

AS TABLED IN THE HOUSE OF ASSEMBLY

A BILL

entitled

LABOUR RELATIONS AMENDMENT ACT 2014

WHEREAS it is expedient to amend the list of essential services in the Labour Relations Act 1975, and to make consequential provision;

Be it enacted by The Queen's Most Excellent Majesty, by and with the advice and consent of the Senate and the House of Assembly of Bermuda, and by the authority of the same, as follows:

Citation

1 This Act may be cited as the Labour Relations Amendment Act 2014.

Amends First Schedule

2 The First Schedule to the Labour Relations Act 1975 (essential services) is amended—

- (a) in paragraph 6, by repealing the words “(not connected with cruise ships)”; and
- (b) by inserting at the end—

“18 Public transportation.”

Amends Labour Relations (Notice in Essential Services) Rules 1975

3 In rule 3 of the Labour Relations (Notice in Essential Services) Rules 1975, at the end insert—

“(4) Where—

- (a) a service becomes a essential service as a result of an amendment to the First Schedule to the Labour Relations Act 1975; or
- (b) an industry or business is deemed to be an essential industry as a result of an amendment to the Fourth Schedule to that Act,

persons who are already employed in that service, industry or business immediately before the amendment comes into effect shall be given notice in the

LABOUR RELATIONS AMENDMENT ACT 2014

form prescribed in rule 2 as soon as practicable after the date on which the amendment comes into effect.”

Application to existing and future employees

4 This Act applies in relation to persons employed immediately before the commencement date of this Act in the essential services added to the First Schedule to the Labour Relations Act 1975 by the amendments in section 2, as well as in relation to persons employed in those services on or after that date.

Commencement

5 This Act comes into operation on such date as the Minister responsible for labour appoints by notice published in the Gazette.

LABOUR RELATIONS AMENDMENT BILL 2014

EXPLANATORY MEMORANDUM

This Bill seeks to amend the First Schedule to the Labour Relations Act 1975 (“the principal Act”) which lists those services which are essential services for the purposes of the Act, and to make a consequential amendment to the Labour Relations (Notice in Essential Services) Rules 1975.

Clause 1 is self-explanatory.

Clause 2 amends the First Schedule to the principal Act by inserting a new paragraph 18 which adds public transportation to the list of essential services, and widens the scope of paragraph 6, which relates to port and dock services, by removing the words “(not connected with cruise ships)”.

Clause 3 amends rule 3 of the Labour Relations (Notice in Essential Services) Rules 1975 to provide that notice must be given to a person whose service, industry or business is added to the First or Fourth Schedules to the principal Act as soon as practicable after the amendment is made.

Clause 4 provides that the amendments made by this Act apply in relation to existing employees in the essential services added to the First Schedule to the principal Act, as well as in relation to persons employed in those services on or after the commencement of this Act.

Clause 5 provides for commencement.