



Commonwealth of Puerto Rico  
**DEPARTMENT OF LABOR AND HUMAN RESOURCES**

May 6, 1997

Re: Inquiry Number 14317

This is in reply to your inquiry regarding labor laws in Puerto Rico. You have requested information pertaining to minimum wages, vacation and sick leave benefits, annual bonus, and any other required benefits.

Minimum wage, vacation, and sick leave benefits in Puerto Rico have traditionally been regulated by a system of mandatory decrees, each of which applies to a particular industry. There are currently some 46 different decrees, which are issued by the Puerto Rico Minimum Wage Board pursuant to Act No. 96 of June 26, 1956, popularly known as the Puerto Rico Minimum Wage Law. Because your letter does not indicate the nature of your business operation, we are unable to advise you as to the mandatory decree that applies to your industry.

In the absence of that information, we will attempt to provide a general orientation that we trust will answer most of your questions. In an effort to simplify the complexities of the mandatory decree program and with the stated objective of eventually providing uniform minimum wage, vacation, and sick leave benefits for all covered workers, the Puerto Rico Legislature enacted Act No. 84 of July 20, 1995, which made significant amendments to Act No. 96. Enclosed is a one-page fact sheet that summarizes the provisions of Act No. 84.

Also enclosed are similar fact sheets summarizing the provisions of Act No. 74 of June 30, 1995 and Act No. 83 of July 20, 1995. These two laws represent the most recent amendments, respectively, to Act No. 17 of April 17, 1931 and Act No. 379 of May 15, 1948. The former law regulates payment of wages and payroll deductions; the latter establishes the working day and workweek, meal periods, and provides for overtime compensation, which is usually at double time.

Finally, we are also enclosing three other one-page fact sheets, each dealing with a particular law as follows:

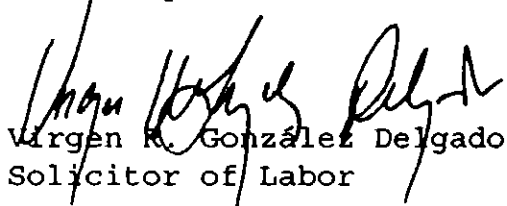
Act No. 148 of June 30, 1969 - annual bonus

Act No. 3 of March 13, 1942 - maternity leave

Act No. 80 of May 30, 1976 - unjustified firing

We trust this information will be helpful to you.

Cordially,



Virgen R. González Delgado  
Solicitor of Labor

Enclosures