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# HOUSE COMMITTEE ON LABOR

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**H-5588 and H-5589 HAVE BEEN WITHDRAWN AT THE REQUEST OF SPONSOR  
H-5446 HAS BEEN WITHDRAWN AT THE REQUEST OF THE SPONSOR**

## NOTICE OF MEETING

**DATE:** Wednesday, March 29, 2023  
**TIME:** Rise of the House  
**PLACE:** House Lounge - State House

## SCHEDULED FOR CONSIDERATION

**House Bill No. [5929](#)**

**BY Tanzi, Boylan, Cruz, Speakman, Donovan, Vella-Wilkinson, Felix, Hull, Spears, Potter**  
**ENTITLED,** AN ACT RELATING TO LABOR AND LABOR RELATIONS -- FAIR  
EMPLOYMENT PRACTICES {LC2142/1} (Forbids an employer to require an employee to  
execute a nondisclosure agreement or non-disparagement agreement, regarding alleged violations of  
civil rights or criminal conduct, as a condition of employment.)

03/01/2023 Introduced, referred to House Labor

03/10/2023 Scheduled for hearing and/or consideration

03/15/2023 Committee recommended measure be held for further study

03/24/2023 Scheduled for consideration

## SCHEDULED FOR HEARING AND/OR CONSIDERATION

**House Bill No. [5015](#)**

**BY Morales, Speakman, Bennett, Cruz, Henries, Vella-Wilkinson, Stewart, Tanzi, Sanchez**  
**ENTITLED,** AN ACT RELATING TO LABOR AND LABOR RELATIONS -- MINIMUM  
WAGES {LC107/1} (Repeals the law that prevented municipalities from establishing their own  
minimum wage for their employees.)

01/06/2023 Introduced, referred to House Labor

03/24/2023 Scheduled for hearing and/or consideration

**House Bill No. [5050](#)**

**BY Edwards, Bennett, Kazarian, Shanley, Hull, J. Brien, Potter, Alzate**  
**ENTITLED,** AN ACT RELATING TO PUBLIC PROPERTY AND WORKS -- LABOR AND  
PAYMENT OF DEBTS BY CONTRACTORS {LC384/1} (Amends the definition of public works  
so that it would include any public works projects performed for any city or town or  
quasi-municipal entity and the state and any quasi-state entity.)

01/11/2023 Introduced, referred to House Municipal Government & Housing

03/17/2023 Committee transferred to House Labor

03/24/2023 Scheduled for hearing and/or consideration

**House Bill No. [5181](#)**

**BY Sanchez, Morales, Stewart, Giraldo, Vella-Wilkinson, Potter, Batista, Henries, Caldwell, Slater**

**ENTITLED,** AN ACT RELATING TO LABOR AND LABOR RELATIONS -- MINIMUM WAGES {LC650/1} (Repeals the law that allowed employers to pay some of their minor employees and employees who are full time students and not attained the age of nineteen (19) less than minimum hourly wages, requiring them to be paid a minimum hourly wage.)

01/19/2023 Introduced, referred to House Labor

03/24/2023 Scheduled for hearing and/or consideration

**House Bill No. [5285](#)**

**BY Nardone, Quattrocchi, Place**

**ENTITLED,** AN ACT RELATING TO LABOR AND LABOR RELATIONS -- MECHANICAL TRADES {LC1131/1} (Authorizes issuance of P.J.F. limited HVAC service person's license upon examination for work on or repair of electric wiring/equipment located on heating/AC systems.)

02/01/2023 Introduced, referred to House Labor

03/24/2023 Scheduled for hearing and/or consideration

**House Bill No. [5371](#)**

**BY Felix, Tanzi, Giraldo, Voas, Stewart, Alzate, Kazarian, Henries, Boylan, Morales**

**ENTITLED,** AN ACT RELATING TO LABOR AND LABOR RELATIONS -- MINIMUM WAGES {LC1036/1} (Allows individuals employed in domestic service or in or about a private home to be included as an employee, for purposes of minimum wages law.)

