



March 4, 2026

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

Re: S.2504, An Act Relating to Labor Relations – Warehouse Worker Protection Act

Dear Chairman Burke:

The undersigned members of the Rhode Island Business Coalition oppose S.2504 - An Act Relating to Labor and Labor Relations – Warehouse Worker Protection Act.

S.2504 requires employers in the warehousing industry to provide employees with a written description of quotas an employee is required to meet within a defined period and any penalties that could be levied as a result of failing to meet the quota. Each time a penalty is levied, the employer must provide the employee with “an applicable quota.” It is unclear whether this last provision mentioned, refers to a written description of the failure to meet the quota established, or if an existing quota will have to be adjusted to meet the employee’s “under performance.”

Section 28-61-4 of the bill states, “An employee shall not be required to meet a quota that prevents compliance with meal or rest periods or use of bathroom facilities, including reasonable travel time to and from bathroom facilities.” Warehouses can be very large. This language seems to imply that the employer must go to each station and attempt to determine how long a “reasonable person” would need to walk to the bathroom and back. As employees move around the warehouse, the employer would have to keep track of the constant location of the employee and re-calculate the time needed to meet the requirements of the bill.

While employees certainly have a right to understand the employer’s expectation of work production, S.2504 goes too far by creating logistical record-keeping and measurement requirements that are impossible to meet thus encouraging such industries to look to other states to call home.

For these reasons, we request that you take no further action on this legislation.

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

Sincerely,

David Chenevert, Chairman, Rhode Island Business Coalition

East Greenwich Chamber of Commerce

Northern Rhode Island Chamber of Commerce

Propane Gas Association of New England

Rhode Island Hospitality 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