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Monika P. Zuluaga

April 15, 2026

The Honorable Arthur Corvese  
Senate Judiciary Committee  
State House  
Providence, RI 02903

Dear Chairman Corvese and Committee Members:

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.

The Chamber is opposed to the passage of H.7768, An Act Relating to Labor Relations – Fair Employment Practices. As proposed, this bill would create individual liability for any person, employer, or employees who directly or indirectly commit any act declared to be an unlawful employment practice.

Creating individual liability for every Human Resources Director, Supervisor, Manager, and employee across every business in Rhode Island will place these employees in an unenviable position of defending every personnel decision under a professional lens as an agent of an employer as well as personally. Employees making employer personnel decisions will take on a personal risk of a lawsuit, which could mean paying defense costs and attorneys' fees and losing personal assets, such as their home, car and personal bank accounts.

The Rhode Island Supreme Court in Mancini vs City of Providence, *155 A.3d 159 (R.I. 2017)* noted:

***“that allowing for the possibility of individual liability would have a predictably chilling effect on the discretionary management decisions of supervisory employees.” If their personal resources were at risk every time they had to make a difficult personnel decision, managers would operate under fear that they would be sued rather than in a way to advance the best interest of the employer.***

According to the court, a supervisor ***“should not have to be concerned about keeping his or her house or car, or having enough wherewithal to pay for the education of his or her children” when deciding between two candidates for promotion...***

The Chamber agrees with the court's reasoning and urges this committee not to pass H.7768. Thank you for your consideration.

Respectfully,

Monika P. Zuluaga  
President & CEO