



GOVERNMENT OF PUERTO RICO
Department of Labor and Human Resources

PUBLIC NOTICE

FOR THE REPEAL OF REGULATIONS PERTAINING TO THE DEPARTMENT OF LABOR AND HUMAN RESOURCES AND OTHER DEPENDENCIES

The Department of Labor and Human Resources hereby informs employers, employees, and the general public of our intention to repeal the following regulations:

1. Regulation No. 3539, Mandatory Decree No. 35, Sixth Revision (1987), Applicable to the Needlework Products Manufacturing Industry (December 2, 1987)
2. Regulation No. 3540, Mandatory Decree No. 7, Amended (1987), Applicable to the Theater and Cinema Business with Dispositions on Guaranteed Minimum Daily Compensation (December 2, 1987)
3. Regulation No. 3541, Mandatory Decree No. 67, Sixth Revision (1987), Applicable to the Stone, Clay, Glass, Cement and Related Products Industry (December 2, 1987)
4. Regulation No. 3542, Mandatory Decree No. 48, Tenth Revision (1987), Applicable to the Theater and Movie Theater Industry (December 2, 1987)
5. Regulation No. 3543, Mandatory Decree No. 15, Amended (1987), Fixing Minimum Wage, Maximum Working Periods and Working Conditions for the Workers of the Quarrying Industry in Puerto Rico (December 2, 1987)
6. Regulation No. 3579, Regulation for Purchasing Officers of the Volunteer Service Corps of Puerto Rico (February 23, 1988)
7. Regulation No. 3580, Purchasing Regulations for the Volunteer Service Corps of Puerto Rico (February 23, 1988)
8. Regulation No. 3592, Amendments to the Regulation for the Internal Order of the Arbitration Services of the Bureau of Conciliation and Arbitration of the Department of Labor and Human Resources (March 25, 1988)
9. Regulation No. 3602, Mandatory Decree No. 22, Amended (1987), Applicable to the Hotel Business with Dispositions on Guaranteed Minimum Weekly Compensation (May 3, 1988)
10. Regulation No. 3603, Mandatory Decree No. 28, Eleventh Revision (1987), Applicable to the Bread, Cracker, Bakery Products and Flour Pastas Industry (May 3, 1988)
11. Regulation No. 3604, Mandatory Decree No. 46, Seventh Revision (1987), Applicable to the Hotel Industry (May 3, 1988)
12. Regulation No. 3767, Uniform Administrative Procedures Regulation (February 7, 1989)
13. Regulation No. 3926, Rules and Proceedings for Enacting Regulations (July 7, 1989)
14. Regulation No. 3985, Right to Employment Administration's General Regulations (August 15, 1989)
15. Regulation No. 3986, Regulation to Handle Complaints about Sexual Harassment in the Workplace (August 15, 1989)
16. Regulation No. 4081, Regulation to Establish the Procedure to Obtain the Authorization Required by Article 7, Act Number 1 of December 1, 1989, for the Use of Regular and Part-Time Employees of more than Twenty-Two Hours to Work on Sundays (December 14, 1989)
17. Regulation No. 4089, Uniform Regulation Applicable to Adjudicative Procedures of the Volunteer Service Corps of Puerto Rico (January 17, 1990)
18. Regulation No. 4116, Regulation for Procedures of the Auctions Board of the Volunteer Service Corps of Puerto Rico (February 13, 1990)
19. Regulation No. 4193, Personnel Regulation for Career Employees of the Right to Employment Administration (April 11, 1990)
20. Regulation No. 4419, Personnel Regulation for Career Employees of the Volunteer Service Corps of Puerto Rico (March 25, 1991)
21. Regulation No. 4420, Personnel Regulation for Confidential Employees of the Volunteer Service Corps of Puerto Rico (March 25, 1991)
22. Regulation No. 4786, Amendment to the Regulation for the Internal Order of the Arbitration Services of the Bureau of Conciliation and Arbitration of the Department of Labor and Human Resources of Puerto Rico (September 24, 1992)
23. Regulation No. 6019, Regulation of the Probationary Employment Contract (September 23, 1999)
24. Regulation No. 6065, Regulation for the Internal Order of the Arbitration Services of the Bureau of Conciliation and Arbitration of the Department of Labor and Human Resources of Puerto Rico (December 23, 1999)
25. Regulation No. 6239, Regulation of Precautions for Commercial Establishments (November 30, 2000)

These Regulations do not comply with the current legal structure given the changes introduced with the approval of Act No. 4 of January 26th, 2017, known as, "Labor Transformation and Flexibility Act".

The legal base for the repeal of these Regulations originates in Act No. 15 of April 14th, 1931, as amended, known as "The Organic Act of the Department of Labor and Human Resources"; and Act No. 38 of June 30th, 2017, known as "The Uniform Administrative Procedures Act of the Government of Puerto Rico".

