

2015 Legislation

Fiscal Note No.	Bill No.	Sponsor	Subject	Summary	Last Action
0264-01	HB 53	Walton Gray	Requires new city council members to receive training and orientation.	This bill requires a new city council member, whether elected or appointed, to complete 16 hours of orientation and training within one year of the member's election or appointment. The costs must be paid by the city. The orientation and training program must be provided by a statewide or national association or organization that offers education programs for developing or strengthening leadership skills of city officials.	01/08/2015 - Read Second Time (H)
0182-01	HB 94	Rocky Miller	Repeals provisions that prohibit specified state employees from being a candidate for public office and changes the laws regarding the political activities of state employees.	This bill changes the laws regarding political participation by state employees under the State Merit System. In its main provisions, the bill: (1) Prohibits an employee under the State Merit System from soliciting any financial assistance or subscription for any political party, candidate, political fund, or publication or for any other political purpose as a condition of employment; (2) Specifies that these provisions cannot be construed to prohibit an employee from voluntarily engaging in any political activity during non-working hours including, but not limited to, weekends, evenings, leave time, vacation time, or state or federal holidays; and (3) Repeals the provisions prohibiting an employee from being a candidate for any partisan or non-partisan public office in conflict with his or her duties unless the person resigns or obtains a leave of absence from his or her position.	3/17/2015 - Referred: Select Committee on State and Local Governments
0105-01	SB 44	Jamilah Nasheed	Prohibits employers from inquiring into or considering the criminal records of applicants before offering a conditional offer of employment	This act makes it an unlawful employment practice for a public or private employer with at least six employees to inquire into or consider the criminal record of an applicant before the applicant has received a conditional offer of employment. Once the applicant has been offered the position, the employer may inquire into and consider whether the applicant has been found guilty of a felony or a misdemeanor. Felonies may only be considered if less than ten years have elapsed since the applicant was released from custody or supervised release. Misdemeanors may only be considered for a five-year period. The employment offer may only be withdrawn based on an offense that bears a rational relationship to the duties of the position. In addition, this act specifies a list of factors the employer must consider before withdrawing a job offer based on the applicant's criminal record. This act does not apply to religious or sectarian employers, law enforcement agencies, the Department of Corrections, or any position when federal or state law requires or expressly permits the review of criminal histories of applicants.	5/15/2015 - S Informal Calendar S Bills for Perfection--SB 44-Nasheed, with SCS, SS for SCS & SA 1 (pending)
0285-01	SB 59	Bob Dixon	Modifies the process for filling vacancies in certain statewide and General Assembly offices.	This act modifies the processes for vacancies in certain public offices. Currently, when a vacancy occurs in the office of State Representative or State Senator, the Governor must issue a writ of election without delay. This act removes the phrase "without delay" and provides that the writ shall be issued within thirty days. This act requires the Governor to issue a writ of election to fill a vacancy in the office of Lieutenant Governor within 30 days of the vacancy for an election to be held at the next general election. The election shall be to fill the remainder of the term. In the case of impeachment, the office shall remain vacant until the impeachment is determined. If a vacancy occurs in the office of Attorney General, State Auditor, Secretary of State, or State Treasurer, this act provides that the Governor shall immediately appoint a person to fill the vacancy until a successor is elected at the next general election and qualified to fill the office for the remainder of the term in which the vacancy occurred. In cases of impeachment, the Governor shall appoint a qualified person to serve only until the impeachment is determined. If acquitted, then the statewide-elected official shall be reinstated in office. If convicted, then the Governor shall make a new appointment to serve until a successor is elected at the next general election.	5/15/2015 - S Informal Calendar S Bills for Perfection
0355-02	SB 36	Gary Romine	Modifies the law relating to the Missouri Human Rights Act and employment discrimination	Modifies the law relating to the Missouri Human Rights Act and employment discrimination	3/17/2015 - Hearing Scheduled S Judiciary and Civil and Criminal Jurisprudence Committee
0441-01	SB 88	Paul LeVota	Provides that the appointed officers shall only hold office until their term ends.	Currently, officers appointed under the laws of the state shall hold their offices until their successors are appointed, commissioned, and qualified. This act provides that appointed officers shall hold office only until their term ends. If a successor is not appointed, then the office shall remain vacant until such time as a successor is appointed.	1/22/2015 - Second Read and Referred S Financial and Governmental Organizations and Elections Committee
0449-01	SB 16	Bob Dixon	Prohibits gubernatorial appointees from serving more than sixty days after the expiration of their term of office	This act provides that any person appointed to a board or commission by the Governor shall not serve more than sixty days following the expiration of the appointed member's term of office. If the Governor does not fill the vacancy within sixty days of the expiration of the term, then the office shall be declared vacant and the vacancy shall only be filled in the manner of original appointment.	1/13/2015 - Second Read and Referred S Financial and Governmental Organizations and Elections Committee
