

2019 -- H 5340

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STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2019

A N A C T

RELATING TO LABOR AND LABOR RELATIONS - FAIR EMPLOYMENT PRACTICES

Introduced By: Representatives McEntee, Tanzi, Kazarian, Craven, and Caldwell

Date Introduced: February 07, 2019

Referred To: House Labor

It is enacted by the General Assembly as follows:

1 SECTION 1. Chapter 28-5 of the General Laws entitled "Fair Employment Practices" is
2 hereby amended by adding thereto the following section:

3 **28-5-18.1. Tolling statute of limitations.**

4 The statute of limitations and any time limit for filing a notice, claim or lawsuit under any
5 of the general, public or common law of Rhode Island shall be suspended and tolled for all claims
6 related to or arising out of the common nucleus of operative facts for any charge filed with the
7 Rhode Island human rights commission alleging discrimination, sexual harassment or civil rights
8 violation, for either the period starting on the date the charge is filed until ninety (90) days after
9 the date the commission for human rights makes a determination of probable cause or no
10 probable cause that a violation has occurred, or otherwise closes or disposes of a charge prior to a
11 determination of probable cause or no probable cause, or for a period of one year from the date
12 the charge is filed, whichever should occur first. Nothing in this section shall be interpreted to
13 modify the provisions of §§ 28-5-17 through 28-5-24.1 or other statutes incorporating their terms
14 by reference.

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

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EXPLANATION
BY THE LEGISLATIVE COUNCIL
OF
A N A C T
RELATING TO LABOR AND LABOR RELATIONS - FAIR EMPLOYMENT PRACTICES

1 This act would toll the statute of limitations, and any time limit for filing a notice, claim
2 or lawsuit not to exceed one year for all claims related to or arising out of the common nucleus of
3 operative facts for any charge filed with the Rhode Island human rights commission alleging
4 discrimination, sexual harassment or civil rights violation, for the period starting on the date the
5 charge is filed until the date the commission for human rights makes a determination of probable
6 cause or no probable cause that a violation has occurred, or otherwise closes or disposes of a
7 charge prior to a determination of probable cause or no probable cause whichever should occur
8 first.

9 This act would take effect upon passage.

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