

2019 -- H 5271

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STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2019

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A N A C T

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

Introduced By: Representatives McEntee, Craven, Caldwell, McKiernan, and Millea

Date Introduced: February 01, 2019

Referred To: House Labor

It is enacted by the General Assembly as follows:

1 SECTION 1. Section 28-48-2 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 **28-48-2. Parental leave and family leave requirement.**

4 (a) Every employee who has been employed by the same employer for twelve (12)
5 consecutive months shall be entitled, upon advance notice to his or her employer, to thirteen (13)
6 consecutive work weeks of parental leave or family leave in any two (2) calendar years. The
7 employee shall give at least thirty (30) days notice of the intended date upon which parental leave
8 or family leave shall commence and terminate, unless prevented by medical emergency from
9 giving the notice. The director shall promulgate regulations governing the form and content of the
10 employee's notice to the employer.

11 (b) Parental leave or family leave granted pursuant to this chapter may consist of unpaid
12 leave; provided, however, that notwithstanding any provision of the general or public laws or
13 administrative regulation to the contrary, an employee may substitute any accrued paid vacation,
14 sick or other appropriate paid leave for any part of said parental leave or family leave. If an
15 employer provides paid parental leave or family leave for fewer than thirteen (13) weeks, the
16 additional weeks of leave added to attain the total of thirteen (13) weeks required by subsection
17 (a) of this section may be unpaid.

18 (c) The employer may request that the employee provide the employer with written

1 certification from a physician caring for the person who is the reason for the employee's leave,
2 which certification shall specify the probable duration of the employee's leave.

3 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 -- RHODE ISLAND PARENTAL AND
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- 1 This act would allow an employee granted unpaid family or parental leave to substitute
- 2 any accrued vacation, sick or other appropriate paid leave for any part of the unpaid leave.
- 3 This act would take effect upon passage.

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