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March 30, 2026

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

Dear Chairman Corvese and Members of the Committee,

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. I write to express the Chamber's opposition to H.8330, An Act Relating to Labor and Labor Relations – Healthy and Safe Families and Workplaces Act.

The Chamber fully supports and encourages voluntary blood donation and recognize its importance to public health. Many employers already promote and accommodate these efforts through flexible scheduling, voluntary paid time off policies, or hosting in-house blood donation days with community organizations. However, mandating a fixed amount of paid leave for this purpose raises several concerns for employers.

First, requiring up to four hours of paid leave per employee creates a direct and ongoing cost for businesses. For small and mid-sized employers in particular, absorbing additional paid time off—on top of existing requirements such as sick leave, vacation, and other mandated benefits—can be financially challenging. These costs are compounded when multiple employees request leave at the same time, potentially disrupting operations and productivity.

Second, the proposal lacks flexibility and does not account for differences across industries and workplaces. In many cases, blood donation appointments do not require four hours away from work. A one-size-fits-all mandate may result in inefficiencies and unnecessary costs, particularly for businesses that must backfill shifts, pay overtime, or delay services to customers.

Third, this mandate may create inequities among employees. Not all employees are eligible to donate blood, which could result in unequal access to paid time off benefits. This can create workplace morale issues and complicate internal policies.



It is also important to note that many employers already provide paid time off that employees may use for personal matters, including blood donation. Imposing a separate, dedicated mandate adds another layer of regulation without clear evidence that it will significantly increase donation rates.

For these reasons, the Chamber respectfully urges the Committee to reject H.8330.

Respectfully,

A handwritten signature in blue ink that reads "Monika Zuluaga".

Monika P. Zuluaga
President & CEO