

2022 -- H 7463

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STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2022

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A N A C T

RELATING TO LABOR AND LABOR RELATIONS -- RHODE ISLAND PARENTAL AND  
FAMILY MEDICAL LEAVE ACT

Introduced By: Representatives Perez, Vella-Wilkinson, Williams, Batista, C Lima,  
Felix, Diaz, Bennett, Solomon, and Costantino

Date Introduced: February 11, 2022

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 in this section, except the maximum thirteen (13) weeks of unpaid  
6 leave.

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

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

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

16 (e) Pregnant workers who work in the medical field, shall be allowed unpaid sick leave if  
17 they produce a doctor's note which verifies that there is an illness or medical condition present in  
18 the 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 -- RHODE ISLAND PARENTAL AND  
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1           This act would grant unpaid pregnancy leave to all 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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