

2026 -- H 8578

=====
LC006483
=====

STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2026

—————
A N A C T

RELATING TO HUMAN SERVICES -- FAMILY CAREGIVERS SUPPORT ACT OF 2013

Introduced By: Representatives O'Brien, Dawson, Caldwell, McEntee, Corvese, Slater,
Diaz, Bennett, Kennedy, and Azzinaro

Date Introduced: May 22, 2026

Referred To: House Labor

It is enacted by the General Assembly as follows:

1 SECTION 1. Chapter 40-8.11 of the General Laws entitled "Family Caregivers Support
2 Act of 2013" is hereby amended by adding thereto the following section:

3 **40-8.11-4. Family caregiver workplace protection.**

4 (a) It shall be unlawful and a violation of fair employment practices pursuant to the
5 provisions of chapter 5 of title 28 for an employer:

6 (1) To fail or refuse to hire an applicant as an employee of such employer solely because
7 of the family caregiver responsibilities of the applicant;

8 (2) To take adverse action against an employee of such employer or otherwise discriminate
9 against an employee, with respect to compensation, terms, conditions or privileges of employment
10 because of the family caregiver responsibilities of the employee; or

11 (3) To deny a request by the family caregiver for flexible scheduling, remote work or
12 adjusted hours to accommodate family caregiving therapy, medical appointments or other
13 caregiving needs unless the said request causes undue hardship for the employer including, but not
14 limited to, significant difficulty or expense to the employer's operation or business.

15 (b) It shall be an affirmative defense to an alleged violation of subsection (a) of this section
16 for a small employer of less than twenty-five (25) employees, if:

17 (1) Compliance would cause undue hardship to the employer and the employer has made
18 a good faith effort to comply with the provisions of subsection (a) of this section that could be
19 implemented without causing undue hardship; or

1 (2) The employer has adopted a reasonable phased plan for compliance and the alleged
2 violation and conduct concerns a portion of the plan which had not been implemented at the time
3 of the alleged violation.

4 (c) The commission for human rights shall promulgate rules and regulations to implement
5 and enforce the provisions of this section pursuant to § 28-5-13.

6 (d) The commission for human rights, pursuant to the provisions of chapter 5 of title 28,
7 shall conduct investigations and hearings of alleged violations and upon a finding of a violation
8 may order remedies to include reinstatement, back pay, compensation for lost benefits and
9 attorneys' fees.

10 SECTION 2. This act shall take effect upon passage.

=====
LC006483
=====

EXPLANATION
BY THE LEGISLATIVE COUNCIL
OF
A N A C T
RELATING TO HUMAN SERVICES -- FAMILY CAREGIVERS SUPPORT ACT OF 2013

1 This act would provide workplace protection for family caregivers. The act would also
2 provide for enforcement and remedies through the human rights commission.

3 This act would take effect upon passage.

=====
LC006483
=====