State of Rhode Island and Providence Plantations
State House
Providence, Rhode Island 02903-1196
401-222-2080

Donald L. Carcieri
Governor

November 9, 2009

TO THE HONORABLE, THE SPEAKER OF THE HOUSE OF REPRESENTATIVES:

In accordance with the provisions of Section 14, Article IX of the Constitution of the State of Rhode Island and Section 43-1-4 of the Rhode Island General Laws, I transmit, with my disapproval, 2009 H 5950, "An Act Relating to Labor and Labor Relations – Temporary Employees."

This act would require temporary employment agencies to provide employees a written notice that includes a "job description with classification requirements, estimated longevity of the assignment, information concerning any job hazards, anticipated pay rate, benefits and work schedules" all prior to sending someone on assignment.

Current law mandates that an agency provide a prospective employee with the "opportunity to see and have a written notice" without requiring actual delivery. The proposed mandate makes it a condition of employment. The agency is not in a position to even offer the position unless someone is ready and able to accept written notice of the aforementioned items.

Temporary employment agencies and those they serve operate in dynamic environments. It may not be practical to provide someone written notice prior to engagement or assignment for very practical reasons, including timing. A temp agency may receive a call from a business that needs one or more persons immediately. It is next to impossible to give prior notification in writing if the would-be temporary employee does not have access to email, fax or relies on public transportation.

A possible alternative solution that would relieve employment agencies of unnecessary and impractical administrative burdens, while also providing protections to employees, may be to allow a reasonable period of time for written notification after the engagement commences.

For these reasons, I disapprove of this legislation and respectfully urge your support of this veto.

Sincerely,

Donald L. Carcieri
Governor