**Notice to All Employees - Information Employers Must Post**

**RHODE ISLAND PARENTAL AND FAMILY MEDICAL LEAVE ACT**

Employers with 50 or more employees must grant an unpaid leave of absence upon the request of an eligible employee, for 13 consecutive weeks in any two calendar years, under certain conditions.

**Purpose of Leave - Under the Act, the leave must be for one or more of the following reasons:**
1. The birth of a child of an employee.
2. Placement of a child 16 years of age or less with an employee in connection with the adoption of such child by the employee.
3. Serious illness of the employee or the employee's spouse, parent, child, foster child, or grandparent.

**Requests for Leave - To be entitled to the leave, the employee must give at least 30 days notice of the intended date upon which the requested leave is to begin and end, unless prevented by medical emergency from doing so. Employers may be required to provide written certification from the employee's physician prior to the leave request, which certification shall specify the probable duration of the requested leave.**

**School Involvement Leave - An employer who has been employed for 12 consecutive months is entitled to 10 hours of leave during any 12-month period to attend school conferences or other school related activities for a child of whom the employee is the parent, foster parent, or guardian. A notice of 24 hours prior to the leave must be given to the employer by the leave of the employee. The leave is not required to be paid; however, an employee may substitute any accrued paid vacation leave or other appropriate paid leave.**

**Use of Sick Leave by Adoptive Parent - Any employee who allows sick time or sick leave of an employee to be used after the birth of a child shall allow the same time to be used for the placement of a child 16 years of age or less with an employee in connection with the adoption of the child by the employee.**

**Continuation of Health Benefits - Prior to the commencement of the leave, the employer must pay the employee a sum equal to the premium required to maintain the employee’s health benefit in force during the period of leave, which sum is required to be returned to the employee within 10 days following return to work.**

**Return from Leave - Employees who are granted leave under the Act are entitled to be restored to the position held when the leave commenced, or to a position with equivalent seniority, status, salary, and benefits, and terms and conditions of employment of the employee in the positions held prior to leave.**

**Prohibited Acts - It is unlawful for an employer to interfere with, restrain or deny employees the rights provided under the Act. Any discrimination or disciplinary action taken against an employee for exercising these rights under the Act, or for opposing any practice made unlawful by the Act, is also prohibited.**

**ENFORCEMENT - Alleged violations of the Act may be complained of (1) in a civil action brought by an employee; or (2) by a complaint filed with the DLT Director. Civil penalties are provided for violations of the Act.**

**Notice to All Employees - Information Employers Must Post (Rev. 1/2018)**

**TEMPORARY DISABILITY INSURANCE BENEFITS - Eligible for TDI Benefits - If you have become ill or injured and meet all of the requirements, you may be entitled to temporary disability insurance benefits.**

1. You are unemployed due to illness, surgery, or injury for a minimum of seven consecutive days or more, and are physically fit to work.
2. You are under the care of an approved Qualified Health Care Provider.
3. Your injuries or illness are serious enough to prevent you from working.
4. You are not a U.S. citizen, alien, or lawful permanent resident who is eligible for benefits.
5. You are not already receiving Social Security benefits.

**Eligible for Temporary Caregiver Insurance Benefits - If you are caring for a seriously ill child (child, spouse, parent, parent-in-law, grandparent, domestic partner or someone you are raising a child with a newborn child, adopted child or foster child that is not older than 18 months) and need to be away from your child for one or more of the following reasons:**

1. The child is too young to attend school.
2. The child needs medical care.
3. The child needs care due to a physical or mental condition.
4. The child is ill or injured.
5. You are caring for a seriously ill child (child, spouse, parent, parent-in-law, grandparent, domestic partner or someone you are raising a child with a newborn child, adopted child or foster child that is not older than 18 months) and need to be away from your child for one or more of the following reasons:

- You are not a U.S. citizen, alien, or lawful permanent resident who is eligible for benefits.
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**You Are Provided Under Provisions of the RI EMPLOYMENT SECURITY ACT and the TEMPORARY DISABILITY INSURANCE ACT**

**UNEMPLOYMENT INSURANCE BENEFITS**

If you become totally unemployed and meet all of the eligibility requirements, you may be eligible for unemployment insurance benefits. The law contains exemptions from minimum wage and/or overtime requirements for certain occupations or establishments.

- You are employed for at least 1½ times the regular rate of pay for at least 30 weeks before being separated from work, and the law does not contain exemptions for your occupation.
- You were not disqualified for all or part of any previous unemployment period.
- You have been separated from work for a reason other than misconduct.
- You must be available for work and must be able to accept work.
- You have worked in the past 12 years.
- You are not self-employed.
- You are not a U.S. citizen or a lawful permanent resident who is eligible for benefits.
- You are not receiving Social Security benefits.

**Youths 14 and 15 may work, with a special permit issued by the appropriate local agency.**

**You can help prevent workplace violence and protect your safety by understanding what the law requires.**

**Prohibited Acts**

1. You shall not employ, or knowingly allow to work, any person under the age of 14 years in any establishment.
2. You shall not employ or allow to work, any person under the age of 15 years in any establishment.
3. You shall not employ or allow to work, any person under the age of 16 years in any establishment.
4. You shall not work more than 8 hours in any one day or 80 hours in any one week.
5. You shall not employ any person on Sundays and holidays.
6. You shall not employ any person under the age of 16 years in any establishment.

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