



March 4, 2026

The Honorable John P. Burke, Chairman  
Senate Labor and Gaming Committee  
State House  
Providence, RI 02903

RE: S.2502, An Act Relating to Labor and Labor Relations – Workplace Psychological Safety Act

Dear Chairman Burke,

The undersigned members of the Rhode Island Business Coalition would like to express our opposition to S.2502 – An Act Relating to Labor and Labor Relations – Workplace Psychological Safety Act. While we appreciate the revisions to this legislation that address some of the concerning aspects, we still believe this bill would cause significant disruptions in the workplace with employers determining what constitutes workplace bullying.

We agree that employees should be treated with respect in the workplace and that all workers should be treated professionally. The difficult challenge for any business is addressing what constitutes “workplace bullying” in this bill. S.2502, while well-meaning, would result in creating a workplace that will have great difficulty functioning in the real world.

Among the conduct that is considered workplace bullying is removal of major responsibilities, excessive monitoring, consistent micromanagement, and impossible deadlines. These criteria are subjective and difficult to monitor on an ongoing basis. Under this legislation, if an employee doesn’t complete their work by its due date, they can claim the deadline was impossible to meet and say that it is workplace bullying.

S.2502 requires all employers with 15 or more employees to write, distribute, post, and otherwise provide a written preventative policy within 90 days of enactment. The policies must include an anti-retaliation policy and an identification and description of all reporting methods in accordance with the legislation.

An employee that successfully claims a violation is entitled to economic, compensatory and even punitive damages of up to \$5,000, per violation with a maximum of \$15,000.

As stated above, while we appreciate the changes to this legislation, we still believe this bill will lead to countless numbers of complaints, penalties and unhappy workplaces, while employers scramble to complete all of the investigations that will undoubtedly come to fruition. For those reasons, the members of the Coalition oppose the passage of S.2502 and urge this committee to take no action.

The Rhode Island Business Coalition represents 50 industries and 6,280 businesses that employ 231,200 people throughout Rhode Island.

Sincerely,

Association of Independent Colleges and Universities of Rhode Island  
David Chenevert, Chairman, Rhode Island Business Coalition  
East Greenwich Chamber of Commerce  
National Federation of Independent Business  
Northern Rhode Island Chamber of Commerce  
Propane Gas Association of New England  
Rhode Island Bankers Association  
Rhode Island Hospitality Association  
Rhode Island Lumber and Building Materials Dealers Association  
Rhode Island Marine Trade Association  
Rhode Island Small Business Economic Summit Regulations Subcommittee  
Rhode Island Small Business Summit Tax and Budget Committee  
Rhode Island Staffing Association

cc. Senate Labor and Gaming Committee members