0546-01	HB 47	Bill Lant	Specifies that all individuals shall be guaranteed the freedom of work without being required to join or pay dues to any labor organization	This bill specifies that, except in instances when these provisions conflict with or are preempted by federal law, a person as a condition or continuation of employment cannot be required to: (1) Become or refrain from becoming a member of a labor organization; (2) Pay dues, fees, assessments, or other charges to a labor organization; or (3) Pay to any charity or third party any equivalent amount in lieu of dues, fees, assessments, or other charges required of a member of a labor organization. Any agreement, understanding, or practice between a labor organization and an employer that violates the rights of employees as guaranteed under these provisions will be unlawful, null and void, and of no legal effect.	01/27/2015 - Referred: Workforce Standards and Development(H)
0547-01	HB 48	Bill Lant	Prohibits any public employee from being required to pay dues or other fees to a labor organization	This bill prohibits any sum from being withheld from the earnings of a public employee for the payment of any portion of dues, agency shop fees, or other fees paid by public employee members of a public labor organization or a public employee who is a nonmember except upon the annual written authorization of the employee. A public labor organization is prohibited from using or obtaining any portion of dues, agency shop fees, or any other fees paid by member and nonmember public employees to make political campaign contributions or expenditures unless it obtains a written authorization from the member or nonmember within the previous 12 months. An employee who does not authorize political campaign contributions or expenditures cannot have his or her dues, agency shop fees, or other fees increased in lieu of making the contribution or expenditure. The requirements of these provisions cannot be waived by the member or nonmember and the waiver of the requirements cannot be a condition of employment or continued employment. These provisions do not apply to specified first responders or any labor organization that represents them. The bill contains a referendum clause and will not become effective unless approved by a majority of the qualified voters of this state.	01/27/2015 - Referred: Workforce Standards and Development(H)
0580-01	HB 73	Brandon Ellington	Increases the state minimum wage to \$10.25 per hour	Beginning January 1, 2016, this bill increases the minimum wage rate from \$7.35 to \$10.25. The rate will be adjusted annually based on the Federal Consumer Price Index.	01/20/2015 - Referred: Workforce Standards and Development(H)

2015 Legislation

Fiscal Note No.	Bill No.	Sponsor	Subject	Summary	Last Action
0584-01	HJR 2	Bill Lant	Proposes a constitutional amendment that specifies that all individuals shall be guaranteed the freedom to work without being required to join or pay dues to any labor organization	Upon voter approval, and except in instances when these provisions conflict with or are preempted by federal law, this proposed constitutional amendment specifies that no person as a condition or continuation of employment can be required to: (1) Become or refrain from becoming a member of a labor organization; (2) Pay dues, fees, assessments, or other charges to a labor organization; or (3) Pay to any charity or third party any equivalent amount in lieu of dues, fees, assessments, or other charges required of a member of a labor organization. Any agreement, understanding, or practice between a labor organization and an employer that violates the rights of employees as guaranteed under these provisions will be unlawful, null and void, and of no legal effect.	01/27/2015 - Referred: Workforce Standards and Development(H)
0511-01	SB 62	Maria Chappelle-Nadal	Creates a crime for employers who divulge certain personal information of employees and customers	This act creates a Class B misdemeanor for employers who transmit an employee's or customer's name on a public address system or provides an employee's work schedule or personal information to another. Employers are barred from evicting, harassing, dismissing, or retaliating against employees and patrons that have reported violations of the crime.	1/22/2015 - Second Read and Referred S Judiciary and Civil and Criminal Jurisprudence Committee
0415-01	HB 126	Rick Brattin	Requires all employers and business entities to enroll and actively participate in a federal work authorization program and imposes stricter penalties for employing an unauthorized alien.	Currently, only public employers are required to enroll and actively participate in a federal work authorization program. This bill requires all employers and business entities, whether public or private, to enroll and actively participate in a federal work authorization program and imposes stricter penalties for employing an unauthorized alien.	4/29/2015 - Reported Do Pass (H)
0731-01	HB 120	Charlie Davis	Establishes the Password Privacy Protection Act	Establishes the Password Privacy Protection Act that prohibits and authorizes employers to do certain actions.	5/04/2015 - Public Hearing Scheduled (S)
0405-01	HB 105	Sharon Pace	Prohibits an employer from using a job applicant's personal credit history as a hiring criteria except where the credit history is shown to be directly related to the position sought by the applicant.	This bill prohibits an employer or an agent, representative, or designee of an employer from requiring an employee or prospective employee to consent to a request for a credit report that contains information about the employee's or prospective employee's credit score, credit account balances, payment history, savings or checking account balances, or savings or checking account numbers as a condition of employment unless: (1) The employer is a financial institution as defined in the bill; (2) The report is required by law; (3) The employer reasonably believes that the employee has engaged in specific activity that constitutes a violation of the law related to the employee's employment; or (4) The report is substantially related to the employee's current or potential job as defined in the bill, or the employer has a bona fide purpose for requesting or using information in the credit report that is substantially job-related and is disclosed in writing to the employee or applicant.	5/08/2015 - HCS Reported Do Pass (H)
