

2014 -- H 8131

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STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2014

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A N A C T

RELATING TO LABOR AND LABOR RELATIONS -- HOLIDAY WORK

Introduced By: Representatives Phillips, Morin, Casey, Tomasso, and Shekarchi

Date Introduced: May 01, 2014

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

9 (b) Any manufacturer of wall-covering products which operates for seven (7) continuous
10 days per week, twenty-four (24) hours per day, and has complied with the provisions of
11 subsection (a) is exempt from the requirement that the work be voluntary on Sundays as provided
12 in subsection (a); provided, that the manufacturer increases employment by at least ten percent
13 (10%), within 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 (1 1/2) times the normal rate of pay during the one hour period
17 between 11:00 P.M. Sunday and 12 midnight.

18 (d) Any and all employees of a chauffeur driven limousine or taxi cab company that
19 operates seven (7) ~~continuous~~ days per week, ~~twenty four (24) hours per day~~ are exempt from the

1 provisions of subsection (a) hereof.

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

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

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EXPLANATION
BY THE LEGISLATIVE COUNCIL
OF

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RELATING TO LABOR AND LABOR RELATIONS -- HOLIDAY WORK

1 This act would allow the exemption to the requirement that employees working Sunday
2 or holiday shifts be paid overtime to apply to limousine and taxi cab companies which operate
3 seven (7) days a week but not twenty-four (24) hours a day.

4 This act would take effect upon passage.

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