02/03/2023 Introduced, referred to House Labor

03/24/2023 Scheduled for hearing and/or consideration

**House Bill No. [5372](#)**

**BY Potter, Shanley, Kazarian, Casey, Bennett, O'Brien, Cruz, Fellela**

**ENTITLED,** AN ACT RELATING TO LABOR AND LABOR RELATIONS - PAYMENT OF WAGES {LC1168/1} (Provides for contractor liability for debts owed to an employee or third party on the wage claimants behalf, incurred by a subcontractor.)

02/03/2023 Introduced, referred to House Labor

03/24/2023 Scheduled for hearing and/or consideration

**House Bill No. [5446](#)**

**~~BY Edwards, Bennett, Casey, Ackerman, McEntee~~**

**~~ENTITLED,~~** AN ACT RELATING TO PUBLIC PROPERTY AND WORKS ~~--- LABOR AND PAYMENT OF DEBTS BY CONTRACTORS {LC989/1}~~ (Requires a contractor, subcontractor or public body to include offsite fabrication work in weekly certified prevailing wage records.)

~~02/08/2023 Introduced, referred to House Labor~~

~~03/24/2023 Scheduled for hearing and/or consideration~~

**House Bill No. [5584](#)**

**BY Messier, McNamara, Potter, Diaz, Fellela**

**ENTITLED**, AN ACT RELATING TO LABOR AND LABOR RELATIONS -- HEALTHY AND SAFE FAMILIES AND WORKPLACES ACT {LC993/1} (Amends the definition of employee to remove apprenticeships and interns and any other individuals pursuant to the provisions of the Fair Labor Standards Act (FLSA), 29 U.S.C. Section 203 et seq.)

02/15/2023 Introduced, referred to House Labor

02/24/2023 Scheduled for hearing and/or consideration

02/28/2023 Committee postponed at request of sponsor

03/24/2023 Scheduled for hearing and/or consideration

**House Bill No. [5587](#)**

**BY Morales, Hull, Stewart, Potter, Giraldo, Kislak, Henries, Cardillo, Cruz, Slater**

**ENTITLED**, AN ACT RELATING TO LABOR AND LABOR RELATIONS -- MINIMUM WAGES {LC481/1} (Sets the minimum wage for public school crossing guards at eighteen dollars (\$18.00) per hour and also defines a crossing guard as a person who safely assists school students to cross the street.)

02/15/2023 Introduced, referred to House Labor

03/24/2023 Scheduled for hearing and/or consideration

**~~House Bill No. [5588](#)~~**

**~~BY Morales, Speakman, Kislak, Kazarian, Handy, Tanzi, Fogarty, Henries, Sanchez, Batista~~**

**~~ENTITLED~~**, AN ACT RELATING TO LABOR AND LABOR RELATIONS -- MINIMUM WAGES {LC1505/1} (Raises minimum wage on January 1, 2026 and each January 1 thereafter, by the percentage increase in the CPI-U, as published by the US Dept. of Labor Statistics, as of August of the previous year over the level as of August of the year preceding that year.)

~~02/15/2023 Introduced, referred to House Labor~~

~~03/24/2023 Scheduled for hearing and/or consideration~~

**~~House Bill No. [5589](#)~~**

**~~BY Morales, Henries, Felix, Kislak, Cruz, Sanchez, Stewart, Potter, Speakman, Handy~~**

**~~ENTITLED~~**, AN ACT RELATING TO LABOR AND LABOR RELATIONS -- MINIMUM WAGES {LC1103/1} (Raises the minimum wage for the years 2025, 2026, 2027, 2028 and 2029, to \$15.50, \$17.00, \$18.50, \$20.00, and \$21.00, per hour, respectively.)

~~02/15/2023 Introduced, referred to House Labor~~

~~03/24/2023 Scheduled for hearing and/or consideration~~

**House Bill No. [5590](#)**

**BY Felix, Morales, McNamara, Kazarian, Kislak, Potter, Alzate, Batista, Henries, Cruz**

**ENTITLED**, AN ACT RELATING TO LABOR AND LABOR RELATIONS -- MINIMUM WAGES {LC1039/1} (Commencing 1/1/24, gradually increases the minimum wage for employees receiving gratuities from the current (\$3.89) to (\$14.95) by 1/1/28 and on 1/1/29 the minimum wage shall be no less than the minimum wage established by the minimum wage law.)

