CONTACT YOUR LEGISLATORS TODAY!

Ask them to OPPOSE H. 5413/S. 290: the "Healthy and Safe Families and Workplaces Act"

RILBMDA needs your help! Please contact your legislators and ask them to oppose H. 5413/S. 290, the mandated paid sick leave legislation.

- The paid sick leave legislation would cover all employers, regardless of size or type of employee.
- The legislation would mandate that each employee receives a minimum of 56 hours, or 7 days of sick leave per year.
- The use of paid sick leave under this legislation is far too extensive. The legislation covers not only the employee and their significant other, but:
  o all of the employee’s family members, all of their significant other’s family members, and any person whom the employee has a close relationship with.
- This means an employee could take paid leave for just about any reason.
- Employers cannot ask the employee about the absence until that employee has been out for 72 hours, and employees are only required to give reasonable notice if they can.
- This proposed legislation goes far above many businesses’ current paid sick leave policies, and requirements enacted in other states.
- Going vastly beyond the standard and exceeding the expectations of employers and employees creates a great burden on small businesses, and will cost employers.

Below is a draft e-mail that you can send your legislators. Please try to personalize the e-mail, or if you know your legislators, then please call their office or speak to them personally. Here is a link to find your legislators: [https://sos.ri.gov/vic/](https://sos.ri.gov/vic/). Please remember to contact the legislators both in your home district and business’ district.

This is very important, so please take a few minutes to contact your legislators. Also, please let us know who you contacted and forward any e-mail communications. If you have any questions or concerns, do not hesitate to contact me at 518-880-6350 or aranslow@nrla.org.

DRAFT ACTION ALERT:

As a locally owned and operated building material supplier, I am contacting you to voice my opposition to the mandated paid sick leave legislation, H. 5413/S. 290. We pride ourselves on providing our employees great benefits and flexibility, including paid time off, health insurance, and retirement savings programs. We do not provide these benefits because of a mandate, but in order to recruit and retain quality employees. We value our employees, and would like to continue to support them; however, the state continues to make it harder and more expensive to do business. Unfortunately, as a small business owner I’m left with having to make difficult decisions about hiring and future benefits to offer employees with all of these mandates.

This legislation simply goes too far. It forces all employers, regardless of size and type of employees, to provide a minimum of 7 days of sick leave per year. The use of paid sick leave is far too extensive as it covers the employee, their significant other, all of the employee’s family members, significant other’s family members, and any person whom the employee has a close relationship with. Employers cannot ask the employee about the absence until that employee has been out for 72 hours, and employees are only required to give reasonable notice if they can. These notice requirements are extremely vague and will make it difficult for small businesses.
This proposed legislation goes far beyond businesses’ current paid sick leave policies, and even requirements enacted in other states. Going vastly past the standard only creates a great burden on small businesses, and will cost employees.

It’s for these reasons that I ask you to oppose this legislation. Thank you for your time and consideration.

Sincerely,

Your Name