



Rhode Island wage and hour cheat sheet

Minimum wage, overtime, breaks, final pay, and record retention on one sheet. Rates verified August 2026.

Minimum wage

\$16.00/hr (effective Jan 1, 2026), up from \$15.00 in 2025. Enforced by the RI Dept. of Labor & Training. No local/city minimum wage. Tipped cash wage is \$3.89/hr (tip credit; tips must bring the worker to \$16.00). Workers aged 14 and 15 who work 24 hours a week or less may be paid 75% of the minimum wage (\$12.00/hr). Full-time students under 19 may be paid 90% (\$14.40/hr), and only at nonprofit religious, educational, library, or community-service employers. Scheduled to rise to \$17.00/hr on Jan 1, 2027.

Overtime

1.5x the regular rate for all hours worked over 40 in a workweek (RIGL 28-12-4.1; mirrors the federal FLSA weekly-40 rule). Note: RI also separately requires 1.5x premium pay for most non-exempt retail/commercial work performed on Sundays and statutory holidays, independent of the 40-hour threshold.

Daily overtime

None. Rhode Island has no daily overtime and no double-time. Overtime is calculated weekly only (over 40 hours in a workweek); working more than 8 hours in a day does not trigger overtime unless weekly hours exceed 40.

Meal break

Yes. Under RIGL 28-3-14, employers must give a 20-minute meal period during a shift of 6 or more hours, and a 30-minute meal period during a shift of 8 or more hours. May be unpaid. Exempts employers with fewer than 3 employees on the shift at one site, and licensed healthcare facilities. Applies to construction/field employees like other adult workers.

Rest break

No state rest-break requirement for adults. Rhode Island does not mandate paid rest/coffee breaks; they are at the employer's discretion. (Under federal FLSA, if short breaks of 5-20 minutes are provided, they must be paid.)

Final paycheck

Next regular payday, whether the employee is fired or quits (RIGL 28-14-4). Accrued/unused vacation is payable with the final wages if the employee had at least 1 year of service and it is owed under policy/agreement. Exception: if separation results from the employer liquidating, merging, selling, or moving the business out of state, all wages are due within 24 hours of separation.

How long to keep time records

Federal law requires keeping time cards 2 years and payroll records 3 years, and some states go longer. Keep the records where you can produce them; a wage claim is decided on whoever has the better records.

Rates verified August 2026. The minimum wage is already legislated to rise to \$17.00 per hour on January 1, 2027. The calculator's estimate does not include Rhode Island's separate Sunday and holiday time-and-a-half premium. This is general information, not legal or payroll advice. Check the Rhode Island labor department for the current rules, and talk to a professional for your situation.



Rhode Island wage and hour cheat sheet (continued)

Primary source: <https://dlt.ri.gov/regulation-and-safety/labor-standards/minimum-wage>. Full list of sources: getclox.com/blog/rhode-island-time-tracking.