02/15/2023 Introduced, referred to House Labor

03/24/2023 Scheduled for hearing and/or consideration

**House Bill No. [5591](#)**

**BY Edwards, Bennett, Handy, Craven, Kislak, Shanley, Kazarian, Casimiro, Casey**  
**ENTITLED,** AN ACT RELATING TO LABOR AND LABOR RELATIONS -- PAYMENT OF WAGES {LC1006/1} (Eliminates repealed statute references and create a mechanism for employees to enforce their existing right to continuation of medical benefits.)

02/15/2023 Introduced, referred to House Labor

03/24/2023 Scheduled for hearing and/or consideration

**House Bill No. [5592](#)**

**BY Batista, Potter, Alzate, Felix**

**ENTITLED,** AN ACT RELATING TO LABOR AND LABOR RELATIONS -- INSPECTION OF PERSONNEL FILES {LC626/1} (Amends the definitions of the inspection of personnel files. The act would also amend the penalties by increasing them to not less than five hundred dollars (\$500) nor more than twenty-five hundred dollars (\$2,500).)

02/15/2023 Introduced, referred to House Labor

02/24/2023 Scheduled for hearing and/or consideration

02/27/2023 Committee postponed at request of sponsor

03/24/2023 Scheduled for hearing and/or consideration

**House Bill No. [5594](#)**

**BY Edwards, Bennett, Diaz, Kazarian, Casimiro, Casey, Alzate**

**ENTITLED,** AN ACT RELATING TO PUBLIC PROPERTY AND WORKS -- LABOR AND PAYMENT OF DEBTS BY CONTRACTORS {LC396/1} (Requires a contractor, subcontractor or public body to include offsite fabrication work in weekly certified prevailing wage records.)

02/15/2023 Introduced, referred to House Labor

03/24/2023 Scheduled for hearing and/or consideration

**House Bill No. [5595](#)**

**BY Edwards, Kennedy, Bennett, Kazarian, Casimiro, Casey, Alzate**

**ENTITLED,** AN ACT RELATING TO PUBLIC PROPERTY AND WORKS -- LABOR AND PAYMENT OF DEBTS BY CONTRACTORS {LC1811/1} (Provides that offsite fabrication work for public works projects be subject to the prevailing wage and reporting requirements thereto.)

02/15/2023 Introduced, referred to House Labor

03/24/2023 Scheduled for hearing and/or consideration

**House Bill No. [5707](#)**

**BY Giraldo, Alzate, Morales, Cruz, Potter**

**ENTITLED,** AN ACT RELATING TO LABOR AND LABOR RELATIONS -- PAYMENT OF WAGES {LC1759/1} (Requires employer to furnish items and conditions of employment and a pay stub explaining how wages were calculated/reasons for deductions/allows the employee to file a court action against employer for violation.)

02/17/2023 Introduced, referred to House Labor

03/24/2023 Scheduled for hearing and/or consideration

**House Bill No. [5708](#)**

**BY Morales, Giraldo, Potter, Stewart, Slater, Sanchez, McGaw, McNamara, Felix, Fogarty ENTITLED, AN ACT RELATING TO LABOR AND LABOR RELATIONS -- PAYMENT OF WAGES {LC1685/1}** (Requires employers in Rhode Island with thirty (30) or more employees would be required to list competitive salary ranges on their job postings on the company's hiring page or third-party websites like Glassdoor, LinkedIn, Indeed or other job boards.)

02/17/2023 Introduced, referred to House Labor

03/24/2023 Scheduled for hearing and/or consideration

**House Bill No. [5709](#)**

**BY Shanley, Craven, Casey, McNamara, Fellela, Solomon, Edwards, Alzate, Corvese ENTITLED, AN ACT RELATING TO LABOR AND LABOR RELATIONS -- WAREHOUSE WORKER PROTECTION ACT {LC1397/1}** (Requires employers to provide each employee of a warehouse distribution center, upon hire, with written description of quotas applicable to the employee within defined time periods and adverse employment action for failure to meet the quota.)

02/17/2023 Introduced, referred to House Labor

03/24/2023 Scheduled for hearing and/or consideration

**House Bill No. [5747](#)**

**BY Morales, McNamara, Felix, Speakman, Henries, J. Brien, Alzate, Fellela, Cruz, Cardillo ENTITLED, AN ACT RELATING TO LABOR AND LABOR RELATIONS -- PAYMENT OF WAGES {LC1673/1}** (Provides employees with civil administrative remedies against contractors, subcontractors involved in the contract with joint/severable liability imposed on contractors or subcontractors. Effective 9/1/2023.)

