

RHODE ISLAND - WORK PERMITS ON SUNDAYS AND HOLIDAYS

ADMINISTRATIVE REGULATIONS

RIGL 25-3

R.I. Department of Labor and Training
Labor Standards Division

**RULES AND REGULATIONS RELATING TO THE WORK PERMIT LAW (R.I.G.L. 25-3)
PURSUANT TO THE ADMINISTRATIVE PROCEDURES ACT.**

1. The term "absolutely necessary" as used in G.L. 25-3-2, shall mean any work intended to protect or maintain life or property, or to promote the health, safety, and welfare of the general public. Such work shall include, but not be limited to, police, and fire services, hospitals, nursing homes or other institutions devoted to health care, public utilities, radio, television, newspaper, education, charitable functions, recreation, and activity similar in nature.
2. If an employer is prevented from complying with the requirement of applying for a work permit under the provisions of 25-3-4 by reason of an emergency or events beyond the employer's control, then said employer may operate on a Sunday or holiday without a permit therefor issued by the Director of Labor, but shall make application for such permit on the next business day following such Sunday or holiday.
3. Any permit issued by the Director of Labor shall be subject to the conditions stated therein in addition to the condition that the employer shall not engage in any activity constituting a breach of the peace. Upon the violation of any condition, the Director may revoke such permit.
4. If any employer is engaged in a business where perishable food is involved and a loss thereof would occur as a result of the employer having to close said business, such employer shall be exempt from the provisions of this chapter.
5. Pursuant to G.L. 25-3-7, an employer whose business is licensed or regulated by the federal government, the state, city or town or a political subdivision thereof shall not be required to obtain a work permit to conduct said business on a Sunday or holiday, but does not include motor transportation having its point of origin in Rhode Island.
6. Economic hardship, for purposes of this chapter shall mean that, because of events over which an employer has no control, the employer would lose a substantial amount of business if unable to operate on a particular Sunday or holiday.
7. If an employer having more than one location desires to operate at more than one location on a Sunday or holiday, such employer shall obtain a work permit for each such location.
8. Manufacturers who operate a weekend shift consisting of Saturdays and Sundays only that is staffed by employees hired exclusively for the purpose of working the weekend shift are exempt from R.I.G.L. 25-3-3, except that Sunday work shall be paid at time and one half the employee's normal rate of pay. This exemption shall apply with respect only to employees hired exclusively for the purpose of working a weekend shift.