



ESTADO LIBRE ASOCIADO DE PUERTO RICO
DEPARTAMENTO DEL TRABAJO Y RECURSOS HUMANOS
Oficina de la Procuradora del Trabajo

Lcda. María M. Crespo González
Procuradora del Trabajo

October 1, 2002

Consultation No. 15051

We are responding to your letter of September 30, 2002, that reads like follow:

"Per your request, I am forwarding you this question for your opinion. Mr. Bello has helped me on other occasions.

The question is, according to Puerto Rico Labor laws what is the rule regarding exempt employees and their Christmas-Holiday Bonus?

We typically give all our hourly employees their \$200 after they reach their 700 hours, but need information of Executive Employees.

The Section 5 of the Law No. 148 approved on June 30, 2002, *To establish the payment of a bonus to certain employees of the private enterprise and to provide for the manner and term of payment*, establish:

Persons employed in farm activities, in household duties, or in a family residence or in charitable non-profit institutions, and the officials and employees of the Commonwealth its public corporations and municipalities who hold office, position or


employment of a continuous or irregular character, **shall be excluded from the provisions of this act.**

In short, Law No. 148 will not apply to the employees in Section 5 and applies to exempt employees.

Enclosed you will find the English version of Law No. 148 approved on June 30, 1969.

We trust this information will satisfy your needs. Should you have any questions on the foregoing, please do not hesitate to contact me at your convenience.

Sincerely,


Maria M. Crespo Gonzalez
Solicitor of Labor