**Law Effective July 1, 2018**

(https://www.hr.360.com)

Rhode Island has passed a **paid sick leave law**, effective July 1, 2018. Highlights of the law are presented below.

**Accrual**  
Employees (of employers with **18 or more employees** in Rhode Island) generally will accrue at least **one hour of paid sick and safe leave time** ("paid sick leave") for every **35 hours** worked, up to a maximum of **24 hours** during calendar year **2018**; **32 hours** during calendar year **2019**; and **40 hours** per year beginning in **2020** (unless the employer chooses to provide a higher annual limit in both accrual and use).

Paid sick leave begins to accrue at the commencement of employment or July 1, 2018, **whichever is later**. An employer may provide all paid sick leave that an employee is expected to accrue in a year **at the beginning of the year**.

**Carryover and Payment**  
Paid sick leave is generally **carried over** to the following calendar year. However, an employee's use of paid sick leave in each calendar year may not exceed **24 hours** during calendar year **2018**; **32 hours** during calendar year **2019**; and **40 hours** per year beginning in **2020**.

Alternatively, an employer **may pay** an employee for unused earned paid sick leave **at the end of a year** and provide the employee with an amount of paid sick leave that meets or exceeds the law's requirements that is available for immediate use **at the beginning of the subsequent year**.

However, the law does not require financial or other reimbursement upon the employee's **termination, resignation, retirement, or other separation from employment** for accrued paid sick leave that has not been used.

**Use**  
Paid sick leave must be provided to care for (among other things) an **employee's or family member's mental or physical illness, injury, or health condition**; or time off needed when the employee or the employee's family member is a victim of **domestic violence, sexual assault, or stalking**.

**Employers with Leave Policies**  
Any employer with a paid leave time off policy or paid sick and safe leave policy who makes available at least **24 hours** during calendar year **2018**; **32 hours** during calendar year **2019**; and **40 hours** beginning in **2020**—or any employer who offers **unlimited paid time off or paid sick and safe time**—is **exempt** from [certain provisions](http://webserver.rilin.state.ri.us/BillText/BillText17/SenateText17/S0290B.pdf#page=4) (§ 28-57-5(a), (b), (c) and (e)) of the law.

Additionally, employers that provide [certain amounts](http://webserver.rilin.state.ri.us/BillText/BillText17/SenateText17/S0290B.pdf#page=3) of leave per year (§ 28-57-4(b)) do not need to **track accrual, allow any carry-over, or payout**.

Additional information (e.g., notice requirements, certification, and rules for smaller employers) is available in the [text of the law](http://webserver.rilin.state.ri.us/BillText/BillText17/SenateText17/S0290B.pdf).

To review other laws specific to Rhode Island, visit the [State Laws](https://www.hr360.com/state-laws/) section, click on Rhode Island, and choose your topic of interest from the left-hand navigation menu.