

“Right to Employment Act”

Act No. 115 of June 21, 1968, as amended

(Contains amendments incorporated by:

Act No. 17 of April 24, 1972

Act No. 15 of July 9, 1973

Act No. 34 of July 13, 1978

Act No. 153 of July 19, 1998

Act No. 241 of September 3, 2003)

To create the Right to Employment Administration; define its functions, rights and duties; establish penalties for the violation of certain provisions of this act; to appropriate funds to enforce this act; to transfer the contracts, obligations, personnel and properties of the Manpower Development Administration; and to repeal Act No. 140, of July 19, 1960, as amended.

STATEMENT OF MOTIVES

The abolition of poverty fundamental to the Purpose of Puerto Rico, is the loftiest ideal of the Puerto Rican people. To substantially reduce, and finally eliminate unemployment completely is the major endeavor for the accomplishment of this purpose and for the attainment of this ideal.

The aim of this act is to recognize the right to work of each person in need; and to make it feasible and to implement the fulfillment of this right in the life of the Puerto Rican workers in the shortest time possible.

The increase in the industrial and agricultural production, the service activities and the commercial movement should be continued and improved to the most feasible level. In like manner the work and services rendered by the government of the Commonwealth and by the municipal governments to Puerto Rico should be continued and developed in keeping with modern times, and at a more rapid pace each year.

All unemployment remaining after this effort has been made should be absorbed in two forms: One, by means of the creation of new employment opportunities in work and service projects of a high social interest, additionally to those which would normally be carried out, by the initiative of the Government, by agencies and public instrumentalities, and private entities, whether for profit or nonprofit purposes and to be defrayed in part or in whole with public funds. The other, by means of training and retraining of the unemployed for the purpose of fitting them to occupy those vacant regular jobs which are not filled for lack of qualified personnel.

The elimination of unemployment in this manner will not only make a reality the right of all Puerto Rican workers to obtain employment or training and to receive payment for both,

but will also make possible the mobilization of the vast productive energies which are today being wasted without profit for reason of unemployment, in benefit of the community, and will raise to a maximum the productive capacity and, as a result, the remuneration and purchasing power of every worker.

Be it enacted by the Legislature of Puerto Rico :

TITLE I. — CREATION OF THE RIGHT TO EMPLOYMENT ADMINISTRATION. [29 L.P.R.A., Part 5, Chapter 71, Subchapter 1]

Section 1. — [Short Title] (29 L.P.R.A. § 1101)

This act shall be known in the Spanish language as the "Ley del Derecho al Trabajo" and in the English language as the "Right to Employment Act".

Section 2. — [Administration created; executive functions; Advisory Board; regional committees] (29 L.P.R.A. § 1102)

A public corporation of the Government of the Commonwealth of Puerto Rico is hereby created and designated as the "Right to Employment Administration". Said government entity is hereby transferred and attached to the Department of Labor and Human Resources as an operating component thereof, under the general direction, supervision, coordination and evaluation of the Secretary of Labor and Human Resources. Likewise, all powers and faculties of the Administration conferred by law to be exercised by the Governor of Puerto Rico, are hereby transferred to the Secretary of Labor and Human Resources. The executive functions of the Administration shall be discharged by an Administrator, who shall be appointed by the Governor upon the recommendation of the Secretary of Labor and Human Resources and with the advice and consent of the Senate, for a term of four (4) years and until his/her successor is appointed and takes office. The compensation or salary of the Administrator shall be assigned by the Governor and shall be consigned annually in the general operating expenses budget of the Government of Puerto Rico. The salary of the Administrator shall be sixty thousand dollars (\$60,000) per year. The Administrator shall answer directly to the Secretary of Labor and Human Resources regarding all matters involving the Administration and shall be subject to the established policy and the directives and standards promulgated by the Secretary. The Secretary shall approve the internal organization of the Administration, shall determine the programmatic priorities and establish the liaison and coordination mechanisms that must exist between the Administration and all the other components of the Department. The Right to Employment Administration shall continue to be an operating arm for the development of training and employment strategies in Puerto Rico.

