



WRITTEN TESTIMONY

Bill No.: HB-6066
An Act Relating to Labor Relations – Temporary Disability Insurance – General Provisions

Primary Sponsors: Representatives Giraldo, Potter, Voas, Stewart, Alzate, and Morales

Committee: House Committee on Labor

Date: April 9, 2025

The Rhode Island Women's Bar Association ("RIWBA") supports this bill. RIWBA is a non-profit organization that promotes the advancement of the status of women in the State of Rhode Island and in the legal profession.

This bill expands TCI wage reimbursement from 60% to 86% weekly wages beginning January 2026; expands eligibility for workers to take caregiver leave for siblings, grandchildren, care recipients; creates an opt-in option for sole proprietors and self-employed workers; and increases the contribution limit to the federal Social Security Limit.

This bill's expansion of the current TCI program is necessary for the survival of many working women across this State, especially underrepresented groups. Women typically take on the burdens of working while taking care of children, aging parents, and extended family and friends. This bill extends the program that promotes equality for all workers across the State. Most importantly, this bill would create equity in access for minimum wage workers and most minimum wage workers who currently cannot afford to utilize TCI due to the 40% pay cut they would be forced to take on while on TCI. It creates accessibility and equity for LGTBQ+ persons, immigrants, people who aged out of state foster care/those who have no immediate family or relatives, and veterans. It will also create equity for birthing parents and babies, along with reducing racial disparities in infant mortality rates and improving infant health development and post-partum outcomes.

It is not a burden for businesses, especially small businesses, as the opponents argue. In actuality, the extension of TCI will assist small businesses in recruiting and retaining high quality employees who might otherwise choose employment with larger corporations offering similar benefits. This could significantly reduce employee turnover and boost the State's economy, as evidenced by other states already offering expanding paid leave.

As this bill would help Rhode Island to continue to offer competitive caregiver leave benefits and address disparity in the existing law, the Rhode Island Women's Bar Association urges the members of the Labor Committee to vote in support of this bill.

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