02/21/2023 Introduced, referred to House Labor

03/24/2023 Scheduled for hearing and/or consideration

**House Bill No. [5928](#)**

**BY Henries, Stewart, Sanchez, Morales, Felix, Alzate, J. Lombardi ENTITLED, AN ACT RELATING TO LABOR AND LABOR RELATIONS -- MINIMUM WAGES {LC1434/1}** (Effective January 1, 2024, increases the minimum hourly wage to fourteen dollars and fifty cents (\$14.50) to sixteen dollars and seventy-five cents (\$16.75) the next year, the next year to nineteen dollars (\$19.00).)

03/01/2023 Introduced, referred to House Labor

03/24/2023 Scheduled for hearing and/or consideration

**House Bill No. [5934](#)**

**BY Vella-Wilkinson, Morales, Lima, Serpa, Casimiro, Noret ENTITLED, AN ACT RELATING TO PUBLIC OFFICERS AND EMPLOYEES -- ORGANIZATION OF STATE EMPLOYEES {LC2259/1}** (Requires that if state employee unions are engaged in contract negotiations and/or utilizing the dispute resolution process, all terms and conditions in the collective bargaining agreement shall continue to remain in effect.)

03/01/2023 Introduced, referred to House Labor

03/24/2023 Scheduled for hearing and/or consideration

**House Bill No. [6078](#)**

**BY Morales**

**ENTITLED,** AN ACT RELATING TO LABOR AND LABOR RELATIONS -- MINIMUM WAGES {LC2470/1} (Raises the minimum wage for the years 2025, 2026, 2027, 2028 and 2029, to \$15.50, \$17.00, \$18.50, \$20.00, and \$21.00, per hour, respectively.)

03/03/2023 Introduced, referred to House Labor

03/24/2023 Scheduled for hearing and/or consideration

**House Bill No. [6141](#)**

**BY Alzate, Corvese, Cruz, Morales, Shanley, Henries**

**ENTITLED,** AN ACT RELATING TO HOLIDAYS AND DAYS OF SPECIAL OBSERVANCE -- WORK ON HOLIDAYS AND SUNDAYS {LC1660/1} (All laborers, mechanics, and workers who are required to work on Sundays and/or holidays would be paid by their employers at least one and one-half (1½) times the normal rate of pay.)

03/08/2023 Introduced, referred to House Labor

03/24/2023 Scheduled for hearing and/or consideration

**House Bill No. [6142](#)**

**BY Alzate, Diaz, Stewart, Cruz, Morales, Shanley, Speakman, Henries**

**ENTITLED,** AN ACT RELATING TO LABOR AND LABOR RELATIONS -- DOMESTIC WORKERS' BILL OF RIGHTS {LC2222/1} (Establishes a bill of rights for domestic workers and provides for a minimum set of benefits relating to working conditions, hours worked and time off from work.)

03/08/2023 Introduced, referred to House Labor

03/24/2023 Scheduled for hearing and/or consideration

**House Bill No. [6202](#)**

**BY Cruz, Potter, Alzate, Giraldo, Kazarian, Slater, Boylan**

**ENTITLED,** AN ACT RELATING TO PUBLIC PROPERTY AND WORKS -- CONTRACTORS BONDS {LC2578/1} (Provides that upon application, and good cause, the state may waive the bonding requirement for certified minority business enterprises or women owned businesses.)

03/24/2023 Introduced, referred to House Labor

03/24/2023 Scheduled for hearing and/or consideration

**FOR INFORMATION ON TESTIMONY IN HOUSE COMMITTEES [CLICK HERE](#)**

**FOR HOUSE COMMITTEE DOCUMENTS [CLICK HERE](#)**

## **TELEVISION AND LIVESTREAM INFORMATION**

The meeting will be televised by Capitol Television on: Cox Communications, channels 15 and 61 for high definition; i3Broadband (Formerly Full Channel) on 15; and Verizon, on channel 34.

Livestreaming is available at <https://www.rilegislature.gov/CapTV/Pages/default.aspx>.

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Committee Clerk

222-1882

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