There shall be an Advisory Board, which shall advise the Administrator in the implementation of the provisions of this Act. Said Board shall be composed of the Secretary of Labor and Human Resources, who shall be its Chairman, the Secretary of Agriculture, who shall be its Vice-Chairman, the Secretary of Transportation and Public Works, the

Secretary of Education and five (5) additional members appointed by the Governor with the advice and consent of the Senate. The latter shall be selected as follows: one from the working force, one from the farmers, another from among the mayors, another from among the industrialists and another from the community in general. One of said members shall be a person over eighteen (18) and under twenty-five (25) years of age. The initial appointments of these five (5) members shall be made as follows: two for a term of four (4) years, two for a term of three (3) years and one for a term of two (2) years. Subsequent appointments shall all be made for a term of four (4) years. These members shall fulfill their duties until their successors are appointed and qualify. The members of the Advisory Board shall not receive compensation for their services as such.

The Administration shall organize special committees, of a regional character, composed of representatives of the workers, the employers and the community in general, for the purpose of receiving advice in relation to the fulfillment of the functions assigned to them hereunder.

Section 3. — [Development of additional employment opportunities, training or retraining] (29 L.P.R.A. § 1103)

The function of the Right to Employment Administration shall be to develop the creation insofar as permitted by the funds at its disposal, by other public entities or by private employers, of additional employment opportunities, training or retraining and in specific cases to provide said opportunities directly by itself.

Section 4. — [Workers eligible for benefits] (29 L.P.R.A. § 1104)

For the purposes of this Act a worker entitled to receive the benefits of same shall be any person over sixteen (16) years of age, who is fitted for work or for training or retraining for work and who is still unemployed after having tried to obtain employment in accordance with the regulations adopted to such effect by the Administration.

Section 5. — [Use of workers' registers] (29 L.P.R.A. § 1105)

The Administration, in cooperation with the Employment Service of the Department of Labor and Human Resources, may use the workers' registers that for each municipality of Puerto Rico said service owns and may use these registers to determine which workers are between the ages of sixteen (16) to twenty-one (21), which are over twenty-one (21) years, those who are heads of families or principal family supporters, as well as any other information pertinent to the programs of the Administration.

Section 6. — [Programs in relation to age] (29 L.P.R.A. § 1106)

In the case of workers between sixteen (16) and twenty-one (21) years of age, the Administration shall emphasize the training programs, although it may also provide or facilitate employment or retraining.

In the case of workers over twenty-one (21) years, the right to employment shall primarily mean the right to an employment, but may also be construed in appropriate cases as the right to training for the job or the retraining in new types of work.

Notwithstanding their ages the training or retraining provided to the workers shall be with pay.

Section 7. — [Juridical personality] (29 L.P.R.A. § 1107)

The Administration shall have juridical personality separate and apart from the State. The debts and obligations of the Administration shall not be the debts or obligations of the Commonwealth of Puerto Rico, nor of its political subdivisions, the latter not being liable for same.

Section 8. — [Rights and powers] (29 L.P.R.A. § 1108)

The Administration shall have, and is hereby vested with, all the rights and powers necessary and convenient for the carrying out of the purposes mentioned, including, but without limitation, the following:

- (a) To carry out agreements and contracts to fulfill the purposes of this Act.
- (b) To sue and be sued.
- (c) To establish the standards and bylaws necessary for its operation and functioning. The disbursements of the Administration shall be made in accordance with said regulations and with the budgets approved by the Governor.
- (d) To appoint and hire personnel, and contract workers, officers, agents, employees, professional or technical services, to pay for such services and to fix and pay any other emoluments. As an exception to the provisions of Section 2 of Title V, all the Administration's personnel shall be classified in the Exempt Service under the Personnel Act. The Administration shall adopt an internal personnel regulation which shall be based on the basic principles of the merit system.
- (e) To acquire materials and equipment without being subject to Act No. 96 of June 29, 1954, known as the Procurement and Service Act.
- (f) To supply materials and equipment for the carrying out of the projects agreed upon with government agencies and with the municipalities.
- (g) To request and obtain any funds or assistance from the federal government or from private sources to carry out the purposes provided for in this Act under the conditions to be established in applicable legislation, regulation, agreement or contract. The Administration is hereby authorized to sponsor projects originated under federal laws; to act as constituent or delegating agency, and to supervise the use of the funds thus acquired. This authorization is not made extensive to those federal programs where other agencies of the Commonwealth of Puerto Rico have been designated by law, as the agencies called to participate in such programs.
- (h) To control in an exclusive manner its properties and activities.
- (i) To adopt a corporate seal from which judicial acknowledgment shall be taken.

