

2025 -- H 5679 SUBSTITUTE A AS AMENDED

LC001246/SUB A/2

STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2025

A N A C T

RELATING TO LABOR AND LABOR RELATIONS -- PAYMENT OF WAGES

Introduced By: Representatives Giraldo, Alzate, Potter, Morales, Biah, Felix, and Tanzi

Date Introduced: February 26, 2025

Referred To: House Labor

It is enacted by the General Assembly as follows:

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SECTION 1. Section 28-14-12 of the General Laws in Chapter 28-14 entitled "Payment of Wages" is hereby amended to read as follows:

**28-14-12. Employment records.**

(a) Every employer shall keep a true and accurate record of hours worked and wages paid each pay period to each employee in any form that may be prescribed by the director. The employer shall keep the records on file for at least three (3) years after the entry of the record. At the start of employment, an employer shall provide each of its employees, a written notice, in English, containing the following information:

(1) The rate or rates of pay and basis thereof, including whether the employee is to be paid by the hour, shift, day, week, salary, piece, commission, or other method, and the specific application of any additional rates;

(2) Allowances, if any, claimed, pursuant to permitted meals and lodging;

(3) Employer's policy on sick, vacation, personal leave, holidays and hours;

(4) The employee's employment status and whether the employee is exempt from minimum wage and/or overtime;

(5) A list of deductions that may be made from the employee's pay;

(6) The number of days in the pay period, the regularly scheduled payday, and the payday on which the employee will receive the first payment of wages earned;

1           (7) The legal name of the employer and the operating name of the employer, if different  
2           from its legal name;  
3           (8) The physical address of the employer's main office or principal place of business, and  
4           its mailing address if different; and  
5           (9) The telephone number of the employer.  
6           (b) The employer shall keep a copy of the notice provided pursuant to the provisions of  
7           subsection (a) of this section, signed by each employee, thereby acknowledging their receipt of the  
8           notice.  
9           (c) Any person who violates the provisions of this section shall be punished by a fine of  
10          four hundred dollars (\$400) for a first or second violation and any subsequent violation shall be  
11          subject to the penalties provided in § 28-14-17(a).

12           SECTION 2. This act shall take effect on January 1, 2026.

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EXPLANATION  
BY THE LEGISLATIVE COUNCIL  
OF  
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- 1           This act would require the employer, at the start of employment, to furnish to their  
2 employees a written notice containing employment information relative to wages, rates of pay,  
3 allowances, benefits, deductions from pay, and identifying information relative to the employer.  
4           This act would take effect on January 1, 2026.

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