0583-01	HJR 3	Bill Lant	Proposes and Constitutional amendment that prohibits any public employees from being required to pay dues or other fees to a labor organization	Upon voter approval, this proposed constitutional amendment prohibits sums from being withheld from the earnings of public employees for dues, agency shop fees, or other fees paid by public employee members and nonmembers of a public labor organization unless a written authorization is obtained each year. Public labor organizations are prohibited from using or obtaining any portion of dues, agency shop fees, or any other fees paid by member and nonmember public employees to make political campaign contributions unless it obtains a written authorization from the member or nonmember within the previous 12 months. An employee who does not authorize political campaign contributions or expenditures cannot have his or her dues, agency shop fees, or other fees increased in lieu of making the contribution or expenditure. These prohibitions cannot be waived nor can waiver of these prohibitions be made a condition of employment or continued employment. Signing or refraining from signing the authorizations cannot be made a condition of employment or continued employment. These provisions do not apply to first responders or any labor organization representing first responders.	01/27/2015 - Referred: Workforce Standards and Development(H)
0648-01	SB 129	Dan Brown	Requires authorization for certain labor unions to use dues and fees to make political contributions and requires consent for withholding earnings from paychecks	This act allows public employee labor unions to withhold fees from public employee paychecks only upon the annual written consent of the employee. The act also requires the public employee's annual consent for public employee labor unions to use fees and dues for political purposes. The employee must authorize the amount to be used for political contributions to be transferred to the labor union's continuing committee. Authorizing or refraining from authorizing any amount shall in no way affect employment. The labor union must keep records of all authorizations for political contributions and submit them to the Labor and Industrial Relations Commission. The act exempts first responders	3/17/2015 - Motion to vote bill do pass failed S Small Business, Insurance and Industry Committee
0649-01	SB 127	Dan Brown	Bars employers from requiring employees to engage in or cease engaging in certain labor practices	Employers are barred from requiring employees to become or refrain from becoming a member of a labor organization or pay dues or other charges required of labor organization members as a condition of employment. Employers who do so commit a Class C misdemeanor. Prosecuting attorneys and the Attorney General are charged with investigating complaints.	5/15/2015 - S Informal Calendar S Bills for Perfection--SB 127-Brown, with SCS
0761-01	HB 158	Holly Rehder	Prohibits any public employee from being required to pay dues and other fees to a labor organization	This bill prohibits any sum from being withheld from the earnings of a public employee for the payment of any portion of dues, agency shop fees, or other fees paid by public employee members of a public labor organization or a public employee who is a nonmember except upon the annual written authorization of the employee. A public labor organization is prohibited from using or obtaining any portion of dues, agency shop fees, or any other fees paid by member and nonmember public employees to make political campaign contributions or expenditures unless it obtains a written authorization from the member or nonmember within the previous 12 months. An employee who does not authorize political campaign contributions or expenditures cannot have his or her dues, agency shop fees, or other fees increased in lieu of making the contribution or expenditure. The requirements of these provisions cannot be waived by the member or nonmember and the waiver of the requirements cannot be a condition of employment or continued employment. These provisions do not apply to specified first responders or any labor organization that represents them. The bill contains a referendum clause and will not become effective unless approved by a majority of the qualified voters of this state.	01/21/2015 - Referred: Workforce Standards and Development(H)
0764-01	HB 159	Holly Rehder	Prohibits any public employee from being required to pay dues or other fees to a labor organization	Prohibits any public employee from being required to pay dues or other fees to a labor organization upon the annual written authorization of the employee and prohibits from using or obtaining any portion of dues, agency shop fees, or any other fees paid by member and nonmember public employees to make political campaign contributions or expenditures unless it obtains a written authorization from the member or nonmember within the previous 12 months. An employee who does not authorize political campaign contributions or expenditures cannot have his or her dues, agency shop fees, or other fees increased in lieu of making the contribution or expenditure. These provisions do not apply to specified first responders or any labor organization that represents them. The bill contains a referendum clause and will not become effective unless approved by a majority of the qualified voters of this state.	2/19/2015 - HCS Reported Do Pass (H)

Fiscal Note No.	Bill No.	Sponsor	Subject	Summary	Last Action