(j) To decide the character and necessity of all its expenses and the manner in which same shall be incurred, and to authorize it to pay, without being subject to the laws which regulate the disbursements of public funds.

(k) To acquire in any legal manner and possess, administer, lease, sell or in any form dispose of properties or any interest therein, which it may consider necessary for the fulfillment of its purpose.

(l) To carry out directly or by contract the promotion and publicity of the activities and programs of the Administration.

(m) To adopt, amend and repeal rules and regulations to direct the standards of its activities in general and to exercise and fulfill the powers and duties granted by law. Prior to the adoption of said rules and regulations, the Administration shall hold public hearings, notice of which shall be given to the public, with sufficient time in advance to the holding thereof and in which the public shall be given the opportunity to express their views on the rules and regulations that the Administration proposes to adopt. Once said rules and regulations are approved by the Administration, same shall be promulgated in accordance with the provisions of Act June 30, 1957, No. 112. Internal regulations may be adopted without being subject to said sections.

(n) To enter into agreements with private employers or with government agencies to provide for the recruitment or contracting of personnel to carry out training or retraining programs, to contribute the necessary funds for the payment of the fees of this personnel as well as for the equipment and materials.

(o) To carry out studies relative to unemployment and subemployment; establish pilot projects, make short and long term plans relative to the normal demand of employees, to the needs for additional employment, and relative to the manner of carrying out its programs effectively.

(p) To acquire by condemnation the lands and any other properties and rights necessary to carry out the purposes for which it was created. When, in the judgment of the Administration, it is necessary to take immediate possession of the condemned property it shall request from the Governor that in the name and behalf of the Commonwealth of Puerto Rico, he acquires them. The Governor shall have the authority to acquire the property and rights necessary for the use and benefit of the Administration, by using any means authorized by law, to carry out the purposes and ends of the Administration. The Administration shall advance to the Commonwealth the funds necessary and estimated to be the value of the property and rights to be acquired. Any difference in the value decreed by the court shall be paid by the Administration, or in its defect, by the Commonwealth of Puerto Rico. The Administration shall be under the obligation to reimburse said difference. The property title shall be transferred to the Administration by order of the court when the latter has completed the total reimbursement. In the cases in which to accelerate the fulfillment of the corporate goals and purposes, the Governor may deem it convenient and necessary that the property and title rights thus acquired be directly registered in the name of the Administration, he may so request it of the court at any time during the condemnation process and the court shall thus decree it. All real and personal property and rights or interests therein that the Administration deems necessary for corporate purposes shall be declared of public utility, which may be condemned by or for the use of the Administration without the previous declaration of public utility provided for by the General Act of Eminent Domain [32 L.P.R.A. §§ 2901- 2913].

Once the petition for acquisition has been filed, the courts shall be empowered to fix the terms and conditions and the period of time within which the owners of such property shall deliver the possession of same to the Commonwealth of Puerto Rico or to the Administration. No appeal or guarantee, which may be rendered therein, shall delay the acquisition by and delivery of the property to the Commonwealth of Puerto Rico or to the Administration.

Section 9. — [Exemption from taxes] (29 L.P.R.A. § 1109)

The Administration shall be exempt from all kinds of taxes levied or which hereafter may be levied by the Commonwealth of Puerto Rico or by any political subdivision thereof, including all its real and personal properties, its capital, income and surplus, except those imposed by the Workmens's Accident Compensation Act [11 L.P.R.A. §§ 1--42].

The Administration is likewise exempt from the payment of all kinds of fees, taxes or imposts required by law for the prosecution of judicial procedures, the issuance of certificates at the offices and dependencies of the Commonwealth of Puerto Rico and the execution of public documents and their registration in any public registry in Puerto Rico.

Section 10. — [Annual report] (29 L.P.R.A. § 1110)

The Administrator shall submit a report to the Governor of Puerto Rico as to the functions and operations of the Administration at the end of each fiscal year and the Governor shall furnish copy of same to the Legislature.

Section 11. — [Periodic reevaluation of workers] (29 L.P.R.A. § 1111)

The Administration shall periodically reevaluate the capacity or necessity of the workers who are covered by the benefits of this Act to be employed, trained or retrained, for the purpose of orienting and referring them to other employments, training or educational programs carried out by government agencies or private persons

Section 12. — Transfer of programs, activities and functions. (29 L.P.R.A. § 1112)

The Secretary of Labor and Human Resources is hereby authorized to transfer, at his/her discretion, to the Right to Employment Administration, the programs, activities and functions related to the operating phase for the development of training and employment strategies, pursuant to the purposes of this Act.