The Regulations will be available for review during working days and hours, from 8:00 am to 4:00 pm, at the Office of the Solicitor of Labor, Prudencio Rivera Martínez Building, 14th Floor, 505 Muñoz Rivera Avenue, Hato Rey, Puerto Rico, and also at the following electronic address: www.trabajo.pr.gov.

The Department of Labor and Human Resources allows thirty (30) days, calculated from the publication of this notice, for any person to submit their written commentaries to the following e-mail address: nalamo@trabajo.pr.gov. Likewise, written commentaries may be submitted to the following address: Office of the Solicitor of Labor, Prudencio Rivera Martínez Building, 14th Floor, 505 Muñoz Rivera Avenue, Hato Rey, PR 00918. A hearing may be requested in writing within five (5) working days from de publication of this notice. The written request for a hearing must indicate the grounds that, in the opinion of the petitioner, make it necessary to grant it.

In San Juan, Puerto Rico, December 13th, 2017.

Carlos J. Saavedra Gutiérrez
Secretary



GOBIERNO DE PUERTO RICO
Departamento del Trabajo y Recursos Humanos

AVISO PÚBLICO

PARA DEROGAR REGLAMENTOS DEL DEPARTAMENTO DEL TRABAJO DEL TRABAJO Y RECURSOS HUMANOS Y OTRAS DEPENDENCIAS

El Departamento del Trabajo y Recursos Humanos informa a los patronos, trabajadores y público en general que se propone derogar los siguientes reglamentos:

1. Reglamento Núm. 3539, Decreto Mandatorio Núm. 35, Sexta Revisión (1987), aplicable a la Industria de Manufactura de Artículos de Aguja (2 de diciembre de 1987)
2. Reglamento Núm. 3540, Decreto Mandatorio Núm. 7, enmendado (1987), aplicable al Negocio de Teatros y Cines con Disposiciones sobre la Garantía de Compensación Diaria Mínima (2 de diciembre de 1987)
3. Reglamento Núm. 3541, Decreto Mandatorio Núm. 67, Sexta Revisión (1987), aplicable a la Industria de Piedra, Arcilla, Vidrio, Cemento y Productos Relacionados (2 de diciembre de 1987)
4. Reglamento Núm. 3542, Decreto Mandatorio Núm. 48, Décima Revisión (1987), aplicable a la Industria de Teatros y Cines (2 de diciembre de 1987)
5. Reglamento Núm. 3543, Decreto Mandatorio Núm. 15, enmendado (1987), fijando Salario Mínimo, Períodos Máximos de Labor y Condiciones de Trabajo para los Trabajadores de la Industria de Canteras en Puerto Rico (2 de diciembre de 1987)
6. Reglamento Núm. 3579, Reglamento de Delegados Compradores del Cuerpo de Voluntarios al Servicio de Puerto Rico (23 de febrero de 1988)
7. Reglamento Núm. 3580, Reglamento de Compras del Cuerpo de Voluntarios al Servicio de Puerto Rico (23 de febrero de 1988)
8. Reglamento Núm. 3592, Enmiendas al Reglamento para el Orden Interno de los Servicios de Arbitraje del Negociado de Conciliación y Arbitraje del Departamento del Trabajo y Recursos Humanos (25 de marzo de 1988)
9. Reglamento Núm. 3602, Decreto Mandatorio Núm. 22, Enmendado (1987), aplicable al Negocio de Hoteles con Disposiciones sobre Garantía de Compensación Semanal Mínima (3 de mayo de 1988)
10. Reglamento Núm. 3603, Decreto Mandatorio Núm. 28, Undécima Revisión (1987), aplicable a la Industria de Pan, Galletas, Repostería y Pastas de Harinas (3 de mayo de 1988)
11. Reglamento Núm. 3604, Decreto Mandatorio Núm. 46, Séptima Revisión (1987), aplicable a la Industria Hotelera (3 de mayo de 1988)
12. Reglamento Núm. 3767, Reglamento de Procedimiento Administrativo Uniforme (7 de febrero de 1989)
13. Reglamento Núm. 3926, Reglas y Procedimientos para la Aprobación de Reglamentos (7 de julio de 1989)
14. Reglamento Núm. 3985, Reglamento General de la Administración del Derecho al Trabajo (15 de agosto de 1989)
15. Reglamento Núm. 3986, Reglamento para ventilar querellas sobre hostigamiento sexual en el empleo (15 de agosto de 1989)
16. Reglamento Núm. 4081, Reglamento para Establecer el Procedimiento para Obtener Autorización Requerida bajo el Artículo 7, Ley Número 1 del 1 de diciembre de 1989, para el Uso de Empleados Regulares y a Jornada Parcial de más de Veintidós Horas para Trabajar los Domingos (14 de diciembre de 1989)
17. Reglamento Núm. 4089, Reglamento uniforme aplicable a procedimientos adjudicativos del Cuerpo de Voluntarios al Servicio de Puerto Rico (17 de enero de 1990)
18. Reglamento Núm. 4116, Reglamento de Procedimientos de la Junta de Subastas del Cuerpo de Voluntarios al Servicio de Puerto Rico (13 de febrero de 1990)
19. Reglamento Núm. 4193, Reglamento de Personal para Empleados de Carrera de la Administración del Derecho al Trabajo (11 de abril de 1990)
20. Reglamento Núm. 4419, Reglamento de Personal para los Empleados de Carrera del Cuerpo de Voluntarios al Servicio de Puerto Rico (25 de marzo de 1991)
21. Reglamento Núm. 4420, Reglamento de Personal para los Empleados de Confianza del Cuerpo de Voluntarios al Servicio de Puerto Rico (25 de marzo de 1991)
22. Reglamento Núm. 4786, Enmienda al Reglamento para el Orden Interno de los Servicios de Arbitraje del Negociado de Conciliación y Arbitraje del Departamento del Trabajo y Recursos Humanos de Puerto Rico (24 de septiembre de 1992)
23. Reglamento Núm. 6019, Reglamento del Contrato Probatorio de Trabajo (23 de septiembre de 1999)
24. Reglamento Núm. 6065, Reglamento para el Orden Interno de los Servicios de Arbitraje del Negociado de Conciliación y Arbitraje del Departamento del Trabajo y Recursos Humanos de Puerto Rico (23 de diciembre de 1999)
25. Reglamento Núm. 6239, Reglamento de Precauciones para Establecimientos Comerciales (30 de noviembre de 2000)

