

HJR62 INTRODUCED



1 HJR62
2 CXSARQQ-1
3 By Representatives Rafferty, McCampbell, Lawrence, Hollis,
4 McClammy, Lands, Travis, Morris, Clarke, Forte, Ensler
5 RFD: Rules
6 First Read: 29-Jan-26



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4 HJR___ URGING THE STATE OF ALABAMA TO ACKNOWLEDGE AND ADOPT
5 THE TEMPORARY WORKERS' BILL OF RIGHTS FOR THE BETTERMENT OF
6 THE STATE AND ITS WORKFORCE.

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8 WHEREAS, temporary work is often unregulated,
9 resulting in widespread abuse, including unreasonably
10 long-term job assignments without benefits or equal
11 opportunities for fair and gainful employment; and

12 WHEREAS, it is in the best interest of the State of
13 Alabama and its workforce to incorporate and enforce the
14 following guidelines for companies and agencies that employ
15 temporary workers across the state:

16 (1) Ensure temporary workers are paid a living wage;

17 (2) Ensure temporary workers receive basic
18 information regarding their work assignments, such as work
19 hours, rate of pay, and the contact name of their worksite
20 employer;

21 (3) Prohibit temporary staffing agencies from
22 charging temporary workers for performing background checks
23 and drug tests;

24 (4) Ensure temporary workers receive the same basic
25 safety training as other employees;

26 (5) Require that temporary workers are made aware of
27 injury reporting guidelines and procedures;

28 (6) Inform temporary workers of hazards that are



HJR62 INTRODUCED

29 associated with their worksite in an effort to lower high
30 rates of injury among temporary workers;

31 (7) Prohibit the use of forced arbitration agreements
32 and noncompete agreements by temporary staffing agencies and
33 host employers;

34 (8) Limit the use of conversion fees that hinder the
35 future job prospects of temporary workers by either
36 prohibiting host employers from hiring temporary workers
37 directly or requiring host employers to pay the staffing
38 agency a fee;

39 (9) Address discrimination in the temporary staffing
40 agency industry;

41 (10) Require temporary staffing agencies to publish
42 critical data of each agency's employment practices;

43 (11) Require employers to offer full-time, permanent
44 employment with benefits to temporary employees upon
45 completion of 90 days of a temporary worker's assignment;

46 (12) Prohibit temporary work assignments from
47 exceeding a 90-day period, provided that exceptions may be
48 made for long-term assignments where the assignment is made
49 to cover extended medical leave, including maternity or
50 paternity and recovering from catastrophic illnesses; for
51 such exceptions, require employers to offer permanent,
52 full-time employment with benefits to temporary employees
53 assigned to these special circumstances upon completion of
54 180 days of a temporary worker's assignment; now therefore,

55 BE IT RESOLVED BY THE LEGISLATURE OF ALABAMA, BOTH
56 HOUSES THEREOF CONCURRING, That we do hereby urge the State



HJR62 INTRODUCED

57 of Alabama to acknowledge and adopt the Temporary Workers'
58 Bill of Rights for the betterment of the state and its
59 workforce.