Rhode Island Sick and Safe Leave

The Health and Safe Families and Workplace Act also known as Sick and Safe Leave (SSL) goes into effect for Rhode Island employees effective 7/1/2018. While Brown University's Sick Time Off policy in many ways meets or exceeds the requirements, there are some important differences. SSL provides for an expanded definition of family member to include members of household, siblings, in-laws, domestic partners and grandparents. Also, in addition to illness or injury, time off can be taken under the Act for being a victim of stalking, abuse or sexual assault. Employees may take up to 3 days (or equivalent hours) of SSL in 2018, 4 days in 2019 and 5 days in 2020 and thereafter. The time off may be prorated for part-time employees. Union employees should consult their collective bargaining agreement for information regarding their sick time usage.

Employees requesting Time Off under SSL, should enter the Time Off Type "Sick and Safe Leave". Once your yearly allotment of SSL has been used, all future Sick Time Off and Family Sick Time Off needs to comply with Brown's Sick Time Off Policy until January 1st of the follow year.