

**2016 -- S 2549 SUBSTITUTE A**

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LC003327/SUB A  
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**STATE OF RHODE ISLAND**

**IN GENERAL ASSEMBLY**

**JANUARY SESSION, A.D. 2016**

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A N A C T

RELATING TO LABOR AND LABOR RELATIONS -- PARENTAL AND FAMILY  
MEDICAL LEAVE ACT

Introduced By: Senators Goldin, Miller, Metts, Goodwin, and Ruggerio

Date Introduced: February 25, 2016

Referred To: Senate Labor

It is enacted by the General Assembly as follows:

1           SECTION 1. Section 28-48-1 of the General Laws in Chapter 28-48 entitled "Rhode  
2   Island Parental and Family Medical Leave Act" is hereby amended to read as follows:

3           **28-48-1. Definitions.** -- As used in this chapter, the following words and terms have the  
4   following meanings:

5           (1) "Director" means the director of the department of labor and training.

6           (2) "Employee" means any full-time employee who works an average of thirty (30) or  
7   more hours per week.

8           (3) "Employer" means and includes:

9           (i) any person, sole proprietorship, partnership, corporation, or other business entity that  
10   employs fifty (50) or more employees,

11          (ii) the state of Rhode Island, including the executive, legislative, and judicial branches,  
12   and any state department or agency that employs any employees,

13          (iii) any city or town or municipal agency that employs thirty (30) or more employees,  
14   and

15          (iv) any person who acts directly or indirectly in the interest of any employer.

16          (4) "Family leave" means leave by reason of the serious illness of a family member.

17          (5) "Family member" means a parent, spouse, child, mother-in-law, father-in-law, or the  
18   employee himself or herself, and with respect to employees of the state as defined in subsection

1 (3)(ii), shall include domestic partners as defined in § 36-12-1(3).

2 (6) "Parental leave" means leave by reason of the birth of a child of an employee or the  
3 placement of a child sixteen (16) years of age or less with an employee ~~in connection with~~ for the  
4 adoption, kinship care or foster care of the child by the employee.

5 (7) "Serious illness" means a disabling physical or mental illness, injury, impairment, or  
6 condition that involves inpatient care in a hospital, a nursing home, or a hospice, or outpatient  
7 care requiring continuing treatment or supervision by a health care provider.

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

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EXPLANATION  
BY THE LEGISLATIVE COUNCIL  
OF

A N A C T

RELATING TO LABOR AND LABOR RELATIONS -- PARENTAL AND FAMILY  
MEDICAL LEAVE ACT

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- 1           This act would add foster care to the definition of parental care for purpose of the
- 2 "Parental and Family Medical Leave Act".
- 3           This act would take effect upon passage.

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