



Notice to Employees: Your Rights in the Workplace

Effective **July 2, 2025**, Rhode Island law (R.I. Gen. Laws §28-7-12.1) provides employees with protections regarding certain employer-sponsored meetings.

Your Rights

- You **cannot be required** to attend meetings, listen, or otherwise participate in communications where the primary purpose is for the employer to express their opinion about:
 - Religious matters, or
 - Political matters, including unionization.
- You have the **right to decline attendance** at such meetings without fear of discipline, discharge, or retaliation.

What This Means for You

- If you choose not to attend such a meeting, your decision **cannot affect your employment status, pay, or work assignments**.
- You still may be required to attend meetings that cover job-related information such as workplace policies, safety procedures, or operational instructions.

Questions or Concerns

If you have questions about your rights under this law, you may contact:

Rhode Island Department of Labor and Training (DLT)

Website: dlt.ri.gov

Phone: (401) 462-8000