



March 5, 2025

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

Re: H.5939, An Act Relating to Labor and Labor Relations – Payment of Wages – Frequency of Payment

Dear Chairman Corvese,

The undersigned members of the Rhode Island Business Coalition strongly oppose the passage of H.5939, An Act Relating to Labor and Labor Relations – Payment of Wages – Frequency of Payment.

Rhode Island currently has one of the most stringent “frequency of pay” laws in the United States. In 2013, the business community fought hard to pass biweekly pay for all employees. The General Assembly instead chose to allow the Department of Labor and Training to authorize biweekly pay for businesses with an average payroll equal to 200% of the state’s minimum wage, a surety bond equal to the highest two weeks payroll exposure, and no history of labor violations. H.5939 goes backward, placing further burdens on these select businesses by eliminating the exemption; and then creating a new exemption for state and local governments and nonprofit entities with fewer than twenty-five employees.

As stated earlier in this letter, Rhode Island has one of the strictest “frequency of payment” laws in the country. California and Michigan require weekly pay for agricultural workers only; New York requires weekly pay for manual workers (although large employers may apply for an exemption); Vermont requires weekly pay until an employer provides written notice of the policy change. Biweekly pay is permitted in other states in the country. It is time for Rhode Island to join that group by adopting a law providing every employer the option to pay biweekly once ample notice is given to employees.

The Rhode Island Business Coalition represents 50 industries and 6,280 businesses that employ 231,200 people throughout Rhode Island.

Thank you for your consideration of the Coalition's concerns.

Sincerely,

Associated Builders and Contractors – Rhode Island Chapter
East Greenwich Chamber of Commerce
Hospital Association of Rhode Island
National Federation of Independent Business
Rhode Island Business Group on Health
Rhode Island Hospitality Association
Rhode Island Lumber and Building Materials Dealers Association
Rhode Island Manufacturers Association
Rhode Island Marine Trade Association
Rhode Island Staffing Association
Small Business Economic Summit Regulations Subcommittee
Small Business Summit Tax and Budget Committee

cc. House Labor Committee members