Amica

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 John Burke
Senate Committee on Labor and Gaming
State House
Providence, RI 02903
slegislation@rilegislature.gov

Re: Senate Bill 2166-An Act Relating to Labor Relations-Minimum Wage - Overtime

Dear Chairman Burke 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 Senate Bill 2166.

Amica is opposed to S.B. 2166 because it would significantly expand overtime eligibility by raising the salary threshold for executive, administrative, and professional employees. While we appreciate the intent, this bill could lead to unintended consequences, including a reduction in flexibility for both employees and employers. Because many employees currently classified as exempt are compensated with higher salaries and benefits in exchange for increased responsibilities and flexible work hours, changing the overtime threshold would likely lead to changes in compensation structures, reduced salaries and benefits, and limited working hours to stay within budget constraints. As a result, the relationship between employees and employers could shift from a focus on results and outcomes to hourly tracking and micromanagement which would certainly hurt employee morale.

Finally, imposing new labor cost mandates of this magnitude on top of other pending labor mandates could discourage expansion, hiring, and investment in Rhode Island.

On behalf of Amica, I urge you not to pass S.B. 2166. Thank you for your consideration.

Sincerely,

Jennifer Morrison

Sr. Vice President and General Counsel