Estos Reglamentos no responden a la estructura legal actual debido a cambios introducidos con la aprobación de la Ley Núm. 4 de 26 de enero de 2017, conocida como "Ley de Transformación y Flexibilidad Laboral".

La base legal para derogar estos Reglamentos surge de la Ley Núm. 15 de 14 de abril de 1931, según enmendada, "Ley Orgánica del Departamento del Trabajo y Recursos Humanos", y de la Ley Núm. 38 de 30 de junio de 2017, "Ley de Procedimiento Administrativo Uniforme del Gobierno de Puerto Rico".

Copia de los Reglamentos estará disponible, durante días y horas laborables, de 8:00 am- 4:00 pm, en la Oficina de la Procuradora del Trabajo, Edificio Prudencio Rivera Martínez, Piso 14, 505 Ave. Muñoz Rivera, Hato Rey, Puerto Rico y a través de la siguiente dirección electrónica: www.trabajo.pr.gov.

El Departamento del Trabajo y Recursos Humanos concede treinta (30) días, contados a partir de la publicación de este aviso, para que toda persona pueda someter sus comentarios por escrito al siguiente correo electrónico: nalamo@trabajo.pr.gov. Igualmente, se podrán someter comentarios por escrito a la siguiente dirección: Oficina de la Procuradora del Trabajo, Edificio Prudencio Rivera Martínez, Piso 14, 505 Ave. Muñoz Rivera, Hato Rey, PR 00918. Se podrá solicitar por escrito una audiencia en el término de cinco (5) días laborables a partir de la publicación de este aviso. La solicitud de audiencia deberá expresar los fundamentos que, a juicio del solicitante, hacen necesario la concesión de la misma.

En San Juan, Puerto Rico, a 13 de diciembre de 2017.

Carlos J. Saavedra Gutiérrez
Secretary



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The Department of Labor and Human Resources hereby informs employers, employees, and the general public of our intention to repeal the following regulations:

