															RIPFMLA and RI TCI run concurrently with federal FMLA where an employee is eligible for each law.
		Pregnancy Disability						Parental (Bonding) Leave							where an employee is engible for each law.
Example 1 An eligible birthing parent is requesting 6 weeks of pregnancy disability leave from birth and 8 weeks of parental leave.	Leave Laws	RIPFN											Note: RI TDI provides pay only (no job protection). Job		
								RITCI							protection during the disability leave portion may be provided
		Feder	MLA										by RIPFMLA and federal FMLA, and during the parental (bonding) leave portion, by RIPFMLA, federal FMLA and RI		
												TCI. RI TCI's maximum leave increased to 7 weeks (previously			
	State Income	RITDI													6 weeks) on 01/01/25, then will increase to 8 weeks on
	Replacement Benefits						-	RI TC	1						01/01/26.
	· · ·		_	_											As of the 13th week of their leave, the employee has used all
	Week	1	2	3	4	5	6	7	8	9 :	10	11	12	13	
															RIPFMLA in 24-month period.
Example 2 An eligible non-birthing parent is requesting 13 weeks of parental leave to bond with their newborn.			Parental (Bonding) Leave												
		RI T	RITCI												RIPFMLA and RI TCI run concurrently with federal FMLA
	Leave Laws	RIP	FML	A											where an employee is eligible for each law.
		Fed	Federal FMLA												
															As of the 13th week of their leave, the employee has used
	State Income	RIT	DI TOI								all their leave allowed under FMLA and RI TCI in a 12-month period, and RIPFMLA in 24-month period. RI TCI's maximum				
	Replacement Benefits														leave increased to 7 weeks (previously 6 weeks) on
	Replacement benefits	•													01/01/25, then will increase to 8 weeks on 01/01/26.
	Maak	1	2	<u> </u>	3 4	4	г	6	7	0	0	10	11	10	12
	Week		4	2	3 4	4	5	6	7	8	9	10	11	12	13
											_				
			Medical Leave										RIPFMLA runs concurrently with federal FMLA where		
Example 3 An eligible employee requires 8 weeks of medical leave to recover from their surgery.	Leave Laws											employee is eligible for each law.			
		Federal FMLA													employee is englisher for each naw.
															In this example, the employee has 4 weeks of FML4
	State Income	RITDI									remaining to use in a 12-month period. If the employ				
															returns to work after 8 weeks, they have no remaini
	Replacement Benefit														RIPFMLA, as RIPFMLA must be taken consecutively in
															block of time(during any 2-year period).
	Week		1	2	3	4	5	-   .	5	7	8	~			1 12

The Larkin Company has taken reasonable steps to ensure the accuracy of the information on this page, however we make no representation or warranty of any kind as to its accuracy or completeness. These resources should not be construed or substituted for legal advice. Accordingly, before taking any actions based upon such information provided herein, we encourage you to seek competent legal advice from a licensed attorney or appropriate professionals.