:

The Right-To-Know Law was created to protect you. For more information about your rights under the Hazardous Substances Right-to-Know Law, contact the R.I. Department of Labor and Training at (401) 462-8570.

This poster must be displayed in a conspicuous location in the workplace.

This employer is subject to the provisions of the

**WORKERS' COMPENSATION ACT** 

of the State of Rhode Island

In accordance with Rhode Island General Law §28-32-1, the employer must report to the

Director of Labor and Training every personal injury sustained by an employee if the injury

incapacitates the employee from earning full wages for at least three (3) days or requires

medical treatment, regardless of the period of incapacity. If the injury proves fatal, the report

must be filed within forty-eight (48) hours. If not fatal, the report shall be made within ten

An injured employee shall have the freedom to choose medical treatment initially. The

employee's first visit to any facility under contract or agreement with the employer or insurer to

For more information about Workers' Compensation procedures and benefits, call the Education

Unit at (401) 462-8100 and press option #1 or TDD (401) 462-8006. If you suspect fraud, contact

In accordance with Rhode Island General Law §28-29-13, this notice must be posted and

maintained in conspicuous places where workers are employed. Fines may be imposed for

provide priority care shall not be considered the employee's initial choice.

the Fraud Prevention Unit at (401) 462-8100 and press option #7.

Ref.: Rhode Island General Law §28-29-13

**Policy Effective Date:** 

**Workers' Compensation Insurance Company** 

**Adjusting Company:** 

Telephone:

• the level at which exposure to the substance is hazardous, if known;

proper procedures for the safe use of and exposure to the substance;

"Because not knowing about the hazardous substances you work with is the greatest

 the effects and symptoms of exposure at hazardous levels; • the potential for flammability, explosion, and reactivity of the substance; appropriate emergency treatment;

• procedures for clean-up of leaks and spills.

Ref.: Rhode Island General Law §28-21-1

DLT-L-47 (Rev. 6/2020)

## - NOTICE TO EMPLOYEES -

This notice is to provide you with information on the Rhode Island Parental & Family Medical Leave Act, which requires that employers of 50 or more employees grant an unpaid leave of absence, upon the request of an eligible employee, for 13 consecutive weeks in any two calendar years, under certain conditions.

## **Employees Eligible**

**EMPLOYEE RIGHTS** 

UNDER THE FAIR LABOR STANDARDS ACT

**FEDERAL MINIMUM WAGE** 

The law requires employers to display this poster where employees can readily see it.

\$7.25 PER HOUR

INFORMATION

Employees are eligible to apply for leave if they are fulltime employees who work an average of 30 hours a week or more and have been employed continuously for at least 12 months.

Purpose of Leave The leave required to be provided under the Act must

be for one or more of the following reasons: 1. Birth of a child of an employee

child by the employees.

physical or mental illness, injury, impairment or nursing home, or hospice, or out-patient care

Requests for Leave

which the requested leave is to commence and doing so. Employees may be requested to provide

School Involvement Leave

during any 12 month period to attend school

paid leave. Ref.: Rhode Island General Law §28-48-10

**Rhode Island Parental & Family Medical Leave Act** 

civil money penalties may be assessed for each child labor violation that results in the death or

serious injury of any minor employee, and such assessments may be doubled when the violation are determined to be willful or repeated. The law also prohibits retaliating against or discharging

Certain occupations and establishments are exempt from the minimum wage, and/or overtime

pay provisions. Certain narrow exemptions also apply to the pump at work requirements.

Some state laws provide greater employee protections; employers must comply with both. Some employers incorrectly classify workers as "independent contractors" when they are

actually employees under the FLSA. It is important to know the difference between the two

because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime

Certain full-time students, student learners, apprentices, and workers with disabilities may be

workers who file a complaint or participate in any proceeding under the FLSA.

Special provisions apply to workers in American Samoa, the Comm

Mariana Islands, and the Commonwealth of Puerto Rico.

