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STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2021

A N A C T

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

Introduced By: Representatives Giraldo, Alzate, Morales, and Williams

Date Introduced: February 24, 2021

Referred To: House Labor

It is enacted by the General Assembly as follows:

1 SECTION 1. Section 28-48-2 of the General Laws in Chapter 28-48 entitled "Rhode Island
2 Parental and Family Medical Leave Act" is hereby amended to read as follows:

3 **28-48-2. Parental leave and family leave requirement.**

4 (a) Every employee who has been employed by the same employer for twelve (12)
5 consecutive months shall be entitled, upon advance notice to his or her employer, to ~~thirteen (13)~~
6 twenty-six (26) consecutive work weeks of parental leave or family leave in any two (2) calendar
7 years. The employee shall give at least thirty (30) days notice of the intended date upon which
8 parental leave or family leave shall commence and terminate, unless prevented by medical
9 emergency from giving the notice. The director shall promulgate regulations governing the form
10 and content of the employee's notice to the employer.

11 (b) Parental leave or family leave granted pursuant to this chapter may consist of unpaid
12 leave. If an employer provides paid parental leave or family leave for fewer than ~~thirteen (13)~~
13 twenty-six (26) weeks, the additional weeks of leave added to attain the total of ~~thirteen (13)~~
14 twenty-six (26) weeks required by subsection (a) of this section may be unpaid.

15 (c) The employer may request that the employee provide the employer with written
16 certification from a physician caring for the person who is the reason for the employee's leave,
17 which certification shall specify the probable duration of the employee's leave.

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

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EXPLANATION
BY THE LEGISLATIVE COUNCIL
OF

A N A C T

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

- 1 This act would increase the amount of parental or family leave available to an employee
- 2 from thirteen (13) weeks to twenty-six (26) weeks in any two (2) calendar years.
- 3 This act would take effect upon passage.

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