

2021 -- H 5583

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STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2021

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A N A C T

RELATING TO LABOR AND LABOR RELATIONS -- PARENTAL AND FAMILY
MEDICAL LEAVE

Introduced By: Representatives Perez, Vella-Wilkinson, Williams, Cardillo, and Shanley

Date Introduced: February 12, 2021

Referred To: House Labor

It is enacted by the General Assembly as follows:

1 SECTION 1. Chapter 28-48 of the General Laws entitled "Rhode Island Parental and
2 Family Medical Leave Act" is hereby amended by adding thereto the following section:

3 **28-48-13. Pregnancy leave.**

4 (a) The pregnancy leave provisions of this chapter shall not be subject to any of the
5 qualifying conditions contained herein, except the maximum thirteen (13) weeks of unpaid leave.

6 (b) Part-time employees, irrespective of the amount of hours they work or the number of
7 employees employed by their employer, shall be eligible for pregnancy leave benefits granted by
8 this chapter.

9 (c) No employer may discipline and/or terminate any employee who has exercised their
10 pregnancy leave benefits granted by this chapter.

11 (d) No employer may discipline and/or terminate a pregnant employee due to their use of
12 sick leave during their pregnancy. Medical evidence may be requested by the employer to justify
13 the absence, identifying the probable adverse effect of continued working would have on the
14 pregnant worker and/or their unborn child.

15 (e) Pregnant workers who work in the medical field, shall be allowed unpaid sick leave if
16 they produce a doctor's note which verifies that there is illness or medical condition present in the
17 workplace that poses a medical risk to the pregnant worker or their unborn child.

1 SECTION 2. This act shall take effect upon passage.

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EXPLANATION
BY THE LEGISLATIVE COUNCIL
OF

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RELATING TO LABOR AND LABOR RELATIONS -- PARENTAL AND FAMILY
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1 This act would grant unpaid pregnancy leave to part-time workers, would clarify their
2 access to unpaid sick leave during their pregnancy, and would provide additional protections for
3 pregnant workers who work in the medical field.

4 This act would take effect upon passage.

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