



February 12, 2025

Hon. Arthur J. Corvese
Chair
House Labor Committee
State House
Providence, Rhode Island 02903

Dear Chair Corvese:

On behalf of the Greater Providence Chamber of Commerce, I am writing today **in opposition to** HB 5047. The proposal creates a plethora of burdensome regulatory requirements that, as written, are misaligned with their intended purpose and could lead to a reduction in jobs performed by humans. Feedback received from members indicates:

- HB 5047 starts with a false premise – that workplace performance metrics are inherently unsafe and correlated with workplace injuries.
- Most jobs, across all industries, have some type of performance or production measurement to assist the employer in meeting the goals and obligations of the business to customers and business partners. There is nothing inherently nefarious about the use of such performance measures, in logistics or any other industry.
- Under the federal Occupational Safety and Hazards Act's General Duty Clause, requires all employers to provide a safe workplace, and the Secretary of Labor to promulgate rules pertaining to an injury and illness prevention program, inspect the workplace to correct any unsafe or hazardous conditions, and much more. Warehouse employers are not exempt from such requirements.
- Employees who believe their employer is not in compliance with the General Duty Clause may report violations and can seek remedies up to and including damages.
- HB 5047 also creates new obligations for employers to provide an array of notices at hiring. If an employer fails to provide these real-time notices, then the employee cannot be disciplined for their performance.
- HB 5047's disclosure requirements are logistically infeasible for many warehouse operations. In the warehouse context, employees are generally paid on an hourly basis.

Performance measures establish planning goals to meet the requirements of the work that needs to be performed. Some workers may have individualized metrics they try to achieve, some may have metrics assigned to their entire team or their shift, or some may have no metrics at all. The variety here is considerable – making a one-size-fits-all notice requirement infeasible.

We urge you and your colleagues to focus on creating a competitive, jobs-producing business environment in Rhode Island that encourages innovation and growth ---- not stifles it. Thank you for considering our perspective on this important issue.

Sincerely,

A handwritten signature in blue ink, appearing to be 'Laurie White', written over a horizontal line.

Laurie White
President

Email: HouseLabor@rilegislature.gov