



## Rhode Island - Leave Highlights

	<p><b>Rhode Island Temporary Disability Insurance (TDI) and Temporary Caregiver Insurance (TCI)</b></p> <p><b>Update (6/20/25, Effective 07/01/25):</b> 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.</p> <p><b>Updates Effective 01/01/26:</b> Rhode Island's TCI program will be adding siblings as a covered family member according to <a href="#">SB 974</a> beginning January 1, 2026. Sibling means children with a common parent, including biological siblings, half-siblings, step-siblings, foster siblings, and adopted siblings. Additionally, thanks to <a href="#">HB 6065</a> and <a href="#">SB 829</a>, employees will now be able to file for TDI or TCI benefits to participate as a bone marrow transplant donor or a living organ donor.</p> <p><b>Update (12/23/25, Effective 01/01/26):</b> The Department of Labor and Training has released a <a href="#">press release</a> with the 2026 contribution rate and taxable wage ceiling for the TDI and TCI programs. The contribution rate will be decreasing to 1.1% from 1.3% and the taxable wage ceiling is increasing from \$89,200 to \$100,000. Maximum annual employee contributions for the program will decrease to \$1,100 from \$1,159.60.</p>
<b>What is the Update?</b>	
<b>Handbook/Policy Updates</b>	Updates to your company handbook may need to be made if you include Rhode Island specific income replacement benefits information.
<b>Notice Requirements</b>	Navigate to the <a href="#">Department of Labor and Training (DLT) website</a> 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.
<b>Larkin Action</b>	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.
<b>Further Company Considerations</b>	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.
<b>Resources</b>	<a href="#">2026 UI/TDI Quick Reference (Contribution rate update, see the bottom of the page)</a>

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