## the same time to be used for the placement of a child 16

Placement of a child 16 years of age or less with an employee in connection with the adoption of such

8. "Serious illness" of the employee or the employee's parent, spouse, child, mother-in-law, or father-inlaw. (Serious Illness is defined to mean a disabling

condition that involves in-patient care in a hospital. requiring continuing treatment or supervision by a health care provider).

In order to be entitled to the leave, the employee must ive at least 30 days notice of the intended date upo terminate, unless prevented by medical emergency from written certification from a physician caring for the person who is the reason for the leave request, which certification shall specify the probably duration of the requested leave.

## An employee who has been employed for 12

consecutive months is entitled to 10 hours of leave conferences or other school-related activities for a child of whom the employee is the parent, foster parent, or guardian. A notice of 24 hours prior to the leave must be given to the employer by the employee. The leave is not required to be paid; except an employee may substitute any accrued paid vacation leave or other appropriate

Use of Sick Leave by Adoptive Parent Any employer who allows sick time or sick leave of an employee to be used after the birth of a child shall allow

## the adoption of the child by the employee.

Continuation of Health Benefits Prior to the commencement of leave, the employee must pay his employer a sum equal to the premium

required to maintain the employee's health benefits in force during the period of leave, which sum is required to be returned to the employee within 10 days following

years of age or less with an employee in connection with

## Return From Leave

Employees who are granted leave under the Act are entitled to be restored to the position held when the leave commenced, or to a position with equivalent seniority, status, employment benefits, pay and other terms and conditions of employment, including all fringe benefits and service credits that the employee had been

entitled to at the commencement of the leave.

## The Act makes it unlawful for any employer to interface

Prohibited Acts

with, restrain, or deny employees the rights provided under the Act. Any discrimination or disciplinary action taken against an employee for exercising his rights under the Act, or for opposing any practice made unlawful by the Act, is also prohibited. Enforcement

Alleged violations of the Act may be complained of (1) in

a civil action brought by an employee, (2) by a complaint

filed with the Director of Labor and Training of the State of Rhode Island. Civil penalties are provided for violations of the Act or any order issued by the Director of Labor and Training.

**Notice to** 

**Employees** 

**Working on State or Municipal** 

**Financed Construction Projects?** 

# STATE LABOR LAW

# SEXUAL HARASSMENT



Sexual harassment is a form of discrimination that occurs when an individual makes unwelcome sexual advances, requests for sexual favors and/or other verbal or physical conduct of a sexual nature against her or his

a co-worker

a non-employee

conduct explicitly or employment, unreasonably interferes with an individual's

Sexual harassment is a violation of state and federal laws.

The harasser can be a supervisor • an agent of the employer • a supervisor in another area

• the same sex as the victim

The prohibition against sexual harassment does not only apply to employers. It also applies to labor organizations, employment agencies,

Report incidents of harassment to:

Phone Number

Ref.: Ch. 28-5. Sec. 28-5-7.4(4)

### If you believe you are or have been the victim of sexual harassment, contact:

unlawful employment practice.

FOR HUMAN RIGHTS 180 Westminster Street, Third Floor Providence, RI 02903 401-222-2661 TDD: 401-222-2664 Fax: 401-222-2616 www.richr.ri.gov

## BECAUSE OF PREGNANCY, CHILDBIRTH AND RELATED CONDITIONS

Employees and applicants have the right under state law to request a reasonable accommodation for conditions related to pregnancy, childbirth and related conditions such as the need to express breast milk for a nursing child. This workplace may not:

refuse to grant you the reasonable accommodation unless it would create an undue hardship on this employer's enterprise, business or program; require you to take a leave if another reasonable accommodation can be granted;

against based on pregnancy, childbirth or related condition, please contact one of the following staff members:

f you want to request a reasonable accommodation, or if you have been discriminated

## **HEALTHY AND SAFE FAMILIES and WORKPLACES ACT**

Pursuant to RI General Law §28-57, you are entitled to sick and safe leave to address your own health and safety needs as well as those of your family. This leave may or may not be paid depending on the size of your employer and other factors as detailed in the law. Visit www.dlt.ri.gov/wrs or call (401) 462-WAGE (9243) for more information.



