

Larkin Rhode Island - Leave Highlights	
What is the Update?	<p>Rhode Island has a disability benefit program called the Temporary Disability Insurance (TDI), and a Temporary Caregiver Insurance (TCI) program for family care leave and parental benefits.</p> <p>Update (6/20/24, Effective 07/01/24): The Department of Labor and Training announced the maximum weekly benefit rate for Temporary Disability Insurance (TDI), which is increasing to \$1,070 from \$1,043 effective July 1, 2024. For beneficiaries with the maximum five dependents, the maximum weekly benefit rate will be \$1,444, an increase from the current rate of \$1,408.</p> <p>Update (7/16/24, Effective 01/01/25): New amendments have been signed into law affecting Rhode Island's TCI program. Currently, eligible employees may take up to 6 weeks of leave under TCI for qualifying reasons (caring for a newborn or adopted child, or caring for a family member with a serious health condition). Beginning January 1, 2025, the maximum leave duration will increase to 7 weeks, and will increase again the following year to 8 weeks in 2026. Additionally, Rhode Island has also increased the minimum dependent allowance from \$10 per week to \$20 per week effective January 1, 2025. This means employees with dependents are entitled to the minimum dependent allowance amount, or 7% of the employee's benefit rate, whichever is greater.</p> <p>Update (12/27/24, Effective 01/01/25): The Department of Labor and Training has released the update to the Temporary Disability Insurance (TDI) contribution rate and taxable wage ceiling for 2025. The employee contribution rate is increasing from 1.2% to 1.3% and the taxable wage ceiling is increasing from \$87,000 to \$89,200. The maximum annual contribution will be \$1,159.60. Here is a helpful press release from the RI Department of Labor and Training you may find useful.</p>
Handbook/Policy Updates	N/A
Notice Requirements	Navigate to the Department of Labor and Training (DLT) website and find the poster under the website's "DLT Required Posters" tab. You are required to display the poster in a conspicuous location within your RI workplace(s), and email it to your remote workers.
Larkin Action	The Larkin Company will adjust offsets for any top-up (leave of absence pay) calculations or STD, accordingly, if we handle these services for you.
Further Company Considerations	Please be sure to adjust your contributions in line with the updates, effective 01/01/25.
Resources	2025 UI/TDI Quick Reference (Contribution rate update, see the bottom of the page)

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