Sick and Safe Leave for faculty, staff and student workers

The Healthy and Safe Families and Workplaces Act, also known as Sick and Safe Leave, is a new Rhode Island law that impacts how Brown's employees take and designate their sick time.

The law, which took effect on July 1, requires employers to provide employees with a minimum number of days to take time away from work for an injury or illness or to care for a close family member with an injury or illness. Employees may also use Sick and Safe Leave should they or someone they care for experience domestic violence, sexual assault or stalking.

Everyone who is employed by Brown is eligible for Sick and Safe Leave, including all faculty, staff and student workers. For many employees, the time allotted under Brown's existing Sick Time policy meets or exceeds Sick and Safe Leave requirements. However, there are some differences between Sick and Safe Leave and time taken under Brown's Sick Time policy. The new law expands the definition of "family member" as it pertains to employees taking time away from work to care for someone else; it also outlines additional circumstances under which an employee can take time away from work.

Additionally, there are some Brown employees who are not eligible for sick time under Brown's policy who are eligible for time away under Sick and Safe Leave. These include regular and fixed-term employees who work less than 50 percent time, as well as undergraduate and graduate student workers, and seasonal and intermittent employees.

For more information on the impact of Sick and Safe Leave, faculty and staff can visit the FAQs page.

Student workers can learn more about the impact of Sick and Safe Leave on the student FAQs page.