RHODE ISLANDERS NEED BOTH EARNED SICK DAYS AND PAID FAMILY LEAVE (TCI)

Paid Family Leave (TCI): Rhode Island was a leader in creating one of the nation’s first paid family leave programs – Temporary Caregiver Insurance (TCI) – which went into effect in January 2014. TCI provides up to four weeks of partial (about 60%) wage replacement to workers who need to take time from work to care for a seriously ill family member including a child, spouse, domestic partner, parent, parent-in-law or grandparent or to bond with a newborn child, adopted child or foster child. TCI also protects the worker’s job and seniority while the worker is out on leave. Legislation has been introduced this year to make improvements to TCI.

Paid Sick Leave: In 2017 the Rhode Island General Assembly passed “The Healthy and Safe Families and Workplaces Act” which gives nearly 100,000 Rhode Island workers up to five days of paid sick and safety time and provides all Rhode Island workers with unpaid sick and safe time to recover from illness, seek preventive care, take care of a sick family member or escape from domestic violence.

WHEN THEY USED PAID FAMILY LEAVE (TCI)

Sarah recently adopted five-year old Martin. With TCI, she was able to spend 4 weeks bonding with her son with the peace of mind that her job is still there for her.

Janet had a C-section when she gave birth to her daughter. With TCI and TDI, she was able to spend 12 weeks at home allowing her to fully heal and give her new baby the best possible start in life.

When Sam’s mother had a stroke, her recovery was uncertain. With TCI, Sam, a veteran, could take 4 weeks off from his civilian job with partial pay to care for her, arrange for her rehabilitation, and find her an in-home aide while she continued to heal.

WHEN THEY NEED EARNED SICK DAYS

Sarah’s job brings her in contact with many people and their food every day. When she got the flu, she needed a week at home to recover and avoid getting her customers sick.

Janet returned to her company and continued to build her career. When little Elsa started running a fever at child care, Janet needed earned sick days to pick her up and stay home until she was better.

Sam needed to take sick time from his job to go to the VA for follow-up treatments for injuries he received in Afghanistan.