

2026 RHODE ISLAND LABOR LAWS



This poster must be in a conspicuous place accesible to all employees.

This poster does not provide any legal advice and is distributed independently by each Journey Location. Poster up to date as of March 1, 2026



Minimum Wage:
\$16.00
Tipped Minimum Wage:
\$3.89

Attention Employees

MINIMUM WAGE - RHODE ISLAND

Effective January 1, 2026

THIS LAW PROVIDES.....
HOURLY MINIMUM WAGE FOR ALL EMPLOYEES

EXCEPT: Full time students under 19 years of age working in a non-profit religious, educational, libral or community services organization.

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

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



\$16.00
as of 1/1/26
\$14.40
(90% of Minimum Wage)
\$12.00
(75% of Minimum Wage)
\$3.89

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 occupations or establishments.

MANDATORY NURSE OVERTIME - Pursuant to RI Law §23-17.20-1 et. seq., a hospital may not require certain nurses and certified nurse assistants to work overtime except in an unforeseeable emergent circumstance

MINIMUM SHIFT HOURS - Employees requested or permitted to report for duty at the 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 **Sundays and Holidays**.

CHILD LABOR - Employees must be at least 16 years old to work in most nonfarm jobs and 18 to work in nonfarm jobs declared hazardous by the U.S. Secretary of Labor. Youths 14 and 15 may work, with a special permit issued by local school officials, in various jobs outside school hours under certain conditions. Different rules apply to agriculture employment.

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, upon conviction, a penalty up to \$500.00 and/or imprisonment of up to 90 days. Each week an employer fails to pay the applicable minimum wage constitutes a separate violation.

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 representative to any place of employment; fails to make, keep, and preserve, any records 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 **any other information needed for the proper enforcement of this law,** shall be deemed in violation and subject to a fine of up to \$500. Each day such violation occurs constitutes a separate offense.

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES CAN READILY SEE IT.

For more information on the Rhode Island Minimum Wage Law

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

DLT is an equal opportunity employer/program, auxiliary aids and services are available on request to individuals with disabilities. TTY via RI Relay 711

DLT-15-58 (Rev. 1/26)



Rhode Island's Sick and Safe Leave

What is sick and safe leave?

Most RI employees have the legal right to earn sick and safe leave from work per RI General Law § 28-57. The Healthy and Safe Families and Workplaces Act gives Rhode Island employees the right to take time off from work to care for themselves when they are too sick to work, are injured or have a routine medical appointment. They may also use earned leave to deal with the impact of domestic violence, sexual assault or stalking. In addition, they may use earned leave to assist their child, spouse, domestic partner or other member of their household for the same purposes.

Who qualifies to earn leave?

Most part-time, full-time, seasonal, temporary or other employees who work in Rhode Island more than in any other state, with the following exceptions:

- Employees of local municipalities, state and federal governments and other public entities.
- Per diem nurses who:
 - work at health care facilities;
 - are under no obligation to work a regular schedule;
 - and receive higher pay than others who work a regular schedule while performing the same job.

Can employees have different earned leave policies?

Yes, as long as the policy provides the same benefits and protections that the law requires or better.

How is sick leave earned?

Employees may earn sick/safe leave based on their employer's policy, or, under this act, they are entitled to earn at least one hour of sick/safe leave for every 35 hours worked.

Time starts accruing on the first day of employment.

Full-time employees may earn and use up to 40 hours per year. Once annual cap is reached, accrual stops. Employers may elect to offer more.

Potential waiting periods to use earned leave are:

- 90 days for new employees;
- 180 days for temporary employees; and
- 150 days for seasonal employees.

Is it paid or unpaid?

Employers with 18 or more employees must provide paid sick and safe leave. Employers with 17 or fewer employees must provide earned sick and safe leave, but it does not need to be paid.

Must notice be given?

If the reason for leave has been planned at least 24 hours in advance, the employee must provide notice. In emergencies, notice must be provided as soon as reasonably possible.

Except where impacted by the RI Food Code, employers cannot ask the reason for expending leave and are required by law to maintain employee confidentiality.

How may it be used?

Sick/safe leave shall be used at the employee's discretion, with the following considerations:

- Employers can impose a minimum block of time, but that block cannot exceed four hours. (Example, the employer might deny using leave in 30-minute increments, but cannot demand that more than four hours be used at one time.)
- Sick/safe leave cannot be used as an excuse for being late.
- An absence for more than three consecutive work days may require documentation.
- Fraudulent misuse of leave may result in disciplinary action, including termination of employment.

Can employees face punishment for using leave?

Employers may not take adverse action against an employee for attempting to exercise their legal right to use earned sick/ safe leave. Examples include: denying the use of time, giving undesirable assignments, reducing work hours or demotion.

Still have questions?