## **Mental Health Resources**

U.S. Department of Veterans Affairs Veterans Crisis and Suicide and Crisis Lifeline Call: 988, press 1 | Text: 838255 | Chat: crisistextline.org Support for Veterans | Department of Health

The Vet Center Counseling and Mental Health Services 2038 Warwick Ave, Warwick, RI 02889 Call: (401) 739-0167 Staff Sergeant Parker Gordon Fox Suicide Prevention Grant Program (SSG Fox SPGP)

Rhode Island Behavioral Healthcare, Developmental Disabilities & Hospitals Mental Health Services 

**Substance Abuse** Resources

Providence VA Medical Center Call: (401) 273-7100 va.gov/providence-health-care

Education, Workforce, and Training Resources

Ref.: Rhode Island General Law §28-60-1

disability or age (over 40).

first interview (with certain exceptions).

\*State only

discrimination.

Name:

Title:

Location:

Providence VA Medical Center (PVAMC) Substance Abuse Treatment Program **Treatment Program** 

Explore educational benefits, workforce development programs, and **DLT Veterans' Employment And Training Service (VETS)** 

Proper Pay

or 40 hours a week. Apprentice rates apply only to apprentices properly registered under approved State apprenticeship programs.

claim will be investigated by the department. You may contact the Prevailing Wage Division at (401) 462-8580,

DLT-L-39 Rev. 06/2020



## All workers have the right to:

A safe workplace.

- Raise a safety or health concern with your employer or OSHA, or report a workrelated injury or illness, without being retaliated against.
- job hazards, including all hazardous substances in your workplace. Request a confidential OSHA inspection of your workplace if you believe there are

Receive information and training on

OSHA on your behalf. Participate (or have your representative) participate) in an OSHA inspection and speak in private to the inspector.

30 days (by phone, online or by mail)

unsafe or unhealthy conditions. You have

the right to have a representative contact

if you have been retaliated against for using your rights. See any OSHA citations issued to

• File a complaint with OSHA within

your employer. Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

This poster is available free from OSHA.



Contact OSHA. We can help.

83739

012025

## **Employers must:** Provide employees a workplace free from

- recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness. Comply with all applicable OSHA standards.
- Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye.

Provide required training to all workers

in a language and vocabulary they can

understand. Prominently display this poster in the workplace.

Post OSHA citations at or near the

place of the alleged violations.

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation

programs in every state.



1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

# IS AGAINST THE LAW



Sexual harassment occurs when ubmission to or rejection of this implicitly affects an individual's

work performance or creates an ntimidating, hostile, or offensive work environment. and to individuals who aid and abet an

RHODE ISLAND COMMISSION

## NOTICE OF RIGHT TO BE FREE FROM DISCRIMINATION

State law protects employees and applicants from discrimination based on pregnancy, childbirth and related conditions. Federal law provides similar protections.

deny you employment opportunities based on a refusal to provide a reasonable

Phone Number

Email address If you have been the victim of discrimination based on pregnancy, childbirth or related conditions and/or denial of a reasonable accommodation, contact Rhode Island Commission for Human Rights 180 Westminster Street, 3rd Floor Providence, RI 02903 (401) 222-2661 TTY: 401-222-2664 RICHR/July 2015 www.richr. ri.gov

# What Organizations are Covered?

Discharge, firing, or lay-off

Rhode Island

Commission for Human Rights

180 Westminster Street

Providence, RI 02903

401-222-2661 TDD: 401-222-2664

What can You Do if You Believe Discrimination has Occurred? an EEOC field office (information at www.eeoc.gov/field-office)

EMPLOYERS HOLDING FEDERAL CONTRACTS

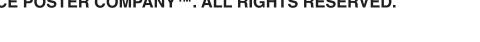
OR SUBCONTRACTS

pay, fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not referral.

cutive Order 11246, as amended, protects applicants and employees c ractors from discrimination based on inquiring about, disclosing, or dis compensation or the compensation of other applicants or employees.

