



30 Exchange Terrace, Providence, RI 02903

401.521.5000 fax 401.621.6109

providencechamber.com

March 12, 2026

The Honorable Matthew L. LaMountain
Chair, Senate Judiciary Committee
Rhode Island State House
82 Smith Street
Providence, RI 02903

RE: Oppose S 2160 – Rhode Island Noncompetition Agreement Act

Dear Chairman LaMountain and Members of the Senate Judiciary Committee:

On behalf of the Greater Providence Chamber of Commerce, I write to express our concerns regarding S 2160, which would significantly limit the use of noncompetition agreements in Rhode Island.

Rhode Island businesses operate in an increasingly competitive regional economy. Employers rely on reasonable employment agreements, including noncompetition provisions, to protect sensitive business information, investments in employee training, and customer relationships that are essential to their continued growth. These tools help ensure that companies can confidently invest in their workforce and operations within our state.

While we recognize the importance of protecting workers and promoting fair employment practices, S 2160 goes far beyond reform and would effectively eliminate noncompetition agreements in most employment relationships. The bill provides that such agreements would be unenforceable unless an employee earns more than \$125,000 annually and would largely restrict their use to transactions involving the sale of a business.

This sweeping change could have unintended consequences for Rhode Island employers, particularly small and mid-sized businesses that depend on these agreements to safeguard proprietary information and competitive advantages.

Employers already operate within existing legal standards that require noncompetition agreements to be reasonable in scope, duration, and geographic reach. Courts retain the authority to review and limit these agreements when they are overly broad. Maintaining that balanced approach allows Rhode Island businesses to protect legitimate interests while ensuring employees are treated fairly.

At a time when Rhode Island is working to strengthen its economy and attract investment, the Chamber believes it is important to preserve reasonable and flexible employment practices that support business growth and job creation.

For these reasons, the Greater Providence Chamber of Commerce respectfully urges the Committee to oppose S 2160.

Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink that reads "Laurie White". The signature is written in a cursive style with a large initial "L" and a long, sweeping underline.

Laurie White
President
Greater Providence Chamber of Commerce