



HEALTH FUND

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EMPLOYER TRUSTEES

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Dear Employers,

We are writing to inform you of a new benefit payable to members of the Rhode Island Laborers' Health Fund (the Plan). The Plan will pay members for time off from work due to illness and for certain additional specified reasons, as explained below. Members will begin to accrue leave beginning January 1, 2024.

Your contributions to the Plan will satisfy, pursuant to section 28-57-141.1 of the Rhode Island General Laws, the requirement that most Rhode Island employers offer paid sick and safe leave to their employees.

Plan members will be permitted to use leave for the following reasons:

- Time off for the member's own mental/physical illness, injury, or condition;
- Time off to attend medical appointments for the member or the member's family member;
- Time off to care for a family member with a mental/physical illness, injury, or condition;
- Time during which the member's workplace is closed due to a public health emergency;
- Time during which the member's child's school or daycare is closed due to a public health emergency;
- Time off to care for a family member who is under quarantine; and/or
- Absence due to reasons related to domestic violence, sexual assault, or stalking experienced by the member or a family member.

Members may use leave in increments as small as (but no less than) 4 hours at one time.

Amount of Leave Payment

Leave will be paid at the base wage rate under the collective bargaining agreement. If you pay employees at a rate higher than the base wage rate, you (as the employer) will be responsible for paying the difference.

Application for Leave Payment

Members will be eligible for paid leave only if they were unable to work due to one of the reasons specified above.

Members will be required to notify the employer and the Fund Office if they are unable to work for one of these reasons. If the reason for leave is foreseeable (such as a doctor's appointment), the member should notify you and the Fund Office in advance.

Information related to a member's use of leave should be kept confidential.

The Fund Office may contact you to verify that the member was scheduled to work on the day of claimed leave and did not.

Leave Accrual

Members will accrue one hour of leave for every 35 hours worked. At the end of the calendar year, unused leave may be rolled over to the next year. Members may not accrue more than 40 hours in a calendar year (including rollover). The Fund Office will track leave accrual.

New Members

New Plan members will begin to accrue paid leave on their first day of covered employment. However, new members may not use accrued paid leave until 90 days after their first day of covered employment.

Documentation of Need for Leave

Generally, the Fund will not require proof of the member's need for leave. However, if a member requests leave for more than three consecutive work days, or if the Fund Office determines that the member has shown a clear pattern of taking leave on days just before or after a weekend, vacation, or holiday, the Fund Office may, in its discretion, require that the member provide proof, before leave is paid.

Members Working Outside Rhode Island

This benefit is available only for members working within Rhode Island. Work outside Rhode Island may be governed by the laws of other jurisdictions. Employers should consult counsel regarding any leave mandates.

Very truly yours,

RI Laborers Health Fund