

2021 -- S 0434 SUBSTITUTE A

LC001462/SUB A

STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2021

A N A C T

RELATING TO LABOR AND LABOR RELATIONS -- HEALTHY AND SAFE FAMILIES
AND WORKPLACE ACT

Introduced By: Senators Goodwin, and McCaffrey

Date Introduced: February 25, 2021

Referred To: Senate Labor

It is enacted by the General Assembly as follows:

1 SECTION 1. Chapter 28-57 of the General Laws entitled "Healthy and Safe Families and
2 Workplaces Act" is hereby amended by adding thereto the following section:

3 **28-57-14.1. Allowable substitution for construction industry multi-employer**
4 **collective bargaining agreements.**

5 (a) Employers in the construction industry as classified as code 23 under the North
6 American Industry Classification System that are signatories to a multi-employer collective
7 bargaining agreement authorized pursuant to the National Labor Relations Act shall be in
8 compliance with the provisions of this chapter if their collective bargaining agreement provides
9 for:

10 (1) Employee paid sick and safe leave benefits which are compensated at the wage hourly
11 rate only;

12 (2) Accumulation of sick and safe leave benefits on an hourly or weekly basis which meets
13 the minimum accrual standards set forth in § 28-57-5; and

14 (3) Employer participation in a designated federal Employee Retirement Income Security
15 Act benefit trust fund to administer the paid sick and safe leave benefits required under this chapter.

16 (b) Administration of all other benefits shall be governed by the multi-employer collective
17 bargaining agreements and the designated Employee Retirement Income Security Act benefit trust
18 funds referenced therein.

1 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 -- HEALTHY AND SAFE FAMILIES
AND WORKPLACE ACT

1 This act would provide that employers in the construction industry that are signatories to a
2 multi-employer collective bargaining agreement (CBA) shall be in compliance with the Healthy
3 and Safe Families and Workplaces Act, if the CBA contains specific paid sick and save leave
4 benefits.

5 This act would take effect upon passage.

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LC001462/SUB A
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