**TO REORDER CALL: 1-800-817-7678** 

Compliance Poster Company™ 2023 COMPLIANCE POSTER COMPANY™. ALL RIGHTS RESERVED.



**WWW.COMPLIANCEPOSTER.COM** 

Know Your Rights: Workplace Discrimination is Illegal

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE Race, Color, National Origin, Sex

## \$11.25 (75% of Minimum **ENFORCEMENT** - The Rhode Island Dept. of Labor and Training (DLT) may bring criminal action against any employer who pays substandard wages to an employee and seek,

\$15.00

as of 1/1/25

\$13.50

(90% of Minimum

MANDATORY NURSE OVERTIME minimum wage constitutes a separate violation. Pursuant to RI Law §23-17.20-1 et. seq., a hospital may not require certain nurses and certified nurse Any employer who hinders or delays the DLT Director or authorized representative in the performance of duties in the enforcement of the law: refuses to admit the Director or said MINIMUM SHIFT HOURS - Employees representative to any place of employment; fails to make, keep, and preserve, any records equested or permitted to report for duty at the

upon conviction, a penalty up to \$500.00 and/

or imprisonment of up to 90 days. Each week

as required; falsifies any such record; refuses

to make such record accessible to the Director

or said representative upon demand; or refuses

to furnish a sworn statement of such record or

an employer fails to pay the applicable

any other information needed for the proper enforcement of this law, shall be deemed in CHILD LABOR - Employees must be at least 16 violation and subject to a fine of up to \$500. years old to work in most nonfarm jobs and 18 to Each day such violation occurs constitutes a work in nonfarm jobs declared hazardous by the separate offense. U.S. Secretary of Labor. Youths 14 and 15 may work, with a special permit issued by local school THE LAW REQUIRES EMPLOYERS officials, in various jobs outside school hours TO DISPLAY THIS POSTER WHERE under certain conditions. Different rules apply to

**OVERTIME PAY** At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR

**ENFORCEMENT** 

Attention

**Employees** 

**HOURLY MINIMUM WAGE FOR ALL EMPLOYEES** 

community services organization.

**OVERTIME PAY** - At least 1 1/2 times your

regular rate of pay for all hours worked over 40

in any one work week. Note: The law contains

exemptions from the minimum wage and/or

overtime pay requirements for certain

assistants to work overtime except in an

beginning of a work shift must be provided with 3

hours work or 3 hours wages. Retail establishment

employees must be provided with 4 hours work on

unforeseeable emergent circumstance

Sundays and Holidays.

agriculture employment.

Ref.: Rhode Island General Law §28-12-11

occupations or establishments.

EXCEPT: Full time students under 19 years of age working in

Minors 14 and 15 years of age working not more than 24 hours in a week

a non-profit religious, educational, librarial or

Employees receiving gratuities (as of Jan. 1, 2017):

THIS LAW PROVIDES ....

MINIMUM WAGE - RHODE ISLAND

Effective January 1, 2025

An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work

in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with

Employers of "tipped employees" who meet certain conditions may claim a partial wage credit

of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an

based on tips received by their employees. Employers must pay tipped employees a cash wage

employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equa

breast milk for their nursing child for one year after the child's birth each time the employee needs

The Department has authority to recover back wages and an equal amount in liquidated damages

in instances of minimum wage, overtime, and other violations. The Department may litigate and/or recommend criminal prosecution. Employers may be assessed civil money penalties for each

willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money

from view and free from intrusion from coworkers and the public, which may be used by the

certain work hours restrictions. Different rules apply in agricultural employment

PUMP AT WORK The FLSA requires employers to provide reasonable break time for a nursing employee to express

the minimum hourly wage, the employer must make up the difference

Call (401) 462-WAGE (9243) or visit www.dlt.ri.gov/ls **Labor Standards Unit Rhode Island Department of Labor and Training** 

EMPLOYEES CAN READILY SEE IT.

