

By: Senator(s) Jackson, Hickman, Jordan,
Simmons (12th), Thomas

To: Rules

SENATE RESOLUTION NO. 127

1 A RESOLUTION URGING THE STATE OF MISSISSIPPI TO ACKNOWLEDGE
2 AND ADOPT THE TEMPORARY WORKERS' BILL OF RIGHTS FOR THE BETTERMENT
3 OF THE STATE.

4 WHEREAS, temporary work is often unregulated, resulting in
5 widespread abuse, including unreasonably long-term job assignments
6 without benefits or equal opportunities for fair and gainful
7 employment; and

8 WHEREAS, the immediate incorporation and enforcement of the
9 following guidelines for companies and temporary agencies across
10 the State of Mississippi shall be in the best interest of the
11 state:

12 (a) Ensure temporary workers are paid a living wage;

13 (b) Ensure temporary workers receive basic information
14 regarding their work assignments such as work hours, rate of pay
15 and the contact name of their worksite employer;

16 (c) Prohibit temporary staffing agencies from charging
17 temporary workers for performing background checks and drug tests;



18 (d) Ensure temporary workers receive the same basic
19 safety training as other employees, and require that temporary
20 workers are made aware of injury reporting guidelines and to
21 inform temporary workers of hazards associated with their worksite
22 in an effort to lower high rates of injury among temporary
23 workers;

24 (e) Prohibit the use of forced arbitration agreements
25 and noncompete agreements by temporary staffing agencies and host
26 employers;

27 (f) Limit the use of conversion fees that hinder the
28 future job prospects of temporary workers by either prohibiting
29 host employers from hiring temporary workers directly or requiring
30 host employers to pay the staffing agency a fee;

31 (g) Address discrimination in the temporary staffing
32 agency industry;

33 (h) Require temporary staffing agencies to publish
34 critical data of each agency's employment practices;

35 (i) Require employers to offer full-time, permanent
36 employment after ninety (90) days of a temporary worker's
37 assignment;

38 (j) Prohibit temporary work assignments from exceeding
39 a ninety-day period; provided, however, exceptions shall be made
40 for long-term assignments where the assignment is made to cover
41 extended medical leaves, e.g., replacing permanent employees who
42 are out on maternity/paternity leave or recovering from



43 catastrophic illnesses, and for such exceptions, those assigned to
44 cover these special circumstances shall, at the end of one hundred
45 eighty (180) days, be offered full-time permanent positions with
46 benefits; and

47 (k) Prohibit temporary work assignments from exceeding a
48 period of ninety (90) days, and after ninety (90) days, the
49 temporary employee shall be offered full-time permanent employment
50 with benefits.

51 NOW, THEREFORE, BE IT RESOLVED BY THE SENATE OF THE STATE OF
52 MISSISSIPPI, That we do hereby urge the State of Mississippi to
53 acknowledge and adopt the Temporary Workers' Bill of Rights for
54 the betterment of the state.