0336-01	SB 130	Gina Walsh	Creates a right to unpaid leave for employees that are affected by domestic violence	Any person employed by a public employer or private employer with at least 15 employees are entitled to unpaid leave if the person, or a family or household member, is a victim of domestic violence. Domestic violence is defined as assault, battery, coercion, harassment, sexual assault, unlawful imprisonment, and stalking. Such individuals are entitled to 2 weeks of leave per year if their employer employs at least 50 employees and 1 week per year if their employer employs at least 15 but not more than 49 employees. Employees are required to give 48 hours notice of the intent to take such leave and may be required to provide certification to the employer that such leave is necessary. Permissible reasons for taking leave include seeking medical attention, recovering from injury, obtaining victim services, obtaining counseling, participating in safety planning, and seeking legal assistance. On return from leave, employees are to be restored to the same or equivalent employment position and shall not lose accrued benefits. Employers are required to maintain health coverage for the employee while on leave but the premium may be recovered if the employee does not return. Employers and public agencies delivering public assistance are barred from discriminating against individuals covered under the act and such entities are required to make reasonable accommodations regarding such individual unless the accommodation would constitute an undue hardship. Reasonable accommodations include an adjustment to a job structure, workplace facility, or work requirement, including a transfer, reassignment, or modified schedule, leave, a changed telephone number or seating assignment, installation of a lock, or implementation of a safety procedure, or	5/15/2015 - S Informal Calendar S Bills for Perfection--SB 130-Walsh and Schupp, with SCS
0562-01	HB 116	Eric Burlison	Prohibits an employer from requiring a person to become a member of a labor organization as a condition or continuation of employment	This bill specifies that, except in instances when these provisions conflict with or are preempted by federal law, no person as a condition or continuation of employment can be required to: (1) Become or refrain from becoming a member of a labor organization as defined in the bill; (2) Pay dues, fees, assessments, or other charges to a labor organization; or (3) Pay to any charity or third party any equivalent amount in lieu of dues, fees, assessments, or other charges required of a member of a labor organization. Any agreement, understanding, or practice between a labor organization and an employer that violates the rights of employees as guaranteed under these provisions will be unlawful, null and void, and of no legal effect.	5/13/2015 - Truly Agreed To and Finally Passed
0722-01	SB 126	Dan Brown	Requires election of collective bargaining representative every two years	This act requires the State Board of Mediation to conduct an election every two years to certify the exclusive bargaining representation of an appropriate collective bargaining unit. If a representative fails to receive 51% of the vote in favor certification or recertification, the State Board shall decertify the representative. If a representative is decertified, the affected employees may not be included in a substantially similar collective bargaining unit for twelve months from the date of decertification. This act contains a referendum clause.	1/22/2015 - Second Read and Referred S Small Business, Insurance and Industry Committee
0350-01	HB 175	Karla May	Establishes the Family Education Leave Act	This bill establishes the Family Education Leave Act that requires an employer to allow an employee who is a parent or legal guardian of a minor child to take up to eight hours of unpaid leave for each child in any academic year to attend academic activities for or with the child. An employer may require that the leave not be taken in increments longer than three hours and the employee to provide written verification of the activity. The bill establishes procedures for the employee to give notice of intent to use the leave. An employer's ability to deny leave is limited to circumstances that would be disruptive or cause unusual difficulty in the business or would endanger the public safety or welfare. An employer cannot discharge, threaten, or otherwise discriminate against an employee regarding the employee's compensation, terms, conditions, location, or employment privileges because he or she requests or takes the leave.	01/08/2015 - Read Second Time (H)
0686-01	HB 170	Brandon Ellington	Specifies that a person applying for state employment, public assistance, or state housing assistance cannot be required to disclose any prior nonviolent felony plea or conviction with certain exceptions.	This bill specifies that a person applying for state employment, public assistance, or state housing assistance cannot be required to disclose any prior nonviolent felony pleas or convictions, except for felony pleas or convictions for sexual offenses. These provisions cannot be construed as creating any liability for an applicant who does not disclose any prior nonviolent felony pleas or convictions under these provisions or prohibiting any employer, public assistance agency, or state housing assistance agency from conducting a criminal background check on an applicant.	01/08/2015 - Read Second Time (H)
