

■ **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.