

GENERAL ASSEMBLY LEGISLATION AS OF 6/25/2018 (CLOSE OF SESSION)

SENATE BILLS		
Bill #	Bill Description	Status
2103	Exempts certain executive, administrative, and professional employees from overtime pay if their weekly wages exceed \$1,036, an increase from the current \$200	Held for further study (4/4)
2206	Creates the "Student Equal Economic Opportunity Act," which would allow students who meet certain requirements to be exempt from paying tuition at Rhode Island universities, colleges, or community colleges	Introduced in Senate Finance (2/1)
2213	Changes the sunset provision of the Rhode Island New Qualified Jobs Incentive Act 2015 from December 31, 2018 to January 1, 2018	Introduced in Senate Finance (2/1)
2244	Gradually increases the hourly minimum wage from \$9.60/hour to \$15.00/hour on 1/1/22, as well as gradually increasing the hourly minimum wage for employees receiving gratuities to \$3.89/hour to \$15.00/hour on 1/1/26	Held for further study (3/14)
2245	For purposes of overtime on Sundays and holidays, removes the exemption in the definition of "employees" for health care and maintenance workers, thereby entitling them to overtime pay	Held for further study (4/4)
2246	Increases the hourly minimum wage in accordance with the Consumer Price Index for the Northeast Region for the four (4) previous fiscal years, effective 1/1/20	Held for further study (3/14)
2247	Increases the minimum wage to \$11.00/hour (effective 1/1/19) and \$12.00/hour (effective 1/1/20)	Held for further study (3/14)
2265	Ends the at-will employment doctrine in Rhode Island; provides job protection for employees that satisfactorily perform their job duties and provides for specific remedies for wrongful discharge	Held for further study (4/5)
2286	Defines and recognizes the existence and potential liability of lead entities concerning the payment of wages	Held for further study (4/5)
2453	Raises the minimum attorneys' fee awarded to a claimant from \$50.00 to \$250.00 in certain instances in unemployment matters	House passed in concurrence (6/22)
2470	Amends the computation formula relative to TDI and adds siblings and caregivers to those workers eligible to receive TCI	Held for further study (4/4)
2471A	Creates the "Healthy Workplace Act of 2018" and establishes a cause of action against employers and employees for workplace bullying, harassment, and other abusive conduct tolerated by employers	Senate passed Sub A, referred to House Labor (6/20)
2472	Sunsets/discontinues the Jobs Development Act rate reduction as of July 1, 2018	Heard by Senate Finance (5/31)
2474	Eliminates repealed statute references and creates a mechanism for workers to enforce their existing right to continuation of medical benefits, reinstatement after returning from TCI leave, and relating to Sunday pay wage laws	Senate passed Sub A, referred to House Labor (4/25)

2475	Expands the protections and remedies for employees against employers who pay wage differentials based on race, color, religion, sex, sexual orientation, gender identity/expression, disability, age, or country of ancestral origin	Senate passed Sub A as amended (floor amendment), referred to House Labor (4/11)
2476	Incrementally increases from the \$3.89 per hour sub-minimum wage for tipped workers to \$9.00 per hour on 1/1/2022. Starting 1/1/2023, the minimum hourly wage for tipped workers would be equal to the state's regular minimum hourly wage	Held for further study (3/14)
2477	Repeals Section 25-3-7 of the General Laws which gives the Director of DLT the authority to exempt certain classes of employees from receiving overtime pay for Sunday and holiday work	Held for further study (4/4)
2478	Gradually increases the minimum hourly wage for employees of employers who provide services to five (5) or more persons with developmental disabilities	Held for further study (3/14)
2479	Amends the Fair Employment Practices Act by clearly establishing that employees of a defendant employer may be individually liable for unfair employment practices	Held for further study (4/4)
2576	Creates and funds a study on the impact of the use of marijuana in the State of Rhode Island	Introduced in Senate Judiciary (3/1)
2597	Provides the method by which records are to be furnished relative to an employee's statement of earnings	Senate passed Sub A as amended in concurrence (6/23)
2619	Creates a legal process to aid employees in collecting their unpaid wages from their employer	Senate read and passed, referred to House Labor (4/11)
2638	Requires an employer of 100 or more employees to annually report information regarding the compensation and hours worked of employees by gender, race, ethnicity, and job category to DLT	Senate passed Sub A, referred to House Labor (4/11)
2699	Extends protection to domestic servants/includes retaliation as unlawful practices and requires employers of 4 or more employees to conduct sexual harassment programs for new employees within 1 month of the date of hire/all employees by September 1, 2018.	Senate read and passed, referred to House Labor (6/20)
2708	Requires most employers in Rhode Island to participate in the E/Verify employment authorization program and establishes deadlines to do so.	Introduced in Senate Judiciary (3/20)
2790	Establishes producers to notify individuals of any breaches of their unencrypted personal information and penalties for any violation.	Introduced in Senate Judiciary (4/5)
2806	Increases the maximum weekly unemployment benefit rate to the higher of fifty-seven and one-half percent (57.5%) of the average weekly wages paid to workers in the prior calendar year or six hundred sixteen dollars (\$616) per week.	Senate read and passed, referred to House Labor (5/3)

