

Rhode Island labor law checklist 2026

Minimum wage	\$16.00 an hour.
Tipped cash wage	\$3.89
Next change	\$17.00 on January 1, 2027
Overtime	The federal FLSA rule applies: overtime at 1.5 times the regular rate after 40 hours in a workweek. There is no daily overtime rule.
Exempt salary test	Federal \$684 a week (\$35,568 a year).
Meal breaks	A 20-minute meal break for a 6-hour shift and a 30-minute meal break for an 8-hour shift. Health care facilities and worksites with fewer than 3 employees on a shift are exempt.
Rest breaks	No state rest break law for adults. Under federal law, short breaks of 5 to 20 minutes that you choose to give must be paid.
Final pay if fired	By the next regular payday (within 24 hours if the business is closing, merging, or relocating).
Final pay if they quit	By the next regular payday.
Unused PTO	Required for employees with at least one year of service.
Paid sick leave	Healthy and Safe Families and Workplaces Act: 1 hour for every 35 hours worked, up to 40 hours a year. Employers with 18 or more employees must pay for it.
Paid family leave	Temporary Caregiver Insurance (TCI) and Temporary Disability Insurance (TDI), funded by employee payroll deductions.
Pay transparency	Pay range must be given to applicants on request, and before discussing compensation, and to current employees on request.
New hire reporting	Report each new hire within 14 days, shorter than the federal 20-day deadline.
State income tax	Withhold state income tax.
State agency	Rhode Island Department of Labor and Training: https://dlt.ri.gov

What trips up Rhode Island employers

- ☐ Most retail employees must be paid 1.5 times their regular rate for Sunday and holiday work.
- ☐ Report new hires within 14 days.
- ☐ Earned vacation must be paid at separation for employees with one year or more of service.
- ☐ Check the minimum wage on January 1 and July 1, and update payroll and posters.
- ☐ Confirm final pay timing before every termination meeting.

All 50 states and DC, comparison tables, and a free CSV: hrtally.com/state-labor-laws

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