

March 3, 2026

**VIA ELECTRONIC MAIL**

Senate Committee on Labor & Gaming  
Rhode Island General Assembly

**Attn:** Audra Parrillo  
Committee Clerk

**RE: Testimony in Support of S2498 – Personnel Files Bill (Hearing 3/4/26)**

Dear Senator Burke and Members of the Senate Committee on Labor & Gaming:

Under current Rhode Island law, employers are not required to maintain personnel records, and employees can be denied meaningful access to documents that affect their pay, discipline, and termination. S2498 fixes this. I write in support of its passage.

S2498 represents an important modernization of Rhode Island's personnel records statute. The current framework does not adequately ensure that employees have meaningful access to accurate and complete records that affect their employment, compensation, and career prospects. This bill establishes clear standards for record maintenance, access, and retention, while providing reasonable enforcement mechanisms.

As an attorney who regularly advises employees, I have seen firsthand how gaps in the current statute undermine transparency, discourage the exercise of statutory rights, and complicate dispute resolution. In today's workplace, where remote and hybrid employment is common, these barriers are even more significant. Employees who do not regularly report to a physical workplace are effectively denied meaningful access to records that may determine their pay, promotion opportunities, discipline, or termination.

S2498 remedies these problems by defining what constitutes a personnel record, requiring employers to maintain those records, allowing employees to receive copies upon request, and establishing reasonable retention requirements. These changes promote transparency, accountability, and fairness, while also providing employers with clear guidance.

Crucially, this bill does not impose a novel or onerous administrative burden on employers. The reality is that most businesses already maintain these documents in the regular course of business for payroll, tax compliance, and liability protection; this legislation simply ensures that employees have the right to see them. Furthermore, neighboring states have long proven that this framework is highly workable. Massachusetts, for example, has required employers to maintain these files since the 1980s, and has mandated that employees receive copies of them since 1998. This framework has operated effectively for decades without resulting in undue administrative burdens on businesses.

Finally, because this bill would give the Department of Labor and Training clear enforcement authority, the Committee may find it relevant that DLT does not oppose the bill.

This bill promotes fairness and transparency for Rhode Island workers while giving employers clear, workable standards. I urge the Committee's favorable recommendation.

Very truly yours,



Danilo A. Borgas