

Labor & Employment Law Tidbit Series: Christmas Bonus

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Employers are reminded that the Annual or Christmas Bonus must be paid to eligible employees not later than December 15 of this year, as per Act 148 of June 30, 1969. If the bonus is paid after the deadline provided by Act 148, but within the subsequent six months after the deadline, the employer will have to pay, in addition to the bonus, a penalty equal to one-half its sum. If paid after six months from the deadline, the penalty will be equal to the sum of the bonus.

For deceased employees or employees whose whereabouts are unknown, the employer is required to deposit the bonus, as well as any salaries owed, with the Puerto Rico Department of Labor and Human Resources. In such cases, the statutory bonus payment may be sent to the following addresses:

Lcda. Lucila M. Vázquez Iñigo

Directora del Negociado de Normas del Trabajo

Departamento del Trabajo y Recursos Humanos de Puerto Rico

PO Box 195540

San Juan, Puerto Rico 00919-5540

OR:

Lcda. Lucila M. Vázquez Iñigo

Directora del Negociado de Normas del Trabajo

Departamento del Trabajo y Recursos Humanos de Puerto Rico

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