0833-01	HB 195	Warren Love	Changes the laws regarding the prevailing hourly rate of wages	This bill revises the definition of "construction" as it relates to prevailing wages on public works projects by removing improvements, alterations, or major repairs and specifies that it does not include maintenance work. Currently, it includes construction, reconstruction, improvement, enlargement, alteration, painting and decorating, or major repair. The bill also revises the definition of "maintenance work" to include repairs that restore existing facilities to a previous state or condition or improve the utility or enhance the appearance of an existing facility provided that the size, type, or extent of the existing facility is not changed. Maintenance work cannot include "major repairs" that is defined as any work that exceeds the replacement cost of existing facilities. The bill also changes the way the Department of Labor and Industrial Relations determines the prevailing hourly rate of wages on public work projects. For the City of St. Louis and the counties of Cass, Clay, Franklin, Jackson, Jefferson, Lincoln, St. Charles, and St. Louis, the prevailing hourly rate of wages will continue to be determined by consideration of the applicable wage rates established by collective bargaining agreements, if any, and the rates paid generally within those counties and city. The applicable wage rates paid by members of a tax-exempt trade organization as defined in the bill also can be considered. For all other counties, the prevailing hourly rate of wages will be the state average weekly wage as determined annually by the department for each separate occupational title within the locality.	4/02/2015 - Reported Do Pass (H)
0951-01	HB 235	Mark Parkinson	Changes the laws regarding work authorizations	This bill changes the law regarding employers' work authorization verification of employees.	01/08/2015 - Read Second Time (H)
0757-01	HB 238	Linda Black	Provides that corrections officers are to receive hazardous duty pay in addition to their regular salary.	This bill specifies that beginning on January 1, 2016, in addition to their regular pay, all corrections custody officers must receive \$75 per month for hazardous duty compensation. Beginning January 1, 2017, the amount is increased to \$150 per month.	3/11/2015 - Referred: Select Committee on Judiciary
0829-01	SB 144	Paul LeVota	Requires the Department of Labor and Industrial Relations to establish guidelines relating to gender pay equality	This act requires the Department of Labor and Industrial Relations to create best practice guidelines in gender pay equality for state and local government and private businesses. Such guidelines may include, but not be limited to, explanations of the following: (1) What gender pay equality is; (2) Why gender pay inequality happens; (3) The benefits of gender pay equality; and (4)How to achieve gender pay equality. The guidelines must take effect by January 31, 2016.	4/14/2015 - SCS Voted Do Pass S Small Business, Insurance and Industry Committee

Fiscal Note No.	Bill No.	Sponsor	Subject	Summary	Last Action
0813-01	HB 248	Mike Colona	Allows an employee who is injured on the job to select his or her own health care provider to cure and relieve the effects of the injury at the expense of the employer	This bill allows an employee who is injured on the job to select his or her own health care provider to cure and relieve the effects of the injury at the expense of the employer. The employer may select the health care provider if no selection is made by the employee. In a case where physical rehabilitation is offered and accepted or ordered by the Division of Workers' Compensation within the Department of Labor and Industrial Relations, the insurer or employer may select the physical rehabilitation provider if no selection is made by the employee.	01/08/2015 - Read Second Time (H)
0253-01	HB 304	Randy Dunn	Incorporates provisions relating to ethics	This bill changes the law regarding ethics and lobbying.	01/27/2015 - Referred: Government Oversight and Accountability(H)
0702-01	HB 286	Bill White	Specifies that a person cannot be required to become or refrain from becoming a member of or paying dues to a labor organization as a condition or continuation of employment.	This bill specifies that a person as a condition or continuation of employment cannot be required to: (1) Become or refrain from becoming a member of a labor organization as defined in the bill; (2) Pay dues, fees, assessments, or other charges to a labor organization; or (3) Pay to any charity or third party any equivalent amount in lieu of dues, fees, assessments, or other charges required by a labor organization. Any agreement, understanding, or practice between a labor organization and an employer that violates the rights of employees as specified in the bill will be unlawful, null and void, and of no legal effect. Anyone violating a provision of the bill will be guilty of a class C misdemeanor, and any person injured as a result of a violation or threatened violation of the provisions of the bill may recover all resulting damages, including costs and reasonable attorney fees, and will be entitled to injunctive relief against any violator or person threatening a violation. Certain specified employers, employees, and agreements are exempt from the provisions of this bill.	01/08/2015 - Read Second Time (H)
0716-01	HB 270	Rocky Miller	Changes the laws regarding unlawful employment or discriminatory practices.	This bill specifies that "because" or "because of" means a protected criterion was a motivating factor in a defendant's unlawful employment or discriminatory practice, but need not have been the only factor in, or reason for, the practice. "Because" or "because of" does not apply to a claim that a defendant's otherwise neutral policy or practice has a disparate adverse impact on a protected individual or group of individuals. The bill specifies that when a party files a motion for summary judgment in an employment case, the court must analyze the merits of the motion for summary judgment. When considering a motion for summary judgment where the plaintiff submits direct evidence of discrimination, the burden of proof shifts to the employer to provide evidence that the same employment decision would have occurred regardless of the direct evidence presented by the plaintiff. If the court determines the employer would have taken the same action regardless of the evidence submitted by the plaintiff, the court must rule in favor of the employer. When considering a motion for summary judgment where the plaintiff does not submit direct evidence of discrimination, the burden of proof is on the plaintiff to establish an allegation of discrimination. The employer is allowed to produce evidence of non-discriminatory reasons for the employment decision and if the employer produces evidence of non-discriminatory reasons for the employment decision, the plaintiff must present facts to show the employer's explanation is insufficient or illegitimate. If the court determines that the employer relied upon non-discriminatory reasons for the employment decision, the court must rule in favor of the employer.	01/08/2015 - Read Second Time (H)
