



<div>  <div>Rhode Island - Leave Types, Benefit Amounts and Durations</div> </div>										
Leave Law	Interaction with Other Laws (if employee is eligible)	Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise)	Pay Benefit	Waiting Period	Family Members (family care leave)
Rhode Island Parental and Family Medical Leave Act (RIPFMLA)	<p>Leave Laws - RIPFMLA runs concurrently with federal FMLA.</p> <p>Pay Laws - RIPFMLA runs concurrently with RI TCI (leave and pay law) and TDI.</p>	Leave	50 or more employees (US)	Full-time employee who works 30 or more hours per week who has 12 months of employment with their current employer.	Yes	Yes	13 consecutive weeks (within a 24-month period): Medical (including pregnancy disability), family care and parental	N/A	N/A	Parent, spouse, child, mother-in-law, father-in-law.
Rhode Island Temporary Caregiver Insurance (TCI)	<p>Leave Laws - RI TCI runs concurrently with federal FMLA. RI TCI runs concurrently with RIPFMLA.</p> <p>Pay Laws - N/A</p>	Leave and Pay	1 employee (RI)	\$15,600 in base period wages with any RI employer(s); or \$2,600 in one of the base period quarters and total base period wages of at least 1.5 times the highest quarter earnings, and total base period earnings of at least \$5,200.	Yes	Yes	<p>6 weeks (7 weeks effective 01/01/25, then to 8 weeks effective 01/01/2026)</p> <p>Family care and parental</p>	<p>4.62% of wages in highest earning quarter of the base period, up to \$1,043 per week. Maximum benefit amount is increased by 7% for each dependent child (Max 5) Maximum weekly benefit with 5 dependents is \$1,408</p> <p>For claims beginning 07/01/24; the maximum benefit amount is up to \$1,070 per week. Additionally, the maximum weekly benefit for those with 5 dependents is \$1,444.</p>	N/A. However, employees need to be out for at least 7 consecutive days (and then will be eligible to receive pay from day 1 of their leave).	Child, parent, spouse, domestic partner, parent-in-law, or grandparent

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Rhode Island Temporary Disability Insurance (TDI)	<p>Leave Laws - RI TDI runs concurrently with federal FMLA. RI TDI runs concurrently with RIPFMLA.</p> <p>Pay Laws - N/A</p>	Pay	1 employee (RI)	\$15,600 in base period wages with any RI employer(s); or \$2,600 in one of the base period quarters and total base period wages of at least 1.5 times the highest quarter earnings, and total base period earnings of at least \$5,200.	N/A	N/A	<p>30 weeks</p> <p>Medical (including pregnancy disability)</p>	<p>4.62% of wages in highest earning quarter of the base period, up to \$1,043 per week. Maximum benefit amount is increased by 7% for each dependent child (Max 5). Maximum weekly benefit with 5 dependents is \$1,408</p> <p>For claims beginning 07/01/24; the maximum benefit amount is up to \$1,070 per week. Additionally, the maximum weekly benefit for those with 5 dependents is \$1,444.</p>	N/A. However, employees need to be out for at least 7 consecutive days (and then will be eligible to receive pay from day 1 of their leave)	N/A

*RI does not have a job protected leave law for medical leave, only family leaves. Note: Combined disability and caregiver benefits cannot exceed 30 weeks total in any 52-week period.

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