

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 (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> <p>Update (6/20/25, Effective 07/01/25): The Department of Labor and Training announced the maximum weekly benefit rate for Temporary Disability Insurance (TDI), which is increasing to \$1,103 from \$1,070 effective July 1, 2025. For beneficiaries with the maximum five dependents, the maximum weekly benefit rate will be \$1,489, an increase from the current rate of \$1,444. As a reminder, eligible employees may take up to 7 weeks of leave for a qualified reason since the beginning of 2025, and the maximum leave duration will increase again to 8 weeks beginning January 1, 2026. The Department has not yet released an updated quick reference guide but we will update our resources once it becomes available.</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 ensure as a company you are offsetting any salary continuation/company top-up pay aligned with the updated weekly benefit rate maximum, effective 07/01/25. Note: claims that begin on or after July 1, 2025 are eligible for the new benefit rate.
Resources	2025 UI/TDI Quick Reference (Contribution rate update, see the bottom of the page)

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