The RI Department of Labor and Training has answers. To learn more, or to report suspected violations of the Healthy and Safe Families and Workplaces Act, call (401) 462-8550 or email DLT.LaborStandards@dlt.ri.gov.

DISCRIMINATION IS ILLEGAL

State and federal laws prohibit harassment and discrimination in hiring, terms and conditions, promotion, discharge, salary, benefits, and other aspects of employment based on race, color, or religion, ancestral origin, sex, sexual orientation, gender identity or expression, physical or mental disability or age (over 40).

State law also prohibits employers from asking applicants about arrest records, and makes it unlawful to ask about convictions until at or after a first interview (with certain exceptions).

You have the **right** to a workplace free of harassment and discrimination.

Report incidents of harassment and discrimination to the Commission for Human Rights and the company representative named below.

Name: _____
Title: _____
Location: _____
Phone: _____
Email: _____

Rhode Island
Commission for Human Rights
180 Westminster Street
Third Floor
Providence, RI 02903
401-222-2661
Voice Relay 7-1-1
www.richr.ri.gov

WE ARE AN EQUAL OPPORTUNITY EMPLOYER



Rhode Island Department of Labor and training (DLT) Notice to All Employees - Information Employers Must Post



Attention Employees - MINIMUM WAGE - Rhode Island		RHODE ISLAND PARENTAL AND FAMILY MEDICAL LEAVE ACT	
Effective JANUARY 1, 2026 – THIS LAW PROVIDES		Employees with 50 or more employees must 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.	
HOURLY MINIMUM WAGE FOR ALL EMPLOYEES	\$16.00	Employees are eligible to apply for leave if they work full-time, an average of 30 hours or more per week and have been employed continuously for at least 12 months.	
EXCEPT: Full-time students under 19 years of age working in a non-profit religious, educational, libral or community services organization. Minors 14 and 15 years of age working not more than 24 hours in a week	\$14.40 (90% of Minimum Wage) \$12.00 (75% of Minimum Wage) \$3.89	Purpose of Leave - Under the Act, the leave must be for one or more of the following reasons: 1. Birth of a child of an employee. 2. Placement of a child 18 years of age or less with an employee in connection with the adoption of such child by the employee. 3. "Serious illness" of the employee or the employee's parent, spouse, child, mother-in-law, or father-in-law. (Serious illness is defined to mean a disabling physical or mental illness, injury, impairment, or condition that involves inpatient care in a hospital, nursing home, hospice or out-patient care requiring continuing treatment or supervision by a health care provider).	
Overtime Pay - At least 1 1/2 times the regular rate of pay for all hours worked over 40 in any one workweek. The law contains exemptions from minimum wage and/or overtime pay requirements for certain occupations or establishments.		Requests for Leave - To be entitled to the leave, the employee must give at least 30 days' notice of the intended date upon which the requested leave is to begin and end, unless prevented by medical emergency from doing so. Employees may be requested to provide written certification from the physician of the person who is the reason for the leave request, which certification shall specify the probable duration of the requested leave.	
Mandatory Nurse Overtime - A hospital may not require certain nurses and certified nurse assistants to work overtime except in an unforeseeable emergency.		School Involvement Leave - An employee who has been employed for 12 consecutive months is entitled to 10 hours of leave during any 12-month period to attend school 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; however, an employee may substitute any accrued paid vacation leave or other appropriate paid leave.	
Minimum Shift Hours - Employees requested or permitted to report for duty at the 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 Sundays and holidays.		Use of Sick Leave by Adoptive Parent - Any employee who allows sick time or sick leave of an employee to be used after the birth of a child shall allow the same time to be used for the placement of a child 18 years of age or less with an employee in connection with the adoption of the child by the employee.	
Child Labor - Employees must be at least 16 years old to work in most nonfarm jobs and 18 to work in nonfarm jobs declared hazardous by the U.S. Secretary of Labor. Youths 14 and 15 may work, with a special permit issued by local school officials, in various jobs outside school hours under certain conditions. Different rules apply to agriculture employment.		Continuation of Health Benefits - Prior to the commencement of leave, the employee must pay the 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 return to work.	
	Visit www.dlt.ri.gov/ls or call (401) 462-WAGE (9243) for more information.	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.	
	DLT-15-58 (Rev. 10/26)	Prohibited Acts - It is unlawful for any employer to interfere with, restrain or deny employees the rights provided under the Act. Any discriminatory or disciplinary action taken against an employee for exercising these 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 DLT Director. Civil penalties are provided for violations of the Act, or any order issued by the Director of Labor and Training.	
		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/ls or call (401) 462-WAGE (9243) for more information.	(Rev. 10/26)