0398-01	HB 314	Jon Carpenter	Changes the laws regarding the minimum wage	Beginning January 1, 2016, this bill increases the minimum wage rate from \$7.65 to \$8.50 per hour. Beginning January 1, 2017, the bill increases the minimum wage rate to \$9.50 per hour. Beginning September 30, 2017, and annually thereafter, the Director of the Department of Labor and Industrial Relations must determine the increase or decrease in the cost of living based on the federal Consumer Price Index. Beginning January 1, 2018, the minimum wage must be adjusted annually based upon the determined increase or decrease in the cost of living. The bill increases from \$500,000 to \$575,000 the threshold amount of gross volume sales of a retail or service business below which amount an individual employed by the business will not be deemed an "employee" for purposes of the minimum wage law. Beginning January 1, 2018, and annually thereafter, the threshold will be adjusted by the increase or decrease in the cost of living as determined by the department director.	3/03/2015 - Referred: Workforce Standards and Development
0398-03	HB 314	Jon Carpenter	Changes the laws regarding the minimum wage	Beginning January 1, 2016, this bill increases the minimum wage rate from \$7.65 to \$8.50 per hour. Beginning January 1, 2017, the bill increases the minimum wage rate to \$9.50 per hour. Beginning September 30, 2017, and annually thereafter, the Director of the Department of Labor and Industrial Relations must determine the increase or decrease in the cost of living based on the federal Consumer Price Index. Beginning January 1, 2018, the minimum wage must be adjusted annually based upon the determined increase or decrease in the cost of living. The bill increases from \$500,000 to \$575,000 the threshold amount of gross volume sales of a retail or service business below which amount an individual employed by the business will not be deemed an "employee" for purposes of the minimum wage law. Beginning January 1, 2018, and annually thereafter, the threshold will be adjusted by the increase or decrease in the cost of living as determined by the department director.	3/03/2015 - Referred: Workforce Standards and Development
0216-03	HB 313	Jon Carpenter	Requires ethics training for statewide elected officials, General Assembly members, and executive department directors and acting directors after taking office, appointment, or employment, and every two years.	This bill requires statewide elected officials, executive department directors, and acting directors to complete four hours of ethics training involving requirements from Chapters 105, 130, and 576, RSMo, from the Missouri Ethics Commission within 120 days of taking office and every two years thereafter. The Missouri Ethics Commission will provide a 30 day notice of a violation and if the ethics training requirement is not completed within that time there will be a \$10 per day penalty assessed and information about the violation must be published on the Missouri Ethics Commission's website. The Missouri Ethics Commission is granted rulemaking power to enforce the bill.	2/24/2015 - Referred: Government Oversight and Accountability
0866-01	HB 337	Joe Don McGaugh	Modifies provisions related to employer requirements for employee benefits	This bill adds employers in the additional types of industries to the types of employers that must have workers compensation insurance if they have only one or more employees.	4/20/2015 - HCS Reported Do Pass (H)
0855-01	HB 349	Stacey Newman	Establishes the Pregnant Workers' Fairness Act	This bill establishes the Pregnant Workers' Fairness Act, which makes it an unlawful employment practice for an employer to do certain actions.	01/08/2015 - Read Second Time (H)
0903-02	HB 357	Michael Butler	Changes the laws regarding the minimum wage	Beginning January 1, 2016, this bill increases the minimum wage rate from \$7.65 to \$10.10 per hour. Beginning September 30, 2016, and annually thereafter, the Director of the Department of Labor and Industrial Relations must determine the increase or decrease in the cost of living based on the federal Consumer Price Index. Beginning January 1, 2017, the minimum wage must be adjusted annually based upon the determined increase or decrease in the cost of living. The percentage of the minimum wage rate that an employer is required to pay an employee who also receives tips is increased from 50% to 60%. The bill increases from \$500,000 to \$575,000 the threshold amount of gross volume sales of a retail or service business below which amount an individual employed by the business will not be deemed an "employee" for purposes of the minimum wage law. Beginning January 1, 2017, and annually thereafter, the threshold will be adjusted by the increase or decrease in the cost of living as determined by the department director. The amount of liquidated damages an employee is entitled to from an employer who does not pay the minimum wage when required to do so is increased from an amount equal to the minimum wages owed to an amount twice the underpaid wages. The statute of limitations for an action for the collection of underpaid wages is increased from one year to two years.	01/08/2015 - Read Second Time (H)

2015 Legislation

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0325-01	SB 193	Paul LeVota	Modifies the minimum wage laws	Beginning January 1, 2016, this act raises the minimum wage from \$7.65 to \$10.00.	3/17/2015 - Hearing Scheduled S Small Business, Insurance and Industry Committee
0481-01	HCR 3	Mark Parkinson	Dissapproval of Salary increases prosed by Salary Commission Study	Dissapproval of Salary increases prosed by Salary Commission Study	1/14/2015 - HCS Reported Do Pass (H)
0601-01	HCS for HCR 3 and 4	Mark Parkinson	Dissapproval of Salary increases prosed by Salary Commission Study	Dissapproval of Salary increases prosed by Salary Commission Study	1/30/2015 - Approved by Governor (G)