Section 13. — Vested rights. (29 L.P.R.A. § 1113)

The employees of the Right to Employment Administration shall retain all the rights or the status which, on the date of approval of this act, they enjoy pursuant to the personnel classification laws, rules and regulations in effect. Likewise, should they be beneficiaries of any pension or retirement system or any savings and loan fund, they shall retain the rights,

privileges, obligations and status regarding these, provided to such effect by any law for the personnel of the Department of Labor and Human Resources.

Section 14. — Preserved contractual rights. (29 L.P.R.A. § 1114)

The provisions of this Act shall not be deemed to modify, alter, amend or invalidate any agreement, compact, stipulation or contract granted or executed by virtue of the provisions of Act No. 115 of June 21, 1968, as amended, which creates the Right to Employment Administration.

Section 15. — Repealed conflicting provisions. (29 L.P.R.A. § 1115)

With the exception of the modifications that may be necessary to transfer and attach the Right to Employment Administration to the Department of Labor and Human Resources, the provisions of Act No. 115 of June 21, 1968, as amended, shall remain in effect, except for those that contravene the purposes of Reorganization Plan No. 2 of May 4, 1994, which are hereby repealed.

Provided, furthermore, That the rules, regulations or orders of said Administration, which are in effect on the date of approval of this act, shall remain in effect until altered, modified, amended or repealed by the Secretary of Labor and Human Resources

TITLE II. — EMPLOYMENTS. [29 L.P.R.A., Part 5, Chapter 71, Subchapter 2]

Section 1. — [Promotion and development of employment program] (29 L.P.R.A. § 1121)

For the fulfillment of the functions assigned by this Act, the Right to Employment Administration may promote and develop employment programs for workers over sixteen (16) years of age in the agriculture, construction, repairing, maintenance and ornamentation of public works or buildings or of public interest, including highways, streets, roads, parks, recreation facilities and other public properties; in the cleaning, improvement and conservation of forests, beaches, places of exceptional beauty and recreation zones; in the conservation of lands, water, fishing, and other wildlife; in activities of environmental sanitation; in artisan projects; in cultural activities; in the rendering of services in offices or of personal attention such as housekeepers, nursing of the sick, the children or the old in hospitals, nurseries, health homes, and private homes when these projects are carried out under the sponsorship of nonprofit organizations or by public entities; in the protection of students against the traffic risks in the immediate school areas; in training or retraining projects in any type of occupation; in education, in the teaching of the illiterate or other persons; in the improvement and expansion of public services; and in projects analogous to those mentioned.

Section 2. — [Authority to enter into agreements and contracts] (29 L.P.R.A. § 1122)

For the purpose of developing and providing these employments, the Administration may enter into agreements with different departments, agencies and public corporations of the Commonwealth and with the municipalities or with instrumentalities of the municipalities or intermunicipalities. The Administration shall contribute the necessary funds to pay in whole or in part the salaries of the said workers.

The Administration may also enter into contracts with private employers, whether they be natural or artificial persons of profit or nonprofit character, and with the workers' organizations. In these cases the Administration may contribute any part of the necessary funds to pay the wages of such workers.

The workers to be selected in accordance with these agreements or contracts shall be chosen from among the workers appearing in the registries of the Employment Service of the Department of Labor and Human Resources through the procedure to be agreed upon for such purposes, or by a drawing, or any other adequate means for the attaining of the objectives of the chapter.

Section 3. — [Action by Governor on plans submitted] (29 L.P.R.A. § 1123)

The Administrator shall present to the Governor at the beginning of each fiscal year a plan with the type of projects that he proposes to carry out for said year or any part of said fiscal year. The Governor shall determine whether the plan is in accordance with the standards set forth in this Act; and if so, shall certify same and authorize its execution.

