

Rhode Island Expands Temporary Caregiver Insurance Benefits

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Rhode Island Governor Daniel McKee signed a bill extending the length of Temporary Caregiver Insurance (“TCI”) benefits and increasing the minimum dependent allowance beginning January 1, 2025.

■ Background

Currently, Rhode Island employees are eligible to receive up to six (6) weeks of wage replacement benefits to care for a seriously ill child, spouse, domestic partner, parent, parent-in-law, or grandparent, or to bond with a newborn child, adopted child or foster child.

■ What is Changing?

Beginning January 1, 2025, employees are eligible to receive seven (7) weeks of caregiver benefits.

Beginning January 1, 2026, employees are eligible to receive eight (8) weeks of caregiver benefits.

The bill also increased the minimum dependent allowance from \$10.00 per week to \$20.00 per week beginning January 1, 2025. Employees with dependents are entitled to the greater of the minimum dependent allowance or 7% of their weekly benefit amount for each dependent.

■ Employer Action

Employers should ensure that their leave policies, procedures and systems are updated for compliance with the TCI amendments beginning January 1, 2025.