0601-02	HCS for HCR 3 and 4	Mark Parkinson	Dissapproval of Salary increases prosed by Salary Commission Study	Dissapproval of Salary increases prosed by Salary Commission Study	1/30/2015 - Approved by Governor (G)
1286-01	SCR 6	Rob Schaaf	Dissapproval of Salary increases prosed by Salary Commission Study	Dissapproval of Salary increases prosed by Salary Commission Study	1/15/2015 - Second Read and Referred S Rules, Joint Rules, Resolutions and Ethics Committee
1541-01	HB 569	Bill Lant	Specifies that all individuals shall be guaranteed the freedom to work without being required to join or pay dues to any labor organization.	Specifies that all individuals shall be guaranteed the freedom to work without being required to join or pay dues to any labor organization.	2/09/2015 - HCS Reported Do Pass (H)
1193-01	SB 237	Joseph Keaveny	Bars discrimination based on sexual orientation or gender identity.	This act prohibits discrimination based upon a person's sexual orientation or gender identity. Such discrimination includes unlawful housing practices, denial of loans or other financial assistance, denial of membership into an organization relating to the selling or renting of dwellings, unlawful employment practices, and denial of the right to use public accommodations. This act defines "sexual orientation" as male or female heterosexuality, homosexuality, or bisexuality by inclination, practice, identity or expression. The term "gender identity" is defined as the gender-related identity, appearance, or mannerisms, or other gender-related characteristics of an individual, with or without regard	4/8/2015 - Voted Do Pass S Progress and Development Committee
1507-01	HB 615	Dean Dohrman	Specifies that unpaid volunteers of a tax-exempt veteran's organization are not subject to the Workers' Compensation Law.	The bill specifies that independent contractors providing application of agricultural materials used in crop dusting, seeding, spraying or fertilizing operations from an aircraft are not statutory employees for the purposes or workers' compensation. This bill exempts veterans' organization volunteers who are not paid wages from coverage under workers' compensation statutes.	5/11/2015 - Reported Do Pass (H)
0905-01	HB 582	Courtney Allen Curtis	Prohibits certain employers from requiring certain persons to become members of a labor organization as a condition or continuation of employment	This bill specifies that, except in instances when these provisions conflict with or are preempted by federal law, a person employed in the construction industry as a condition or continuation of employment cannot be required to: (1) Become or refrain from becoming a member of a labor organization; (2) Pay dues, fees, assessments, or other charges to a labor organization; or (3) Pay to any charity or third party any equivalent amount in lieu of dues, fees, assessments, or other charges required of a member of a labor organization. Any agreement, understanding, or practice between a labor organization and an employer in the construction industry that violates the rights of employees as guaranteed under these provisions will be unlawful, null and void, and of no legal effect.	2/11/2015 - Perfected (H)
1101-01	HB 519	Rob Vescovo	Requires state employers to suspend pay or charge annual or sick leave if employees are placed on administrative leave for more than fifteen days	Requires state employers to suspend pay or charge annual or sick leave if employees are placed on administrative leave for more than fifteen days	4/30/2015 - Public Hearing Held (S)
1372-01	SB 355	Dan Brown	Requires certain employees of the Department of Corrections to receive hazardous duty pay	All corrections custody officers shall receive, in addition to their regular pay, a second installment of seventy-five dollars per month for hazardous duty compensation for a total of one hundred fifty dollars per month for hazardous duty compensation.	4/1/2015 - Voted Do Pass S Transportation, Infrastructure and Public Safety Committee
1542-01	HB 570	Bill Lant	Prohibits any public employee from being required to pay dues or other fees to a labor organization	Prohibits any public employee from being required to pay dues or other fees to a labor organization	2/19/2015 - HCS Reported Do Pass (H)
1051-01	HB 460	Kurt Bahr	Employees - Employers; Labor and Industrial Relations, Department of; Labor and Management; Taxation and Revenue - General	This bill provides that for a taxpayer undergoing an audit by the Department of Labor and Industrial Relations regarding classification of an individual as an independent contractor or employee, if the taxpayer has been granted relief from the imposition of federal employment taxes under Section 530 of the Internal Revenue Code of 1986, as amended, for an individual, with the result that the taxpayer can continue to classify the individual as an independent contractor for purposes of federal employment taxes, the department must allow the taxpayer to classify the individual as an independent contractor for purposes of Missouri employment taxes.	2/25/2015 - Action Postponed (H)

2015 Legislation

Fiscal Note No.	Bill No.	Sponsor	Subject	Summary	Last Action
