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Dramatic Changes to the Closing Law Effective Immediately!

On **November 16, 2009**, Governor Luis Fortuño signed into **Law H.R. 1233**, which introduced key amendments to the Closing Law in order to adjust it to the challenges and demands of Puerto Rican society in the twenty-first century.

What is gone?

- ◆ All restrictions in the operation of retail businesses between Midnight and 5:00 am from Monday to Saturday are repealed.
- ◆ Early closing provisions for Christmas Eve and the evening before Epiphany (Three Kings Day) are no longer required.
- ◆ The clauses on lease contracts demanding that a business open on Sunday as part of a lease agreement are no longer null and void.
- ◆ All restrictions related to the hours of service of employees on Sundays are eliminated.

What was changed?

- ◆ No more double time the regular hourly wage for Sunday work. The base salary is set at \$11.50 per hour.
- ◆ Retail business will be able to determine their Sunday closing time. They will no longer be bound by the 5:00 pm limit.

- ◆ Infractions are no longer handled by the Department of Justice, but rather as an administrative matter by the Department of Consumer Affairs (DACO).

What remains the same?

- ◆ The Sunday opening time of 11:00 am.
- ◆ The nine (9) days of compulsory closing, namely:
 1. New Year's
 2. Epiphany
 3. Good Friday
 4. Easter Sunday
 5. Mother's Day
 6. Father's Day
 7. Election Day
 8. Thanksgiving
 9. Christmas

We at Goldman remain committed in assisting you and your business to adjust to these changes in the Law. For further information you may contact Luis F. Antonetti, Esq. or any of our attorneys in the Labor and Employment Law Department.

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