

**G R E A T E R
P R O V I D E N C E
C H A M B E R O F
C O M M E R C E**

March 4, 2026

The Honorable Frank A. Ciccone III
Chair, Senate Labor & Gaming Committee
Rhode Island State Senate
82 Smith Street
Providence, RI 02903

slegislation@rilegislature.gov

RE: OPPOSE S2320

Dear Chairman Ciccone:

On behalf of the Greater Providence Chamber of Commerce and our member businesses across Rhode Island, I write to express our opposition to S 2320, which would establish new statutory requirements related to employee protections during extreme temperatures.

Rhode Island employers share the goal of maintaining safe workplaces and already operate under significant federal and state workplace safety requirements. Many employers—particularly those in construction, logistics, manufacturing, agriculture, and other outdoor industries—already implement policies to protect employees during extreme heat and cold.

While well-intentioned, S 2320 would impose a rigid and prescriptive set of mandates, including paid rest breaks, quarterly training requirements, and additional equipment and monitoring obligations when certain temperature thresholds are met.

These requirements may create substantial compliance and administrative burdens, particularly for small and mid-sized businesses, and may not reflect the operational realities of many workplaces.

Rhode Island employers remain committed to employee safety and believe flexible guidance and industry-specific best practices are more effective than a one-size-fits-all statutory mandate.

Sincerely,

Laurie White

Laurie White
President & CEO
Greater Providence Chamber of Commerce