



March 18, 2026

The Honorable Arthur Corvese
House Health and Human Services Committee
Rhode Island House of Representatives
State House
Providence, RI 02903

Re: H7772 – Oppose

Chairman Corvese and Honorable Members of the Committee:

On behalf of LeadingAge Connecticut & Rhode Island, I appreciate the opportunity to submit testimony in opposition to House Bill 7772, which would require all health care workers employed on Sundays or holidays to be compensated at a rate of time and one-half.

Our membership includes mission-driven, not-for-profit providers across the continuum of aging services, including nursing homes, assisted living communities, home health agencies, hospice providers, and senior housing. These organizations operate 24 hours a day, 7 days a week, 365 days a year, caring for some of Rhode Island's most vulnerable residents.

While we deeply value the essential contributions of our workforce and support fair and competitive compensation, we have serious concerns about the unintended consequences of this proposal.

First, this mandate would impose significant and unsustainable financial burdens on health care providers—particularly those that rely heavily on fixed reimbursement systems such as Medicaid and Medicare. These reimbursement rates do not adjust to account for increased labor costs tied to state mandates. As a result, providers would be required to absorb these additional expenses without corresponding revenue, further straining already thin operating margins.

Second, the bill does not account for the reality that health care is not a typical Monday-through-Friday industry. Weekend and holiday staffing is not optional—it is essential.

Imposing premium pay requirements across all Sundays and holidays could dramatically increase staffing costs and may inadvertently lead to reduced staffing levels, service limitations, or challenges in maintaining access to care.

Third, many providers already offer enhanced compensation, differential pay, or flexible scheduling for weekend and holiday shifts as part of their workforce recruitment and retention strategies. A one-size-fits-all statutory mandate removes flexibility and may disrupt existing collectively bargained agreements or employer-designed compensation models that are tailored to workforce needs.

Finally, at a time when the health care sector is facing significant workforce shortages, additional financial pressures may further destabilize providers and hinder efforts to recruit and retain staff.

For these reasons, we respectfully urge the Committee to oppose House Bill 7772.

Thank you for your consideration and for your continued support of Rhode Island's health care providers and the individuals they serve.

Sincerely,

Mag Morelli

President