You Are Protected under Provisions of the RI EMPLOYMENT SECURITY ACT and the TEMPORARY DISABILITY INSURANCE ACT		WORKERS' COMPENSATION ACT of the State of Rhode Island	
EMPLOYMENT INSURANCE BENEFITS		Workers' Compensation Insurance Company: _____ Adjusting Company: _____ Telephone: _____ Policy Effective Date: _____	
If you become totally/partially unemployed: 1. File your claim for benefits with the DLT the same week you are unemployed or working reduced hours. 2. File your claim online at www.dlt.ri.gov/ls or by telephone at (401) 243-9100. Visit www.dlt.ri.gov/ls for hours of operation. For more information, visit www.dlt.ri.gov/ls or call (401) 243-9100. 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 employer for the last two years. If you are not a U.S. citizen, your alien registration number is required. 4. Do not collect unemployment benefits during the base period to be monetarily eligible. 5. Be unemployed through no fault of your own. 6. Have earned minimum qualifying wages while you were working. 7. Be physically able to work, available for work, and actively seeking work, and 8. Register for work with DLT.		In accordance with RI General Law §28-32-1, employers must report to the DLT Director every personal injury sustained by an employee if the injury incapacitates the employee from earning full wages for at least 3 days or requires medical treatment, regardless of the period of incapacity. If the injury proves fatal, the report must be filed within 48 hours. If not fatal, the report shall be made within 10 days of the injury. An injured employee shall have freedom to choose medical treatment initially. The employer's first visit to any facility under contract or agreement to the employer or insurer to provide priority care shall not be considered the employee's initial choice. For more information, call the Education Unit at (401) 462-8100, press #1. If you suspect fraud, contact the Fraud Prevention Unit at (401) 462-8100, press #7. (Rev. 10/26)	
TEMPORARY DISABILITY INSURANCE BENEFITS		BAN-THE-BOX	
Eligible for TDI Benefits: If you have become ill or injured and meet all of the requirements, you may be entitled to receive benefits: 1. You are unemployed due to illness, surgery, or injury for a minimum of seven consecutive days and more, and you are under the care of an approved Qualified Health Care Provider and 2. You have a timely exam: an in-office physical exam the week within the calendar week in which the first day of unemployment due to sickness occurs or within the calendar week prior or subsequent thereto. 3. You earned enough qualifying wages during the base period to be monetarily eligible. Eligible for Temporary Caregiver Insurance Benefits - If you are caring for a seriously ill: child, spouse, sibling, 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 parenting, you may be eligible to receive benefits if you meet the following requirements: 1. You are unemployed because you are caring for a seriously ill family member or bonding with a child and 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 and 3. You earned enough in qualifying wages to be monetarily eligible. Effective January 1, 2026: bone marrow donors can access one week of TDI, while organ donors can access thirty business days of TDI.		Pursuant to RI General Law §28-514-1, it is unlawful for an employer to include on a job application any questions regarding whether an applicant has ever been arrested, charged with or convicted of any crime. Limited exceptions exist for law enforcement agencies and related positions. Employers in violation of this law may be fined between \$100-\$500 per offense. Visit www.dlt.ri.gov/ls or call (401) 462-WAGE (9243) for more information. (Rev. 10/26)	
EMPLOYMENT AND TRAINING SERVICES		RHODE ISLAND RIGHT-TO-KNOW Ignoring This Poster Can Be Hazardous To Your Health	
If you need help finding a job, DLT offers free employment and training related services including: 1. Job referral and placement services. 2. Resource rooms with a wide range of employment and training resources. 3. Career counseling and testing to help assess aptitudes and interests. 4. Internet access for employment and training information. 5. Job Search workshops to help you develop interviewing skills. 6. Resume writing seminars to help you create an effective resume and cover letter. Visit www.dlt.ri.gov/ls for a location near you. You can also access many services online at www.employment.ri.gov . DLT-15-68 (Rev. 10/26)		Under the RI Right-To-Know Law, your employer must tell you about the dangers of any hazardous substances in your workplace. You have a right to know: - the common name or trade names of the substance, including the chemical name; - the level of which exposure to the substance is hazardous, if known; - the effects and symptoms of exposure at hazardous levels; - the potential for flammability, explosion and reactivity of the substance; - appropriate emergency treatment; - proper procedures for the safe use of and exposure to the substance; - proper protective equipment for safe use, and - procedures for clean-up of leaks and spills. 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. Visit http://www.dlt.ri.gov/publicuse or call (401) 462-8570, option #4 for more information. "Because not knowing about the hazardous substances you work with is the greatest hazard of all." DLT-14-47 The RI Right-To-Know Law (Rev. 10/26)	
RI General Laws §28-29-13, §28-44-38 and §28-41-15 state that these notices must be posted and maintained in conspicuous places where workers are employed. Fines may be imposed for noncompliance. DLT is an equal opportunity employer/program, auxiliary aids and services are available on request to individuals with disabilities. TTY via RI Relay 711		12-20-25	



