



February 5, 2026

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

Re: H.7362, An Act Relating to Labor and Labor Relations – Healthy and Safe Families and Workplaces Act - Workweek

Dear Chairman Corvese,

The undersigned members of the Rhode Island Business Coalition strongly oppose the passage of House Bill 7362, An Act Relating to Labor and Labor Relations – Healthy and Safe Families and Workplaces Act.

H.7362 tells certain Rhode Island businesses, “You must give your employees eight hours of paid vacation time every week or increase wages.” This paid vacation time comes in addition to eleven paid holidays, for a total of 63 paid vacation days each year. While this legislation would lower the workweek it obviously cannot control the actual work that needs to be completed and services provided to customers. With employers still facing workforce shortages and increasing insurance and utility costs, this legislation would place a significant burden on Rhode Island employers.

H.7362 provides an exemption for employers with less than five hundred employees. However, it is unclear how effective the exemption will be, as the legislation goes on to change the definition of “full time equivalent” employee in various state statutes. The bill is clear that any employer continuing to operate under a forty-hour work week, must pay overtime after thirty-two hours, thus greatly increasing labor costs and discouraging employment.

Lastly, we believe it is important to note that several national organizations rank states each year in their business competitiveness, and cost of doing business. Several of these measures ranked Rhode Island among the worst states in the country. For example, in 2025, CNBC’s America’s Top States for Business ranked Rhode Island 46<sup>th</sup> and the worst among the New England states, [Top States for Business in America 2025: The full rankings](#).

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

In this year's [WalletHub Best & Worst States to Start a Business in 2026](#), Rhode Island ranked as the worst state in the country. Among the measures used by WalletHub is Work Week in Hours, where Rhode Island ranked 47<sup>th</sup>.

Such fifty state comparisons are not the only analysis that is done by business, but it is a way of measuring our state. We ask for this Committee to consider these national rankings and for these reasons, the Coalition members urge this committee to reject the passage of H.7362.

Sincerely,

Associated Builders and Contractors – Rhode Island Chapter  
Association of Independent Colleges & Universities of Rhode Island  
East Greenwich Chamber of Commerce  
National Federation of Independent Business  
Northern Rhode Island Chamber of Commerce  
Propane Gas Association of New England  
Revity  
Rhode Island Bankers Association  
Rhode Island Beverage Association  
Rhode Island Builders Association  
Rhode Island Hospitality Association  
Rhode Island Marine Trades Association  
Small Business Economic Summit Regulations Subcommittee  
Small Business Summit Tax and Budget Committee

cc. House Labor Committee members