1. Regulation No. 331, Order Fixing 60 Cents per Hour for the "Nacre Buttons and Buckles Division" (September 27, 1957)
2. Regulation No. 332, Order Fixing 60 Cents per Hour for the "Fabric and Leather Buttons and Buckles Division" (September 27, 1957)
3. Regulation No. 333, Order Fixing a Minimum Wage of 67-1/2 Cents per Hour for the "Leather Gloves Division" (September 27, 1957)
4. Regulation No. 334, Order Fixing a Minimum Wage of 70 Cents per Hour for the "Metal Expansion Band for Watches Division" (September 27, 1957)
5. Regulation No. 335, Order Fixing 73 Cents per Hour for the "Wire Manufactured Products, Steel Springs and Slide Fasteners Division" (September 27, 1957)
6. Regulation No. 544, Regulation Number Two, to Regulate the Application Procedures and Payment of Compensatory Benefits to Dependents of Deceased, or Physically or Legally Disabled Workers, provided by Act Number 51 (December 15, 1958)
7. Regulation No. 571, Amendment to the Rules for the Payment of Retroactive Wages (June 8, 1959)
8. Regulation No. 1138, Regulation of the Secretary of Labor to Authorize the Employment of Women after 10:00 P.M. (October 25, 1967)
9. Regulation No. 1325, Regulation of the Secretary of Labor, Second Revision (1969), Defining the Terms "Executive", "Administrator" and "Professional", Excluded from the Term "Employee" by Article 19 of Act No. 379 of May 15, 1948 and by Section 5 of Act No. 289 of April 9, 1946, as amended by Act No. 130 of April 27, 1950 (April 17, 1970)
10. Regulation No. 1429, Mandatory Decree No. 44, Fifth Revision (1971), Applicable to the Construction Industry (April 23, 1971)
11. Regulation No. 1608, Regulation of the Secretary of Labor to Administer Act No. 103 of June 6, 1967, as amended, Which Provides for the Duration of Employment Contracts Which May Involve Probationary Periods (October 19, 1972)
12. Regulation No. 1611, Regulation of the Secretary of Labor to Authorize the Employment of Women After Midnight, First Revision (1972) (November 13, 1978)
13. Regulation No. 1993, Mandatory Decree No. 84, First Revision (1975), Applicable to the Footwear and Related Products Industry (September 23, 1975)
14. Regulation No. 2032, Mandatory Decree No. 80, Second Revision (1975), Applicable to the Plastic Products Industry (December 17, 1975)
15. Regulation No. 2059, Mandatory Decree No. 75, Second Revision (1975), Applicable to the Corsets, Brassieres and Related Products Industry (February 23, 1976)
16. Regulation No. 2060, Mandatory Decree No. 79, Second Revision (1975), Applicable to the Educational or Instructive Services or Purposes Industry (February 23, 1976)
17. Regulation No. 2063, Mandatory Decree No. 60, Fifth Revision (1975), Applicable to the Banking, Insurance and Finance Industry (March 8, 1976)
18. Regulation No. 2064, Mandatory Decree No. 77, Second Revision (1975), Applicable to the Textile and Textile Products Industry (March 8, 1976)
19. Regulation No. 2093, Mandatory Decree No. 68, Third Revision (1975), Applicable to the Wholesale and Warehouse Industry (19 de mayo de 1976)
20. Regulation No. 2125, Regulation of the Director of the Puerto Rico Veteran Affairs Office to Administer Act No. 272 of July 30, 1974, to Regulate the Donation of the Puerto Rican Flag to the Relatives of a Deceased Veteran when said Flag is Requested to be Used at the Veteran's Funeral (July 22, 1974)
21. Regulation No. 2170, Mandatory Decree No. 74, Third Revision (1976), Applicable to the Surveillance and Protection Services Industry (November 5, 1976)
22. Regulation No. 2220, Mandatory Decree No. 85, First Revision (1976), Applicable to the Tobacco Industry in its Manufacturing Phase (December 1, 1976)
23. Regulation No. 2267, Mandatory Decree No. 76, Third Revision (1977), Applicable to the Leather, Leather Goods and Related Products Industry (August 16, 1977)
24. Regulation No. 2442, Mandatory Decree No. 47, Eight Revision (1978), Applicable to the Restaurant, Bar and Soda Fountain Industry (October 26, 1978)
25. Regulation No. 2747, Mandatory Decree No. 82, Third Revision (1980), Applicable to the Motor Vehicle and Electrical Appliance Repair and Other Services Industry (February 3, 1981)
26. Regulation No. 1609, Regulations of the Secretary of Labor to Administer Act No. 103 of June 6, 1967, as amended, Which Provides as to the Duration of Contracts for Services Which May Involve Probationary Periods (October 19, 1972)
27. Regulation No. 3926, Rules and Proceedings for the Approval of Regulations (July 7, 1989)

These Regulations do not comply with the current legal structure given the changes introduced with the approval of Act No. 4 of January 26th, 2017, known as, "Labor Transformation and Flexibility Act".

The legal base for the repeal of these Regulations originates in Act No. 15 of April 14th, 1931, as amended, known as "The Organic Act of the Department of Labor and Human Resources"; and Act No. 38 of June 30th, 2017, known as "The Uniform Administrative Procedures Act of the Government of Puerto Rico".

The Regulations will be available for review during working days and hours, from 8:00 am to 4:00 pm, at the Office of the Solicitor of Labor, Prudencio Rivera Martínez Building, 14th Floor, 505 Muñoz Rivera Avenue, Hato Rey, Puerto Rico, and also at the following electronic address: www.trabajo.pr.gov.

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The written request for a hearing must indicate the grounds that, in the opinion of the petitioner, make it necessary to grant it.

In San Juan, Puerto Rico, December 13th, 2017.

Carlos J. Saavedra Gutiérrez
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