Do I Qualify for Paid "Sick and Safe Leave"?

There's a new law on the books. It ensures that most employees who work in Rhode Island have a legal right to earn sick and safe leave so they can take time from work to care for themselves, their family and their household. For many workers, that time is paid. Do you qualify for **RI's Healthy and Safe Families and Workplaces Act**? If you work in RI, you could be eligible even if your employer is out of state.

Answer the questions below to see how this act could affect you.

Learn more from RI's Labor Standards Unit (<u>www.dlt.ri.gov/ls/HSFWact.htm</u>) including how to calculate earned leave, determine if there is a waiting period and other frequently asked questions. Call (401) 462-8550.

START HERE

In the past 12 months, did you perform more work in Rhode Island than in any other state?

NO MAYBE

This law does not apply to you. Your employer could be subject to sick and safe laws in other states.

YES

Are you employed?

- By a local municipality, the state of Rhode Island, the federal government or other public entity?
- As a per diem nurse who:
 - works at a health care facility;
 - is under no obligation to work a regular schedule; AND
 - receives higher pay than others who work a regular schedule while performing the same job.

NO

Does your employer:

Already provide a paid time off policy that makes at least 24 hours available to you during 2018? (And at least 32 hours available in 2019? And at least 40 hours every year thereafter)?

NO

YES

Your employer already offers the equivalent of earned sick and safe leave. Your present plan is as good as this act.

YOU EARN FAVE YO

You can now earn sick and safe leave through RI's Healthy and Safe

Families and Workplaces Act.

FINAL QUESTION: PAID OR UNPAID?

Does your employer have 18 employees?*

YES

You are exempt and this act does not apply to you. YES

NO

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Sick and safe leave is paid if your employer has 18 or more employees on payroll.



If your employer has 17 or fewer employees, *payment is not required*. However, you will earn unpaid leave.

RI Department of Labor and Training Workforce Regulation and Safety Division Labor Standards

EXEMPT

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