**Rhode Island Office of** 

Call: 401-921-2119 Call: 401-921-2119
Website: vets.ri.gov
Address: 560 Jefferson Blvd. Warwick, RI 02886 **Legal Services** 

Email: osdri@osdri.org **Rhode Island Legal Services** 

Call: 1 (401) 222-2661 RI Department of Motor Vehicles: Veteran Status Designation Photo

State and Federal laws prohibit harassment and discrimination in hiring,

terms and conditions, promotion, discharge, salary, benefits, and other

sexual orientation\*, gender identity or expression\*, physical or mental

State law also prohibits employers from asking applicants about arrest

You have the right to a workplace free of harassment and

Human Rights and the company representative named below:

records, and makes it unlawful to ask about convictions until at or after a

Report incidents of harassment and discrimination to the Commission for

WE ARE AN EQUAL OPPORTUNITY EMPLOYER

aspects of employment based on race, color, religion, ancestral origin, sex,

RI Workplace Sexual Harassment Hotline

**Veterans Services** For Veterans programs and services, visit the RI  $\,$ Office of Veterans Services

> **Overtime** Overtime rate applies when working over 8 hours a day

If you do not receive proper pay, you may file a complaint with the RI Department of Labor and Training and your

right of action to collect wages and benefits.

Rhode Island Department of Labor and Training John O. Pastore Center 1511 Pontiac Avenue, Cranston RI 02920-4407 www.dit.ri.gov/pw

# **DISCRIMINATION IS ILLEGAL**

§ 28-50-3 Protection - An employer shall not discharge, threaten, or otherwise discriminate against an employee regarding the employee's compensation, terms, conditions, location, or privileges of employment nor shall an employer report or threaten to report an employee's immigration status to Immigration and Customs Enforcement (ICE) or any other immigration agency or law enforcement agency including local and state police:

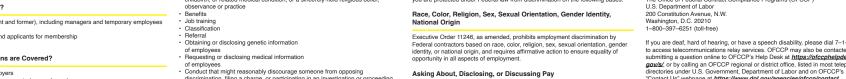
**SECTION 28-50-3** 

a political subdivision of this state, or the United States, unless the employee knows or has reason to know that the report is false, or (2) Because an employee is requested by a public body to participate in an

(3) Because an employee refuses to violate or assist in violating federal, state or local law, rule or regulation, or (4) Because the employee reports verbally or in writing to the employer

or to the employee's supervisor a violation, which the employee knows or

reasonably believes has occurred or is about to occur, of a law or regulation or rule promulgated under the laws of this state, a political subdivision of this state, or the United States, unless the employee knows or has reason to know that the report is false. Provided, that if the report is verbally made, the employee must establish by clear and convincing evidence that the report was



For more information on the Rhode Island Minimum Wage Law

**VETERANS' BENEFITS AND SERVICES** Veterans can access the following free resources and hotlines to learn about their rights,

> Find legal assistance tailored to veterans' needs. Operation Stand Down Rhode Island

Call: 401-846-2264 Tax Benefits Learn about tax exemptions and other benefits available to

**Additional Resources** National Domestic Violence Hotlin Call: 800-799-7233

Document: bit.ly/veteran-designationri

bit.ly/veteran-license-platesi

Call: 401-383-4730

**Rhode-Island Property Tax Exemptions:**  Contact your local or municipal tax accessor's office for more information

## Prevailing You must not be paid less than the Davis Bacon wage rate for each trade listed on the Wage Determination schedule posted with this notice.

option # 7 for additional information. In addition, please note that RI Law 37-13-17 also provides for a private

**TITLE 28 Labor and Labor Relations CHAPTER 28-50** The Rhode Island Whistleblowers' Protection Act

(1) Because the employee, or a person acting on behalf of the employee, reports or is about to report to a public body, verbally or in writing, a violation which the employee knows or reasonably believes has occurred or is about to occur, of a law or regulation or rule promulgated under the law of this state,

investigation, hearing, or inquiry held by that public body, or a court action,

In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended. Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or