



# SENATE BILL 484: Workplace Violence Prevention/Mass Picketing.

2025-2026 General Assembly

<b>Committee:</b>	Senate Rules and Operations of the Senate	<b>Date:</b>	April 30, 2025
<b>Introduced by:</b>	Sens. Moffitt, Daniel, Britt	<b>Prepared by:</b>	Amy Darden
<b>Analysis of:</b>	Second Edition		Staff Attorney

**OVERVIEW:** *Senate Bill 484 would amend the Workplace Violence Prevention laws to include mass picketing and allow an employer who has suffered unlawful conduct at the workplace to obtain a temporary restraining order.*

**CURRENT LAW:** Article 23 of Chapter 95 contains the Workplace Violence Prevention laws, which allow an employer to obtain a temporary restraining order and an injunction on behalf of an employee who has suffered unlawful conduct at the workplace.

**BILL ANALYSIS:** Senate Bill 484 would add two new definitions to Article 23:

- *Mass picketing* – picketing, with or without signs, that constitutes an obstacle to ingress and egress to and from the premises being picketed or any other premises, or upon the public roads, streets, highways, or other ways of travel or conveyance, either by obstructing by their persons or by placing of vehicles or other physical obstructions.
- *Obstruction* – a sustained or deliberate physical blockage that substantially and materially prevents ingress or egress and causes demonstrable disruption to operations or public safety.
- *Place of employment* – a building or conveyance of any kind, whether the building or conveyance is temporary or permanent, mobile, or immobile.

The bill would also add three additional acts to the list of unlawful conduct:

- Hindering or preventing the pursuit of any lawful work or employment by picketing, unlawful threats, or force.
- Obstructing or interfering with the entrance to or egress from any place of employment by mass picketing.
- Obstructing or interfering with free and uninterrupted use of public roads, streets, highways, railways, airports, or other ways of travel or conveyance by mass picketing.

The bill would also modify the Workplace Prevention laws to allow an action for a civil no-contact order to be filed by either an employer on behalf of an employee or by an employer who has suffered unlawful conduct at the workplace. The action would have to be commenced in the county where the unlawful conduct took place. Nothing in the new Article would apply to peaceful demonstrations, informational picketing, or labor activity protected by the National Labor Relations Act or by the North Carolina Constitution, including the right to assemble and protest, provided such activity does not involve violence, threats, or intentional obstruction of any place of employment's access points. The bill would add a severability clause to Article 23 and would also make technical and conforming changes.

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**EFFECTIVE DATE:** The bill would become effective when it becomes law and apply to acts or omissions occurring on or after that date.