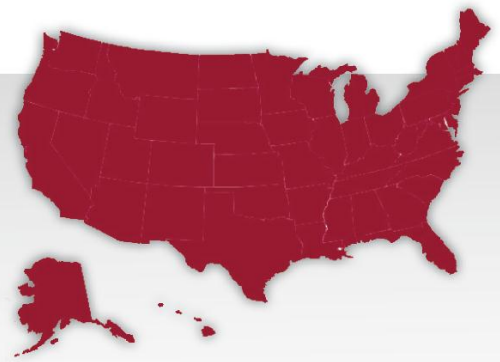


Family Friendly America

Rhode Island



Rhode Island workers need public policies that allow them to better manage the dual demands of work and family. Family friendly workplace laws help workers maintain their economic security when they give birth, adopt, raise children or grandchildren, deal with illness, and care for parents, grandparents, spouses or partners.

Working Families by the Numbers

- **278,635 Rhode Island women** work, making up **49 percent** of the state workforce.¹
- **10,222 Rhode Islanders** gave birth between 2008 and 2009.²
- **157,993 Rhode Island children (72 percent)** live in families where all parents work.³
- **18,834 Rhode Island grandparents** live with grandchildren who are under 18.⁴
- **117,000 Rhode Islanders** serve as family caregivers.⁵

Existing Family Friendly Workplace Laws

Paid Medical Leave

- Rhode Island's Temporary Disability Insurance (TDI) program provides partial wage replacement to eligible workers who are temporarily disabled or suffering from a serious medical condition and unable to work, including to women with pregnancy- or childbirth-related disabilities.⁶ The TDI program is funded through workers' payroll contributions.⁷ Workers are eligible for up to 30 weeks of TDI or payments up to a maximum payment cap. Rhode Island's TDI program does not currently cover all state workers, but state workers may choose to become subject to the program through the collective bargaining process.⁸

Expanded Unpaid Family and Medical Leave

- Rhode Island's workers have access to a slightly longer period of job-protected family and medical leave under state law than under the federal Family and Medical Leave Act (FMLA). Under Rhode Island law, all workers with one year of tenure who work an average of 30 hours or more per week are eligible for up to thirteen weeks of leave in a two-year period. As applied to state workers, the definition of "family member" includes domestic partners, a definition which is broader than under the federal FMLA.

Place to Pump

- Employers of any size must provide all female workers a place other than a bathroom to express breast milk at work, for as long as the employee's child is an infant. The law does not specify whether employers are also required to provide reasonable break time for this purpose.⁹

Small Necessities Leave

- Workers with one year of job tenure in businesses with 50 or more employees are entitled to ten hours of leave annually in order to participate in their child's school-related activities.¹⁰

Family Friendly Workplace Legislation Introduced in 2011

Rhode Island has no pending legislation that would expand on the workplace leave or breastfeeding protections provided by federal law.

For more information about family friendly workplace laws or to get involved in a state campaign, please contact the National Partnership for Women & Families at info@nationalpartnership.org.

¹ U.S. Census Bureau. (2009). *Selected Social Characteristics in the United States: 2009: RI*. Retrieved 18 March 2011, from http://factfinder.census.gov/servlet/ADPTable?_bm=y&-context=adp&-qr_name=ACS_2009_1YR_G00_DP2&-ds_name=ACS_2009_1YR_G00_&-tree_id=309&-redoLog=true&-_caller=geoselect&-geo_id=04000US44&-format=&-_lang=en

² U.S. Census Bureau (2009). *Selected Economic Characteristics in the United States: 2009: RI*. Retrieved 18 March 2011, from http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=04000US44&-qr_name=ACS_2009_1YR_G00_DP3&-context=adp&-ds_name=&-tree_id=309&-_lang=en&-redoLog=false&-format=

³ See note 1.

⁴ See note 2.

⁵ AARP Public Policy Institute. (2007). Valuing the Invaluable: A New Look at State Estimates of the Economic Value of Family Caregiving (Data Update). *Data Digest 158R*, 3. Retrieved 21 March 2011, from <http://www.caregiving.org/data/AARPDDataUpdate-StateEstimatesofEconomicValue.pdf>

⁶ Temporary Disability Insurance Act, R.I. GEN. LAWS § 28-41 et seq.

⁷ R.I. Gen. Laws §§ 28-40-1, 28-40-3.

⁸ R.I. Gen. Laws § 28-39-3.

⁹ R.I. Gen. Laws § 23-13.2-1.

¹⁰ R.I. Gen. Laws §§ 28-48 et. seq.



The National Partnership for Women & Families is a non-profit, non-partisan advocacy group dedicated to promoting fairness in the workplace, access to quality health care and policies that help women and men meet the dual demands of work and family. More information is available at www.nationalpartnership.org.