



Paid family leave laws are changing across the U.S. as more states recognize the importance of employee time off for caring and healing.

Stay up to date with the latest in paid leave legislation with **Leave and Absence Management Solutions from Unum.**

Who is covered?

Employer coverage

- All private sector and some public sector employers are covered

Employee eligibility

Employee must:

- Have been paid wages in Rhode Island and have paid into the Temporary Disability Insurance (TDI)/TCI fund
AND
- Have been paid at least \$12,600 in the base period, OR
- Earned at least \$2,100 in one quarter, with total taxable wages at least 1.5 times the highest quarter of earnings, and base-period taxable wages equal to at least \$4,200

The base period is defined as the first 4 of the last 5 completed calendar quarters before the start of the claim

Reasons for leave

- To care for a seriously ill family member (child of any age, spouse, registered domestic partner, parent, parent-in-law, grandparent)
- To bond with a new child due to birth, adoption or foster-care placement within the first year of the child's birth or placement

Benefit amount

Maximum annual leave duration

- 4 weeks in any 12-month period
- Combined RI TCI and TDI leave cannot exceed 30 weeks

Pay during leave

- Weekly benefit equal to 4.62% of the wages an employee earned in the highest quarter of the base period
- Maximum weekly benefit = \$852

Other protection and provisions

- TCI provides job protection and requires that employers maintain employees' health benefits while they are on leave
- Leave must last 7 or more consecutive days to be eligible for benefits



With Unum Leave and Absence Management Solutions, you can be sure your organization stays in compliance with ever-changing laws, helping you avoid costly fines and legal fees while ensuring your employees get the time off they're entitled to.

To learn more, visit unum.com/fmla or contact your Unum Sales Representative.

