



**Champion Advocacy  
Associates**

March 5, 2025

The Honorable Arthur Corvese  
House Committee on Labor  
State House  
Providence, RI 02903

Dear Chairman Corvese and Committee Members,

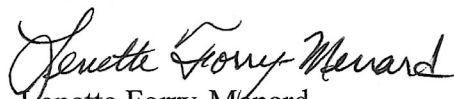
The Northern RI Chamber of Commerce (NRICC) represents businesses in the communities of Burrillville, Central Falls, Cumberland, Foster, Glocester, Johnston, Lincoln, North Providence, North Smithfield, Pawtucket, Scituate, Smithfield and Woonsocket. The Chamber is writing to share its concerns with H.5679, An Act Relating to Labor and Labor Relations – Payment of Wages

H.5679 changes an employer's responsibilities as it relates to providing employees with statements of earnings. Today, employers must include the hours worked, deductions from gross earnings and an explanation of those deductions. The legislation adds items such as the last four digits of the social security number, deduction explanations in a way that is "understandable" to the employee, the employer's address and name, and output information if pay is based on quantity. The use of the term "understandable" could be interpreted to require the information to be provided in the employee's preferred language. The provision would add two challenges for employers – adding new information to each pay stub that could change from pay period to pay period – and multiple language requirements.

H.5679 also requires every employer to provide a type of "mini employee handbook" to its employees in English. While most large businesses do provide an employee handbook, many small employers do not. This adds an extra burden to the small mom and pop businesses.

We ask the committee to take no action on H.5679.

Respectfully submitted,

  
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