

2023 -- H 5586

LC001546

STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2023

A N A C T

RELATING TO HOLIDAYS AND DAYS OF SPECIAL OBSERVANCE -- WORK ON  
HOLIDAYS AND SUNDAYS

Introduced By: Representatives Phillips, Costantino, Dawson, and Azzinaro

Date Introduced: February 15, 2023

Referred To: House Labor

It is enacted by the General Assembly as follows:

1 SECTION 1. Section 25-3-3 of the General Laws in Chapter 25-3 entitled "Work on  
2 Holidays and Sundays" is hereby amended to read as follows:

3 **25-3-3. Work on Sundays or holidays.**

4 (a) Work performed by employees on Sundays and holidays must be paid for at least one  
5 and one-half (1½) times the normal rate of pay for the work performed; provided: (1) That it is not  
6 grounds for discharge or other penalty upon any employee for refusing to work upon any Sunday  
7 or holiday enumerated in this chapter; and (2) Any manufacturer that operates for seven (7)  
8 continuous days per week is exempt from the requirement of subdivision (1).

9 (b) Any manufacturer of wall-covering products that operates for seven (7) continuous days  
10 per week, twenty-four (24) hours per day, and has complied with the provisions of subsection (a)  
11 is exempt from the requirement that the work be voluntary on Sundays as provided in subsection  
12 (a); provided, that the manufacturer increases employment by at least ten percent (10%), within  
13 one year of its conversion to continuous operation from non-continuous operation.

14 (c) Any manufacturer that operates three (3) shifts, or begins its work week on Sundays,  
15 may begin the shift or start the work week at 11:00 P.M. on Sunday and not be required to pay its  
16 employees one and one-half (1½) times the normal rate of pay during the one hour period between  
17 11:00 P.M. Sunday and 12 midnight.

18 (d) Any and all employees of a chauffeur driven limousine or taxi cab company that

1 operates seven (7) continuous days per week, twenty-four (24) hours per day are exempt from the  
2 provisions of subsection (a) hereof.

3 (e) Any car rental company that operates a car rental agency at Rhode Island T.F. Green  
4 International Airport and is required pursuant to its lease agreement with the Rhode Island airport  
5 corporation to operate on Sundays and/or holidays is exempt from the provisions of subsection (a)  
6 hereof with respect to work performed at its Rhode Island T.F. Green International Airport location.

7 [\(f\) The Penske Truck Leasing Company located at 65 Amflex Drive in Cranston, Rhode](#)  
8 [Island, is exempt from the Sunday provisions of subsection \(a\) of this section with respect to](#)  
9 [business performed at its Penske Truck Leasing Company.](#)

10 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 exempt Penske Truck Leasing located at 65 Amflex Drive in Cranston,  
2 from the Sunday work law requiring the payment of one and one-half (1½) times the normal rate  
3 of pay for work performed on Sunday.

4           This act would take effect upon passage.

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