

2021 -- H 6089

LC000797

STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2021

A N A C T

RELATING TO LABOR AND LABOR RELATIONS -- PERMANENT REPLACEMENT  
EMPLOYEES

Introduced By: Representatives Henries, Lombardi, Hull, and Amore

Date Introduced: March 03, 2021

Referred To: House Labor

It is enacted by the General Assembly as follows:

1 SECTION 1. Chapter 28-10 of the General Laws entitled "Labor Disputes" is hereby  
2 amended by adding thereto the following section:

3 **28-10-3.1. Prohibition against the permanent replacement of striking employees.**

4 (a) No employer shall grant or offer to grant the status of permanent replacement employee  
5 to a person performing bargaining unit work for an employer during a strike of employees in a labor  
6 organization, authorized by a representative of employees or after the end of the strike.

7 (b) No employer shall grant or offer to grant the status of permanent replacement employee  
8 to a person for engaging or participating in a secondary strike or other protest activities in solidarity  
9 with other striking workers.

10 SECTION 2. This act shall take effect upon passage.

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EXPLANATION  
BY THE LEGISLATIVE COUNCIL  
OF

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- 1           This act would prohibit an employer from permanently replacing an employee who has
- 2 participated or honored a union authorized strike.
- 3           This act would take effect upon passage.

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