NOTICE TO ALL EMPLOYEES



Unemployment Insurance Benefits

If you become totally/partially unemployed:

- File your claim for benefits with the RI Dept. of Labor and Training (DLT) the same week you are unemployed or working reduced hours.
- File your claim online at www.dlt.ri.gov/ls or by telephone at (401) 415-6772. Visit www.dlt.ri.gov/ls for hours of operation. For more information, visit www.dlt.ri.gov/ls or call (401) 415-6772.
- 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 the last two years. If you are not a U.S. citizen, your alien registration number is required.
- Do not collect unemployment benefits during the base period to be monetarily eligible.
- Be unemployed through no fault of your own.
- Have earned minimum qualifying wages while you were working.
- Be physically able to work, available for work and actively seeking work, and
- Register for work with the RI Dept. of Labor and Training.

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

Employment and Training Services

If you need help finding a job:

- The RI Dept. of Labor and Training offers free employment and training related services including:
- Job referral and placement services.
 - Resource rooms with a wide range of employment and training resources.
 - Career counseling and testing to help assess aptitudes and interests.
 - Internet access for employment and training information.
 - Job Search workshops to help you develop interviewing skills.
 - Resume writing seminars to help you create an effective resume and cover letter.
- Visit www.dlt.ri.gov/ls to find a Career Center near you. You can also access many services on the Internet at www.employment.ri.gov.



RHODE ISLAND DEPARTMENT OF LABOR AND TRAINING (DLT)

Notice to All Employees - Information Employers Must Post

Pay Equity Act

Pay Differentials for Comparable Work

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:

- "A seniority system; provided, however, that time spent on leave due to a pregnancy related condition or parental, family and medical leave shall not reduce seniority;"
- "A merit system;"
- "A system that measures earnings by quantity or quality of production;"
- "Geographic location when the locations correspond with different costs of living, provided, that no location within the state of Rhode Island will be considered to have a sufficiently different cost of living;"
- "Reasonable shift differential, which is not based upon or derived from a differential in compensation based on [a protected] characteristic[.]"
- "Education, training, or experience to the extent such factors are job-related and consistent with a business necessity;"
- "Work-related travel, if the travel is regular and a business necessity;"
- "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 question; and which is consistent with business necessity"

Enforcement

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

Employer Wage Inquiry

- 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 employment.
- An employer may, for the limited purpose of "supporting" a wage higher than the wage [initially] offered by the employer, consider and seek to confirm a job applicant's wage history if such wage history was voluntarily provided.
- 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.

Wage Discussion among Employees

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 employees or applicants waive the right to discuss wages.

Retaliation Prohibited

Any discriminatory or disciplinary action taken against an employee for exercising these rights under the Act, or for opposing any practice made unlawful by the Act, is prohibited.

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 imposed for noncompliance.

DLT is an equal opportunity employer/program, auxiliary aids and services are available on request to individuals with disabilities. TTY via RI Relay 711

NOTICE OF RIGHT TO BE FREE FROM DISCRIMINATION BECAUSE OF PREGNANCY, CHILDBIRTH, MENOPAUSE, AND RELATED CONDITIONS

State law protects employees and applicants from discrimination based on pregnancy, childbirth,menopause and related conditions.

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

- refuse to grant you a 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; or
- deny you employment opportunities based on a refusal to provide a reasonable accommodation.

If you want to request a reasonable accommodation, or if you have been discriminated against based on pregnancy, childbirth, menopause or a related condition, please contact one of the following staff members:

Name	_____	Name	_____
Phone Number	_____	Phone Number	_____
Email address	_____	Email address	_____
Address	_____	Address	_____

If you have been the victim of discrimination based on pregnancy, childbirth, menopause 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 www.richr.ri.gov

SEXUAL HARASSMENT IS AGAINST THE LAW



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 his or her wishes.

The harasser can be

- a supervisor
- an agent of the employer
- a supervisor in another area
- a co-worker
- a non-employee
- 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, and to individuals who aid and abet an unlawful employment practice.

Report incidents of harassment to:

Name: _____
Address: _____
Phone: _____
E-mail: _____

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

RHODE ISLAND COMMISSION 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

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.

You have a right to know:

- the common name or trade names of the substance, including the chemical name;
- the level at which exposure to the substance is hazardous, if known;
- the effects and symptoms of exposure at hazardous levels;
- the potential for flammability, explosion, and reactivity of the substance;
- appropriate emergency treatment;
- proper procedures for the safe use of and exposure to the substance;
- proper protective equipment for safe use; and
- procedures for clean-up of leaks and spills.

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.

"Because not knowing about the hazardous substances you work with is the greatest hazard of all."

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

Workers' Compensation Insurance Company: _____

Adjusting Company: _____