Section 4. — [Projects to be carried out] (29 L.P.R.A. § 1124)

The projects to be carried out under the programs of the Administration shall be those of social utility, in which the cost of labor is a predominant factor, and shall be of such a nature that it may result in providing employment opportunities which otherwise would not be available. No projects shall be carried out which may have the effect of producing an unfair competition among different employers of the private enterprise; which may reduce employments in the government or with private employers or which lower the cost of labor of the employer for whom the work is to be done under contract, except in those cases where part of the wages is contributed toward the creation of employment opportunities which would not arise should the employer be compelled to pay the entire cost of said wage. Neither shall there be carried out projects which have, as a result, the effect of displacing persons already employed, including partial displacement that may result from the reduction of working hours or of types of wages or other benefits of the workers. The projects carried out under the public agencies and corporations of the commonwealth government or of the municipalities shall, in no case, be a substitution of the projects normally carried out by said agencies, public corporations or municipalities, but only in addition to the latter and to the normal increase in same which may permit the economic growth of the country.

Section 5. — [Opportunity for totality of unemployed; priorities] (29 L.P.R.A. § 1125)

The purpose of this Act is that there be employment opportunities for the totality of unemployed workers in Puerto Rico. If the funds appropriated for the operation of the Administration were not sufficient in any given year for the total accomplishment of said purpose, the Administration, through pertinent studies, shall determine the priorities which, under such circumstances, should be recognized and established in the employment opportunities under this Act, but always giving special attention to those persons who request employment when no other member of their family unit is employed. Such priorities may be related with the economic situation of the worker and his/her position as head of family; with the present and future demand for workers with determined degrees of training in the different regions or types of industries, as well as the number of unemployed youths. It is further provided that the Administration shall respect the principle of merit, adopt specific strategies geared toward identifying those applicants whose family unit does not have any other source of income, such as applicants that are heads of family and have the custody of their underage children, to expedite addressing such cases for furtherance of the prompt integration or reintegration of such persons into the workforce. The Administration shall set forth adequate coordination and articulation with the departments and agencies that provide employment services and assistance to families, such as the Department of the Family and the Department of Labor and Human Resources.

Section 6. — [Limitations when contracting] (29 L.P.R.A. § 1126)

Subject to the provisions of this Act, when contracting with private employers or with public instrumentalities, the Administration may not otherwise change or vary the conditions established by the agreements entered into, between the latter and the labor organizations; nor may it change the obligations fixed in the training agreements approved by the Training Council of the Department of Labor and Human Resources; nor interfere in any manner with the management and labor relations in those cases in which a labor union has initiated or initiates activities for the organization of a determined group of workers for the purpose of being recognized or certified as the legal representative of said workers. Neither shall the Administration furnish workers, or enter into a contract to furnish them, to any employer, if the normal employees of said employer are on strike or the employer is incurring in an unlawful labor practice.

Section 7. — [Wages] (29 L.P.R.A. § 1127)

The wages to be paid by private employers to the workers under the provisions of this Act shall be those in effect at any given moment, determined by the Minimum Wage Act of Puerto Rico or of the United States, whichever of the two be the most profitable to the worker, or by collective agreements in the region for similar work.

In case the employer be a government agency, public instrumentality or municipality, the wages to be paid shall be those as received by the regular employees of the agency, instrumentality or municipality for similar jobs.

When it is the Administration which is directly offering the employment, the wages shall be fixed taking into consideration the prevailing wages in the region for similar labor and the legislative intention that through these programs there will not be established an unfair competition towards determined private employers, nor will there be restrained the normal work opportunities in the private sector.

The Administration shall determine the total hours that a worker may work in a determined week or in any period of time, considering the nature of the work, the manner in which it is done and the legislative intention that the workers who avail themselves of the benefits of this Act shall always have sufficient incentive to accept normal employment as soon as these are available.

Section 8. — [Rights and obligations of public employees inapplicable] (29 L.P.R.A. § 1128)

The workers who avail themselves of the benefits of this Act shall not have the character of public employees for the purposes of the laws establishing the rights and obligations of public employees.

Section 9. — [Penalty for discrimination] (29 L.P.R.A. § 1129)

No discrimination may be established by reasons of race, color, sex, birth, origin, or social condition, nor for political or religious beliefs in the employments, training or retraining which the Administration encourages or provides.

Violations of the provisions of this section by any person shall constitute a misdemeanor and shall be punishable by imprisonment in jail for not more than six (6) months or by a fine of not less than five hundred dollars (\$500) nor more than two thousand dollars (\$2,000) or by both penalties at the discretion of the Court.

