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Testimony of
Christopher Carlozzi, NFIB State Director
In Opposition to Senate Bill No. 2498
An Act Relating to Labor and Labor Relations – Inspection of Personnel Files
Before the Senate Committee on Labor and Gaming
March 4, 2026

Chairman Burke and Members of the Senate Committee on Labor and Gaming:

My name is Christopher Carlozzi. I am the Rhode Island State Director for NFIB. A non-profit, non-partisan organization, NFIB is the nation's and our state's largest small business advocacy group. In Rhode Island, NFIB represents hundreds of small and independent business owners involved in all types of industry, including manufacturing, retail, wholesale, service, and agriculture. The average NFIB member has five employees and annual gross revenues of about \$450,000. NFIB represents the small Main Street business owners from throughout Rhode Island. On behalf of those small and independent business employers, I urge you to oppose Senate Bill No. 2498 regarding expanding access to personnel records.

This legislation will significantly expand a worker or former workers access to personnel files, create new mandates for employers to follow, and expose small businesses to potential fines. This bill goes far beyond existing law by:

- Allowing access to more than records pertaining to employment, promotion, compensation, termination, and disciplinary action and provides a far broader and generic definition of what constitutes a personnel record.
- Deleting language that prevents the removal of documents.
- Adding former employees to who can access files and sets a 3-year period to maintain records.
- Removing the prohibition on records used for certain outlined civil and criminal court proceedings.
- Creates fines of up to \$3,000 per offense.

This is another piece of legislation that highlights why Rhode Island was just ranked the worst state in the nation to start a business by Wallet Hub. I urge you to oppose Senate Bill No. 2498 that greatly expands Rhode Island's access to personnel records law.