The Healthy and Safe Families and Workplaces Act

The Healthy and Safe Families and Workplaces Act, also known as Sick and Safe Leave, gives Rhode Island employees the right to take time off from work to care for themselves when they are too sick to work, are injured or have a routine medical appointment. They may also use earned leave to deal with the impact of domestic violence, sexual assault or stalking. In addition, they may use earned leave to assist their child, spouse, domestic partner or other member of their household for the same purposes.

Most part-time, full-time, seasonal, or other employees who work in Rhode Island are eligible for Sick and Safe Leave. Because Brown’s current Sick Policy meets or exceeds the Act’s requirement, most employees will not see an increase in their sick time accrual. However, there are some instances when Brown’s Sick Policy may not cover an absence that Sick and Safe Leave does cover. In these instances, full-time employees may designate up to 24 hours in 2018, 32 hours in 2019, and 40 hours per year thereafter as Sick and Safe Leave. Brown is in the process of implementing this leave for all eligible employees, and additional communications will be provided once the implementation process is finalized.