



To: House Labor Committee
From: Jeremy Sencer, RIFTHP Field Representative
Date: April 15, 2026
Re: **Neutrality and Fairness in Union Organizing
Testimony in Support of H 7291 (Casey, et al.)**

On behalf of RIFTHP, I submit testimony in support of H 7291, legislation that ensures neutrality and fairness in the union organizing process by allowing workers to demonstrate majority support without being subjected to coercive or misleading employer interference.

In Rhode Island, workers seeking to organize too often face pressure and misinformation during the traditional election process. This is especially evident in the charter school sector, where educators, despite working in publicly funded institutions, are frequently treated as private-sector employees without the same protections or stability as their district counterparts. The result is a system where workers' ability to freely choose representation is undermined before a vote even occurs.

From my experience as an organizer, I have witnessed charter school employers hold mandatory meetings where inaccurate or misleading information about unions is presented to staff, creating confusion and fear. This is not hypothetical—this is happening in Rhode Island today. In one instance, staff members were told their jobs could be eliminated if a union vote were successful, and were then followed to the voting area, creating an environment that workers reasonably experienced as intimidating. I have also observed situations where publicly funded institutions directed resources toward anti-union campaigns, raising serious concerns about the appropriate use of taxpayer dollars and the integrity of the process.

H 7291 provides a clear and balanced solution by allowing workers to form a union when a majority have already expressed that choice. By reducing opportunities for coercion and delay, the bill ensures that organizing efforts reflect genuine worker intent rather than the outcome of employer-driven campaigns. It also establishes basic standards of neutrality and transparency that are consistent with fair labor practices.

This legislation does not force unionization—it simply ensures that when a majority of workers choose representation, that choice is respected. For educators and other professionals, this is about having a voice in workplace decisions, maintaining professional standards, and building sustainable careers in Rhode Island.

For these reasons, RIFTHP urges the Committee to support H 7291.

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