



**Testimony in Support of H5720
House Labor Committee
March 1, 2021**

The Economic Progress Institute supports H 5720 which would require employers with 50 or more employees to provide 26 weeks of job protected leave over any 24 month period when they have a baby, when they are seriously ill, or to care for a seriously ill family member.

Currently, under the Parental and Family Medical Leave law, Rhode Island law provides for 13 weeks in any 24 month period. Federal Family and Medical leave requires 12 weeks in any 12 month period.

While Rhode Island appears to a leader in that we provide 13 weeks of job protected leave, instead of 12, since the time period by which an employee can use that leave is over 2 years instead of one, the protection our state law provides is reduced significantly if the employee were to need to use more than 13 weeks in any two-year period.

COVID-19 has taught us that life is uncertain and that almost everyone needs to time to care for themselves or their loved ones. It is time for us to catch up to the federal standard and Rep Giraldo's a good way to do that.