

TURKS AND CAICOS ISLANDS

AIRPORTS AUTHORITY (AMENDMENT) BILL 2025

ARRANGEMENT OF CLAUSES

CLAUSE

1. Short title and commencement
2. Interpretation
3. Part VI inserted

TURKS AND CAICOS ISLANDS

**A
PROPOSAL
FOR
A
BILL
FOR**

AN ACT TO AMEND THE AIRPORTS AUTHORITY ACT.

ENACTED by the Parliament of the Turks and Caicos Islands.

Short title and commencement

1. This Act may be cited as the Airports Authority (Amendment) Act 2025 and shall come into operation on such day as the Governor may appoint by Notice published in the *Gazette*.

Interpretation

2. In this Act, “principal Act” means the Airports Authority Act.

Section VI inserted

3. The principal Act is amended by inserting immediately after section 40 the following Part—

“PART VI

PROHIBITION OF INDUSTRIAL ACTION

Interpretation of Part VI

41. In this Part—

“prohibited industrial action” means any action prohibited under section 43(1) that interrupts, impairs or disrupts the operations or service of the Authority.

Declaration of essential services

42. (1) The operations, services and activities of the Authority are hereby declared essential for the safety, security and economic stability of the Islands.

(2) No person employed by or engaged in any capacity with the Authority, nor any representative body acting on the Authority's behalf, shall engage in, promote or support and strike, work stoppage or other industrial action that interrupts, impairs or disrupts the operations or services of the Authority.

Prohibition against strikes and industrial actions

43. (1) Any strike, work stoppage, go-slow or similar industrial action that interrupts, impairs or disrupts the operations or services of the Authority is prohibited.

(2) Any agreement or understanding to undertake prohibited industrial actions under subsection (1) shall be null and void.

Legal consequences for participating in prohibited industrial actions

44. (1) Any person who participates in or organises a prohibited industrial action against the Authority shall be liable on summary conviction to a fine of \$10,000.

(2) Any organisation, union, or representative body found to be involved in organising or supporting a prohibited industrial action shall be liable on conviction to a fine of \$20,000.

(3) An employee of the Authority who engages in or supports a prohibited industrial action may be subject to immediate dismissal.

(4) Where a prohibited industrial action results in significant and quantifiable damage to Islands safety, security or the economy or creates an extreme risk to public safety, the person or persons responsible may be liable on conviction to imprisonment for a term not exceeding four years.

Compensation for damages

45. In addition to any fines or penalties, a person or organisations convicted under this Act may be ordered to pay compensation for damages resulting from his actions, as determined by the court.

Enforcement and safeguards

46. (1) The Authority shall establish procedures to identify and report violations of this Part.

(2) The Minister may make regulations under this Part to ensure compliance and operational continuity of the Authority.

Exceptions and safeguards for employee rights

47. (1) Nothing in this Part shall prevent an employee of the Authority from raising grievances or participating in lawful and peaceful processes for collective bargaining, provided such actions do not interrupt or impair the operations of the Authority.

(2) Disputes arising between the Authority and its employees shall be resolved as provided in the Employment Act.”.

PASSED by the House of Assembly this day of 2025.

.....
Tracey Parker
Clerk of the Parliament

.....
Gordon Burton
Speaker

EXPLANATORY MEMORANDUM

This Bill seeks to amend the Airports Authority Act (“the Act”) to prohibit strikes, work stoppage, go-slow or similar industrial actions by employees of the TCI Airports Authority.

THE BILL

Clauses 1 and 2 of the Bill make provision for the short title, commencement and interpretation of the Bill.

Clause 3 of the Bill seeks to amend the Act by inserting Part VI and deeming the TCI Airport Authority's operations as “Essential” and prohibiting strikes or any industrial actions by employees. The Bill includes the legal consequences for engaging in prohibited industrial actions, including fines, dismissal and imprisonment where actions taken result in the creation of extreme risks to national safety and security and where actions have resulted in significant and quantifiable damage.

Finally, the Bill also includes safeguards for lawful grievance processes.