



## Rhode Island Temporary Caregiver Insurance

Effective January 5, 2014, Rhode Island workers can begin to apply for Temporary Caregiver Insurance (TCI) which provides up to four weeks per year of job-protected leave to care for a seriously ill child, spouse, domestic partner, parent, parent-in-law or grandparent or to bond with a newborn child, adopted child or foster parent. Bonding claims may be requested only during the first 12 months of parenting.

The TCI program is an extension of the state's Temporary Disability Insurance (TDI) Program. Claimants must have worked in RI and paid into the TDI fund. Employees must provide the employer with a 30 days written notice unless "unforeseeable circumstances" prevail. TCI can run concurrently with FMLA and RI State Family Leave Laws.

Rhode Island joins California and New Jersey as one of three states to offer paid family leave benefits to its workers. Unique to the Rhode Island program is the extension of job protection in addition to wage replacement.

The Rhode Island Department of Labor and Training Employment Poster includes the updated posting requirements as well as the new state minimum wage requirements. The poster may be found [here](#).

### Key Next Steps

- Rhode Island employers should train Human Resource personnel on the requirements of the new Temporary Caregiver Insurance law.
- Rhode Island employers should review their current leave policies and develop procedures for accepting the required written notice of intent to take Temporary Caregiver leave and have a policy in place for handling notices received less than 30 days before an employee's anticipated leave of absence is to begin, and for determining whether or not leaves under the new law will run concurrently with leave under the FMLA and/or RIPFMLA.
- Employers that operate in the State of Rhode Island can order the most recent version of our Rhode Island State All-in-One poster by contacting [HR@HRKnowledge.com](mailto:HR@HRKnowledge.com):
  - 1-4 posters, \$49.95 each
  - 5 or more posters, \$39.95 each

If you are a current full service client of HR Knowledge we will provide these updated posters at no charge to you, other than shipping. All other clients of HR Knowledge will be provided these updated posters at the above discounted rates, plus shipping costs.

*This content is provided with the understanding that HR Knowledge is not rendering legal advice. While every effort is made to provide current information, the law changes regularly and laws may vary depending on the state or municipality. The material is made available for informational purposes only and is not a substitute for legal advice or your professional judgment. You should review applicable laws in your jurisdiction and consult experienced counsel for legal advice. If you have any questions regarding this advisory, please contact HR Knowledge at 508.339.1300 or email us at [HR@hrknowledge.com](mailto:HR@hrknowledge.com).*