

The Department of Health is hereby authorized to issue, when it believes it advisable, a permit of midwife's assistant; to fix the powers and duties of same and to give and prescribe the instructions suitable for this purpose, without which such permit cannot be issued.

Section 2.—This act shall take effect immediately after its approval.

Approved June 30, 1969.

Labor—Employee's Bonus

(H.B. 364)

[No. 148]

[*Approved June 30, 1969*]

AN ACT

To establish the payment of a bonus to certain employees of private enterprise and to provide for the manner and terms of payment.

Be it enacted by the Legislature of Puerto Rico:

Section 1.—

Any employer who employs simultaneously two or more workers or employees for a period of six (6) months or more within the period of twelve (12) months comprised from November 30 of any calendar year until the same date of the subsequent calendar year shall be bound to grant to each one of said employees who have worked seven hundred (700) hours or more within the periods set forth, a bonus equivalent to 2% of the total wages, computed up to a maximum of ten thousand (10,000) dollars, earned by the employee or worker within the said lapse of time. The total of the amounts paid by reason of said bonus shall not exceed 15% of the net annual profit of the employer. This bonus shall constitute an additional compensation to any other wages or benefits of another nature to which the employee is entitled.

Section 2.—

The payment of the bonus herein established shall be made not prior to the 1st nor after the 15th of each month of December,

except in such cases in which the employer and his workers or employers may have convened by mutual agreement on another date.

If the payment of the bonus herein established is not made in the manner and within the term already set forth, or on the date in which the employer, his workers and employees may have convened the employer shall be bound to pay, in addition to said bonus, a sum equal to one-half the sum of the bonus by reason of additional compensation when the payment has not been made within the first six (6) months of its noncompliance. If the payment is delayed more than six (6) months, the employer shall be bound to pay another sum equal to said bonus, as additional compensation.

Section 3.—

The procedure established by Act No. 2 of October 17, 1961,²⁹ may be used to make judicial claims under this act.

Section 4.—

To the effects of this act there shall be understood by "employer" any natural or artificial person of any nature who, with or without the intention of profit, employs or allows to work laborers, workers or employees through any kind of compensation.

Section 5.—

Persons employed in farm activities, in household duties, or in a family residence or in charitable nonprofit 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.

Section 6.—

The provisions of this act shall not apply in cases where the workers or employees receive an annual bonus by collective agreement, except in the event where the amount of the bonus to which entitled by such collective agreements may result lower than the one provided by this act in which case they shall receive the necessary amount to complete the bonus provided hereby.

Section 7.—This act shall take effect immediately after its approval.

Approved June 30, 1969.

²⁹ 32 L.P.R.A. § 3118 et seq.