2895	Establishes a system for the regulation and taxation for adult use and cultivation of marijuana.	Introduced in Senate Judiciary (5/16)
2950	Allows employee granted unpaid family/parental leave to substitute any accrued vacation/sick/other appropriate leave for any part of the unpaid leave	Introduced in Senate Labor (5/31)
HOUSE BILLS		
Bill #	Bill Description	Status
7024	Creates the "Healthy Workplace Act of 2018" and establishes a cause of action against employers and employees for workplace bullying, harassment, and other abusive conduct tolerated by employers	Held for further study (3/22)
7115	Prohibits an employer from seeking salary history information, including compensation and benefits, concerning an applicant for employment	Withdrawn at sponsor's request (3/22)
7116	Prohibits an employer from inquiring about a prospective employee's wage and salary history before an offer of employment with compensation has been extended	Held for further study (3/22)
7117	Defines and recognizes the existence and potential liability of lead entities concerning the payment of wages	Held for further study (3/15)
7169	Grants unpaid pregnancy leave to part-time workers; would clarify their access to unpaid sick leave during their pregnancy, and provides additional protections for pregnant workers who work in the medical field	Held for further study (3/8)
7199	Raises the minimum wage from \$10.50/hour (effective 1/1/19) to \$11.00/hour	Held for further study (3/15)
7242	Prohibits an employer from inquiring about a prospective employee's wage and salary history before an offer of employment with compensation has been extended	Held for further study (3/22)
7284	House Resolution respectfully urging the United States Congress to pass legislation establishing an improved "Medicare for All" single payer program that would provide universal comprehensive affordable health coverage	Held for further study (4/25)
7325	Creates a legal process to aid employees in collecting their unpaid wages from their employer	Held for further study (3/15)
7387	Establishes procedures to notify individuals of any breaches of their unencrypted personal information and penalties for any violation.	Withdrawn at sponsor's request (3/28)
7395	Repeals section of General Laws that gives the Director of DLT the authority to exempt certain classes of employees from receiving overtime pay for Sunday and holiday work	Held for further study (3/8)
7396	Requires children who seek a special limited work permit to successfully complete a workers' rights training program established and funded by DLT	Held for further study (3/29)
7397	Raises the minimum wage for tipped workers by \$0.50 per year commencing on 1/1/19 until the tipped minimum wage is not less than 2/3 of the regular minimum wage	Held for further study (3/15)

7398	Prohibits employers from receiving any portion of the tips given by customers to their tipped employees, with limited exceptions for credit card service charges	Held for further study (3/15)
7427	Expands the protections and remedies for employees against employers who pay wage differentials based on race, color, religion, sex, sexual orientation, gender identity/expression, disability, age, or country of ancestral origin	House passed Sub A as amended (floor amendment) (6/21)
7428	Exempts certain executive, administrative, and professional employees from overtime pay if their weekly wages exceed \$1,036, an increase from the current \$200	Held for further study (3/15)
7544	Amends the computation formula relative to TDI and adds siblings and caregivers to those workers eligible to receive TCI	Held for further study (3/29)
7635	Creates a seasonal employment designation for purposes of unemployment insurance which would allow employers hiring employees 20 weeks training; prevent seasonal employers from collecting unemployment benefits during the term of seasonal employment	Held for further study (3/8)
7636	Gradually increases the hourly minimum wage from \$9.60/hour to \$15.00/hour on 1/1/2022. Would also gradually increase the hourly minimum wage for employees receiving gratuities from \$3.89/hour to \$15.00/hour on 1/1/2026	Held for further study (4/12)
7679	Establishes a cause of action against employers/employees for workplace bullying, harassment, and other abusive conduct that is tolerated by employers and does not already fall into other protected classes (e.g. race, color, sex, sexual orientation)	Held for further study (3/22)
7680	Gradually increases the minimum hourly wage for employees of employers who provide services to five (5) or more persons with developmental disabilities	Held for further study (3/29)
7798	Requires director of DLT to establish a list, on DLT's website, of all employers that owe their employees' wages	Held for further study (3/22)
7799	Provides an opportunity for employees affected by plant closings or mass layoffs to furnish competitive bids to purchase business otherwise at risk of reducing workforce	Held for further study (4/5)
7800	Provides the method by which records are to be furnished relative to an employee's statement of earnings	Senate passed Sub A as amended in concurrence (6/23)
7883	Submits to electors of the state a non-binding referendum question concerning the use and possession of marijuana by persons who are at least twenty-one (21) years of age	Held for further study (4/12)
7888	Provides that individuals may be liable for unlawful employment practices	Held for further study (3/22)

7893	Enables employees to file a lien against their employer's personal or real property for unpaid wages	Held for further study (3/29)
7899	Prohibits employers from refusing to hire/discharge/discriminate against medical marijuana users testing positive for marijuana use	Held for further study (4/12)
7982	Continues status quo for licensing of approved recipients under DACA program; issuance of license does not confer right to vote	Signed by Governor Raimondo (6/18)