



March 18, 2026

The Honorable Arthur J. Corvese  
Chairman, House Labor Committee  
Rhode Island House of Representatives  
State House  
82 Smith Street  
Providence, RI 02903

HouseLabor@rilegislature.gov

Re: Oppose H 7490

Dear Chairman Corvese and Members of the Committee:

On behalf of the Greater Providence Chamber of Commerce, I write to express our opposition to H 7490, which would significantly expand overtime eligibility by raising the salary threshold for executive, administrative, and professional employees.

While we appreciate the intent to enhance worker protections, H 7490 would impose substantial new costs and operational challenges on Rhode Island employers—particularly small and mid-sized businesses that are already navigating a difficult economic environment. The bill phases in increasingly high salary thresholds tied to multiples of the minimum wage, ultimately requiring employers to either substantially raise salaries or convert salaried employees to hourly status with overtime eligibility.

This approach would have several unintended consequences. Employers may be forced to reduce workplace flexibility, limit hours, or restructure positions in ways that diminish professional growth opportunities. Many salaried employees value the autonomy and predictability that comes with exempt status, and this legislation risks undermining those arrangements. Additionally, the tiered structure based on employer size creates further complexity and administrative burden, particularly for growing businesses that may cross threshold levels.

Rhode Island already faces well-documented competitiveness challenges relative to neighboring states. Imposing new labor cost mandates of this magnitude—especially on employers with more than 50 employees—could discourage expansion, hiring, and long-term investment in our state.

We respectfully urge the Committee to consider the cumulative impact of this proposal alongside other pending labor mandates and to avoid policies that may unintentionally hinder economic growth and job creation.

For these reasons, the Greater Providence Chamber of Commerce respectfully requests that the Committee refrains from advancing this legislation.

Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink that reads "Laurie White". The signature is written in a cursive style with a large initial 'L' and a decorative flourish at the end.

Laurie White  
President & CEO  
Greater Providence Chamber of Commerce