



June 2, 2026

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

Re: H.8578, An Act Relating to Health and Human Services – Family Caregivers Support Act of 2013

Dear Chairman Corvese,

The undersigned members of the Rhode Island Business Coalition would like to express our opposition to H8578 – An Act Relating to Health and Human Services – Family Caregivers Support Act of 2013. While we understand the importance of making accommodations for employees who need to provide caregiving services, we're concerned that, as drafted, this bill would place difficult to comply restrictions on businesses.

To comply with this law, a business with fewer than 25 workers facing a hardship must prove an undue hardship. For most small businesses, without HR departments or staff attorneys, proving a hardship will require both time and money. Even if an employer is in compliance with the law, the effort to prove the hardship would be burdensome.

Small employers already work to accommodate their employees, when possible, as staffing the businesses remains a top concern. Some positions are not conducive to flexible scheduling, as hospitality, manufacturing, and service jobs require to be at the business without the ability for remote work. Imagine if these same rules applied to legislative or government workers? Could a committee staffer for the Legislature request not to work after 4 p.m. on days with committee hearings? Sometimes flexibility is not an option, no matter how well intentioned the reason.

Creating a new state mandate with severe consequences for violations and placing the onus on small businesses to prove a hardship will not make it easier to create jobs and grow a business in Rhode Island. As drafted, we ask the Committee to hold House Bill 8578 and not create another new labor mandate for Rhode Island businesses.

Sincerely,

David Chenevert, Chairman, Rhode Island Business Coalition
Associated Builders and Contractors – Rhode Island Chapter

The Rhode Island Business Coalition represents 50 industries and 6,280 businesses that employ 231,200 people throughout Rhode Island.

Greater Newport Chamber of Commerce
National Federation of Independent Business
Propane Gas Association of New England
Rhode Island Builders Association
Rhode Island Hospitality Association
Rhode Island Small Business Economic Summit Regulations Subcommittee
Rhode Island Small Business Economic Summit Tax and Budget Committee
Rhode Island Staffing Association

cc. House Labor Committee members