



Estado Libre Asociado de Puerto Rico
DEPARTAMENTO DEL TRABAJO Y RECURSOS HUMANOS
Oficina del Procurador del Trabajo

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Opinion No. 15366

We received your communication in which you request information from the Secretary of Labor regarding to minimum vacation and sick leave. Your company is included on mandatrory decree No. 35.

Decree No. 35 established Vacation and Sick leave as follows

Vacations

Employees with less than one year are entitle to $\frac{1}{2}$ day monthly accrual rate of vacation if they work at least 110 hors monthly. If they have more than a year a they are entitled to $\frac{3}{4}$ day per month.

Act No. 180 approved on July 27, 1998, known as Puerto Rico Minimum Wage, Vacation and Sick Leave Act

Section 6

All workers in Puerto Rico with the exception of those listed in Section (3) and (8) of this act, shall accrue vacation leave at a rate of one and one quarter (1.25) days each month, and sick leave at a rate of one (1) day each month. It shall be a requirement for the employee to work no less than one hundred and fifteen (115) hours a month to accrue said leave....

Section (C) affirm that "those industries that on the effective of this act, were regulated by a mandatory decrees with a monthly accrual rate of vacation and sick leave lower than what is provide in this act, or requirement of minimum hours of work to be entitled to said accrual rates grater than what is provide in this act, shall continues to be subject to the provisions of said mandatory decree or such effects. In the shortest time possible, and according to economics capacity of each a industry, the minimum vacation and sick leaves benefits establishes by said mandatory decrees shall be adjusted to the levels provided in this Act.

Actually decree No 35 is in force, It has not been revised yet. Therefore your employee's law is decree No. 35. They shall be entitle to vacation leave a we discussed before.

We hope this information will satisfy your needs.

Cordially,



Félix Bartolomei Rodríguez
Solicitor of Labor