



**RHODE ISLAND WORKING FAMILIES PARTY**

Representative Anastasia Williams, Chair  
House Committee on Labor

Wednesday, March 17, 2021

**Support for H-5852, H5853, and H-5854**

Chairwoman Williams and Members of the Committee,

Rhode Island Working Families Party writes in strong support of H-5852, H5853, and H-5854, Representative Tanzi's bills related to workers and workplace safety, especially regarding harassment.

H-5852 ensures that individual employees or employers committing any unlawful employment practice may be held personally liable for that conduct. If passed, H-5852 would create a path for many who have suffered sexual harassment or other labor violations to find justice.

H-5853 ensures that employers *cannot* require people to waive future rights to seek justice or discuss illegal activity they experienced in the workplace. No one should have to choose between accepting a position, and signing away their freedom to find redress for harassment and other illegal activities that may be undertaken by employers.

H-5854 expands fair employment practices to cover gig workers, volunteers, and interns. These categories of workers experience workplace harassment akin to any other workers, and we need to make sure they do not suffer discrimination or sexual harassment, especially considering that more and more workers are moving into the gig economy.

Respectfully submitted,

M. Zachary Mezera  
Rhode Island Organizing Director  
Working Families Party