

RHODE ISLAND PAID SICK LEAVE EMPLOYEE NOTICE

Overview

Effective July 01, 2018, eligible employees in Rhode Island, will be eligible to accrue paid sick leave. This serves as written notice of their entitlement to such leave under the law.

Notice to Employee

ACCEPTABLE SICK LEAVE REASONS

Employees can use their paid sick leave not only for their own physical or mental illness or injury, or for the purpose of receiving their own medical care, treatment, diagnosis, or preventative care, but also for the care of a family member, when the employee or a family member is a victim of domestic violence, sexual assault, or stalking, closure of the employee's place of employment because of a public health emergency, care for a child whose school or place of care has been closed by order of a public official due to a public health emergency, or if a family member has a communicable disease.

ACCRUAL START DATE

An employee shall begin to accrue paid sick leave upon the completion of 90 days of employment. Current employees will begin accruing leave on July 01, 2018. Hours accrue only for work performed in Rhode Island.

ACCRUAL AND USE

Employees earn one hour of paid sick leave for every 35 hours worked. Employees may accrue and use a maximum of 24 hours of paid sick time in a calendar year (2018). The maximum increases to 32 hours of paid sick time in 2019 and 40 hours in subsequent years.

UNUSED LEAVE

An employee's accrued, but unused, paid leave carries over from year to year. Employers do not have to pay employees for unused leave upon termination or resignation of employment. If an employee returns to work within 135 days, and have met the eligibility requirements, they are able to use earned sick time accrued before the break in service.

RIGHT TO BE FREE FROM RETALIATION

Employees who assert their rights pursuant to the applicable paid sick leave ordinance are protected from retaliation.

RIGHT TO FILE A COMPLAINT

An employee has the right to file a complaint with the applicable city agency or bring an action in municipal court, if an employer violates the ordinance.