



Jennifer A. Morrison
Senior Vice President and
General Counsel
jmorrison@amica.com

Corporate Office
One Hundred Amica Way
Lincoln, Rhode Island 02865-1156
Mail: PO Box 6008, Providence, RI 02940-6008
800-65-Amica (26422) ext. 24512
Amica.com

April 16, 2026

The Honorable Arthur Corvese
Chairman, House Labor Committee
State House
Providence, RI 02903
rep-corvese@rilegislature.gov
houcelabor@rilegislature.gov

Re: House Bill 7768-An Act Relating to Labor Relations-Fair Employment Practices

Dear Chairman Corvese and Members of the House Labor Committee,

On behalf of Amica Mutual Insurance Company, its approximately 1500 RI-based employees and 72,000 Rhode Island policyholders, I write **in opposition** to House Bill 7768.

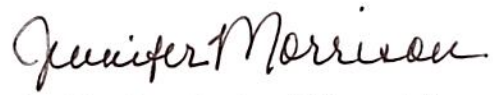
As one of Rhode Island's largest employers, Amica offers its employees a safe, respectful workplace and competitive wages and benefits. Amica is fully committed to the equitable treatment and support of its employees and condemns discrimination in all forms.

Amica is opposed to H.B. 7768 because the bill would create individual liability for every Human Resources director, supervisor, manager, and employee such that personnel decisions they make every day on behalf of Amica could result in lawsuits being filed against them personally. This could mean paying defense costs and attorneys' fees and exposing personal assets for *alleged* violations of fair employment practices. This expansion of liability is likely to increase litigation, complicate workplace dispute resolution, and create a chilling effect within organizations.

Amica's Human Resources professionals are well trained and complete hours of continuing education every year to stay abreast of changes in employment law. Their positions afford them discretionary authority to make personnel decisions on behalf of the company. H.B. 7768 could have a chilling effect on their ability to make such decisions knowing that their personal resources could be at risk.

On behalf of Amica, I urge you **not to pass** H.B.7768. Thank you for your consideration.

Sincerely,

A handwritten signature in black ink that reads "Jennifer Morrison". The signature is written in a cursive, flowing style.

Sr. Vice President and General Counsel