TITLE III. - TRAINING. [29 L.P.R.A., Part 5, Chapter 71, Subchapter 3]

Section 1. — [Programs; pay during training and retraining] (29 L.P.R.A. § 1131)

For the fulfillment of the functions assigned by this Act, the Right to Employment Administration shall develop job training or retraining programs for workers between the ages of sixteen (16) to twenty-one (21) years.

The Administration shall also develop job training programs or retraining programs in new forms of jobs for workers over twenty-one (21) years of age. The workers under training or retraining shall receive pay during such period in the manner as determined by the Administration.

These training and retraining programs may be established and carried out in vocational schools, directly by the Administration or by contract with private entities, or by agreements with public agencies.

Section 2. — [Sums, hours and other conditions] (29 L.P.R.A. § 1132)

In the training or retraining programs the sums to be earned by the workers, and the hours and other training conditions shall be fixed by the Administration, taking into consideration the prevailing wages in the region, the prevailing wages in other existing training or retraining programs, the subminimum wages for apprentices provided for in Section 23 of Act No. 96 of June 26, 1956, as amended, the legislative intention that through such programs there shall not be established unfair competition towards determined employers of the private sector nor employment opportunities be restricted in said sector, and the objective that such sums, hours and other training conditions, or retraining, may be sufficiently attractive to create a strong incentive towards training or retraining in behalf of the workers who qualify for such programs.

Section 3. — [Supplementary provisions] (29 L.P.R.A. § 1133)

The provisions of Title II of this act shall be understood to be applicable and supplementary to the provisions in this title, in a manner compatible to same.

TITLE IV. — JOBS CORPS AND PROGRESS. [29 L.P.R.A., Part 5, Chapter 71, Subchapter 4]

Sections 1 and 2. — [Omitted. Act No. 34 of July 13, 1978, Sect. 13] (29 L.P.R.A. § 1141, 1142)

TITLE V. — GENERAL PROVISIONS. [29 L.P.R.A., Part 5, Chapter 71, Subchapter 5]

Section 1. — [Appropriations for operating expenses; depositaries] (29 L.P.R.A. § 1151)

(a) The appropriations to be made to the Right to Employment Administration shall be considered as contributions without specific fiscal year, and shall be included annually in the General Budget Joint Resolution.

(b) The Administration shall deposit all its funds in recognized depositaries for the funds of the Commonwealth Government. The said funds shall be kept in separate accounts in the name of the Administration.

Section 2. — [Assets, liabilities and personnel transferred to Occupational Development Administration] (29 L.P.R.A. § 1152)

All contracts, obligations, funds, properties, materials, equipment and personnel of the Occupational Development Administration are hereby transferred to the Right to Employment Administration.

The Right to Employment Administration may continue the agricultural incentive programs carried out by the Occupational Development Administration. To such effect, it may receive and analyze the applications submitted by the private employers and by government enterprises.

The employees to be transferred from the Manpower Development Administration to the Right to Employment Administration, who are regular employees within the Competitive Service, shall retain, while holding the same position they held at the time of the transfer, the status they may have within said Service. The persons who, at the time of the transfer, were on probation, shall retain said status until completing the probation period assigned to their positions. The Administration shall certify to the Personnel Director, as to the quality of the services rendered by these employees, as in the cases of employees in the Competitive Service. The transferred employees who satisfactorily complete the practical probation in the Right to Employment Administration shall have the same rights that this section confers to the regular employees.

The persons transferred shall receive a compensation at least equal to that they received at the time of the transfer and shall continue enjoying all rights and benefits and shall have the obligations that their positions entailed at the time of the transfer, their conditions of employment and the conditions pertaining to their office in accordance with the provisions of Act No. 345 of May 12, 1947, as amended and of Act No. 447, approved May 15, 1951, as amended [3 L.P.R.A. §§ 761--788], and any other act which may grant rights of benefits to the employees of the Government of Puerto Rico.

Section 3. — Act No. 140, approved July 19, 1960, as amended, is hereby repealed. All rules and regulations adopted by virtue of the above Act No. 140, not in conflict herewith, shall continue in effect, until the regulations authorized by this act are approved.

Section 4. — This Act shall take effect thirty (30) days after its approval.

Note. This compilation was prepared by Puerto Rico OMB staff who have striven to ensure it is complete and accurate. However, this is not an official compilation and may not be completely free of error. It contains all amendments incorporated for reading purposes only. For accuracy and exactitude please refer to the act original text. Compiled by the Office of Management and Budget Library.