

## Louisiana

### ■ **AGRICULTURAL LABORERS' RIGHT TO WORK LAW**

**TERMS:** No agricultural worker may be required by an employer not to join a labor union as a condition of hiring or continued employment. At the same time, no farmworker may be required to become or remain a member of a labor union, or to pay dues to a union, as a condition of hiring or continued employment.

Any agreement, understanding or practice which has the effect of either prohibiting or requiring union membership as a condition of hiring or continued employment is illegal.

These provisions may not be used to deny or limit the right of agricultural workers to bargain with their employers over the terms and conditions of employment, through a labor organization or union.

**ENFORCEMENT:** The Agricultural Laborers' Right to Work Law is enforced by public prosecuting attorneys in criminal court.

Apart from criminal action against the employer, a farmworker who is denied employment or fired because of membership or non-membership in a labor union is entitled to sue the employer for damages in civil court, using a private attorney or public legal services program.

## New Jersey

### ■ **STRIKEBREAKERS ACT**

TERMS: It is illegal for a person or firm to bring any worker into New Jersey from outside the state, or to transport anyone within the state, with the aim of replacing workers who are lawfully on strike, interfering with workers who are lawfully picketing an employer, or interfering with the right of workers to form, join or assist labor organizations or negotiate with their employers.

ENFORCEMENT: The Strikebreakers Act is enforced by public prosecuting attorneys in criminal court.

## Oklahoma

### ■ MISCELLANEOUS LABOR LAWS (*RECRUITMENT AND EMPLOYMENT OF STRIKEBREAKERS*)

TERMS: No one may recruit or advertise for workers, or refer workers to employment, to take the place of striking or locked-out employees without giving adequate notice of the existence of a strike or lockout at the workplace, and advising that the job offer is for the purpose of replacing striking or locked-out employees.

Under most circumstances, too, it is against the law for anyone to knowingly recruit or refer any replacement worker to a job formerly held by a worker who is on strike or locked out by the employer, when the replacement worker has repeatedly offered to take the place of employees involved in strikes or lockouts. It is also illegal for such a replacement worker to offer to take such a job.

ENFORCEMENT: *Wage and Hour Unit, Oklahoma Department of Labor, Oklahoma City, Oklahoma 73105 (405-521-6598)*. The Department is authorized to investigate and refer violations of this provision to local district attorneys for criminal prosecution.

## Washington

### ■ MISCELLANEOUS LABOR LAWS (*STRIKEBREAKING*)

TERMS: Under most circumstances, it is illegal for a person or company not directly involved in a strike or lockout to recruit or offer employment to workers from outside the state, and to bring them into Washington, when the purpose of such activities is to replace workers who are on strike or subject to a lockout, or to have the workers act as pickets where a labor dispute is in progress.

ENFORCEMENT: *Employment Standards, Apprenticeship and Crime Victims Division, Washington State Department of Labor and Industries, Olympia, Washington 98504 (toll-free 866-219-7321).*

## Wisconsin

### ■ **GENERAL LABOR LAWS (*RECRUITMENT OF STRIKEBREAKERS*)**

TERMS: It is illegal for a farm operator or other employer to make arrangements with another person (such as a labor contractor, for example) to employ strikebreakers to replace workers who are on strike against the employer.

Likewise, no one who is not directly involved in a strike may recruit a strikebreaker for employment when the purpose of that activity is to have the strikebreaker replace an employee in an industry or establishment where a strike is in progress.

It is also illegal for anyone to transport or arrange to transport a strikebreaker to Wisconsin, for employment in an establishment affected by a strike.

ENFORCEMENT: *Equal Rights Division, Wisconsin Department of Workforce Development, Madison, Wisconsin 53707 (608-266-6860)*. A worker adversely affected by an apparent violation of these provisions may submit a complaint to the Equal Rights Division.