



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

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The Honorable Arthur J. Corvese
House Committee on Labor
State House
Providence, RI 02903
HouseLabor@rilegislature.gov

Re: House Bill 8578

Dear Chairman Corvese and Committee Members,

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 8578.

Amica understands the importance of providing employees with flexibility to care for aging parents and family members with health issues. We support our employees with a comprehensive benefit package including a generous paid time-off allotment, and we strive to support employees by providing flexibility whenever possible.

Amica is opposed to H.B. 8578 because it is overly broad, increases liability exposure, and interferes with our ability to manage the workforce. Specifically, section (a)(3) makes it unlawful for an employer “to deny a request by the family caregiver for flexible scheduling, remote work or adjusted hours to accommodate family caregiving therapy, medical appointments or other caregiving needs unless the said request causes undue hardship for the employer.” Family caregiving can mean many different things and could change from day to day, making staffing difficult. And, because family caregiver activities are difficult to verify, there would be potential for abuse.

Today, Amica successfully collaborates with employees to address caregiving needs on a case-by-case basis guided by existing federal and state laws and workplace policies. HB 8578 adds unnecessary uncertainty and legal exposure.

On behalf of Amica, I urge you not to pass H.B. 8578. Thank you for your consideration.

Sincerely,

Sr. Vice President and General Counsel