1052-01	HB 461	Kurt Bahr	Establishes the Employee Reclassification Act	(1) Requires the Department of Labor and Industrial Relations to provide a clear and concise rule for defining "independent contractor" and a procedure for changing an individual's classification from an independent contractor to an employee; (2) Specifies that for purposes of the workers compensation, unemployment compensation, and tax withholding laws, payments made to an entity organized under Chapter 347, RSMo, certain state or locally licensed service providers, or to a licensed attorney will be presumed to be made to an independent contractor and not to an employee; (3) Authorizes individuals and employers to request an opinion letter from the department on the classification of a particular person as an independent contractor or an employee. An employer classifying someone as an independent contractor based on the department's opinion letter cannot be fined if the department subsequently determines that the person is an employee; (4) Gives an employer 60 days to comply with the reclassification of an employee after the department audits the employer, and the employer, in the absence of fraud, will not be liable for any taxes, interest, or fines for the misclassification; (5) Allows an employer to appeal the department's audit findings, and the fine and assessment of interest levied against an employer for employee misclassification as an independent contractor will be tolled during the appeal, absent fraud on the part of the employer; and (6) Requires the department to take public comments before issuing the final rule and requires a copy of the final rule to be mailed to every employer registered with the department and the Department of Revenue. The bill also provides that for a taxpayer undergoing an audit by the department regarding classification of an individual as an independent contractor or employee, if the taxpayer has been granted relief from the imposition of federal employment taxes under Section 530 of the Internal Revenue Code of 1986, as amended, for an individual, with the result that the taxpayer can continue to classify the individual as an independent contractor for purposes of federal employment taxes, the department must allow the taxpayer to classify the individual as	4/02/2015 - HCS Reported Do Pass (H)
1169-01	SB 220	Mike Kehoe	Modifies the duration of unemployment compensation, the method to pay federal advances, and raises the fund trigger causing contribution rate reductions.	This act bases the duration on the Missouri unemployment rate as follows: <ul style="list-style-type: none"> • 20 weeks if the Missouri average unemployment rate is nine percent or higher; • 19 weeks if the Missouri average unemployment rate is between 8 1/2% and 9%; • 18 weeks if the Missouri average unemployment rate is 8% up to and including 8 1/2%; • 17 weeks if the Missouri average unemployment rate is between 7 1/2% and 8%; • 16 weeks if the Missouri average unemployment rate is 7% up to and including 7 1/2%; • 15 weeks if the Missouri average unemployment rate is between 6 1/2% and 7%; • 14 weeks if the Missouri average unemployment rate is 6% up to and including 6 1/2%; and • 13 weeks if the Missouri average unemployment rate is below 6%. 	5/15/2015 - S Informal Calendar S Bills for Perfection
1271-01	SB 215	Jamilah Nasheed	Modifies minimum wage laws	Upon voter approval, beginning January 1, 2017, this act raises the minimum wage from \$7.65 to \$10.00. The minimum tipped wage is also increased from 50% to 60% of the minimum wage. The act specifies that the cost of living adjustment applies each year regardless of whether the statutory minimum or federal minimum is used. The act increases a penalty for paying lower than minimum wage from the full amount of the wage rate to twice that amount as liquidated damages and lengthens the statute of limitations for bringing a claim from 2 to 3 years.	2/2/2015 - Second Read and Referred S Small Business, Insurance and Industry Committee
1492-01	HB 752	Tony Duggar	Modifies provisions relating to pension forfeiture.	This bill clarifies provisions related to public pension forfeiture when a felonious act is committed in direct connection with or directly related to the participant's duties and raises the threshold from \$5,000 to \$25,000 on stealing or receiving stolen property. The employer is required to notify the appropriate retirement system and provide information in connection with the felony charge or conviction.	4/30/2015 - Executive Session Held (S)
1635-01	HB 659	Robert Ross	Prohibits the use of public funds for lobbying purposes.	This bill creates the "Fair Influence in Government Act." Any executive, quasi-executive, judicial, or quasi-judicial department or state agency must not use any public resources to pay the costs of employing or contracting for the services of any individual who lobbies on behalf of the executive, quasi-executive, judicial, quasi-judicial department or state agency in an attempt to influence the passage or defeat of any legislative measure. These entities will also refrain from using public resources to pay any membership dues on behalf of the department or agency or any officer or employee of the department or agency to any organization or association if the dues directly or indirectly pay all or part of the salary of any individual required to register as a lobbyist in an attempt to influence the passage or defeat of any matter pending before a legislative committee in either chamber of the General Assembly or before the General Assembly. A violation must result in a fine of not less than \$1000 but not more than \$5000. The director or similar chief executive of the state agency must be personally liable for the fine. Any individual who accepts public funds as compensation for lobbying in violation of this section may be prohibited from registering as a legislative lobbyist for a period not to exceed two years. The bill does not limit the right to communicate with members of the General Assembly through proper official channels at the request of a member, or to request legislative action or appropriations which are deemed necessary for the efficient conduct of public business or actually made in the proper performance of his or her official duties, including testifying before the General Assembly or any	4/13/2015 - Motion to Do Pass Failed (H)
1318-01	SB 247	Scott Sifton	Modifies provisions relating to employee wages	This act prohibits paying any employee wages less than those paid to employees of the opposite gender for the same work. Furthermore, it also creates a civil cause of action against employers who pay lower wages to employees of the opposite gender when the work performed is equal, requires equal skill, and is performed under similar conditions. Certain wage payment differentials are exempted from these civil actions when they are based on merit systems, regional economic factors, factors that measure pay due to output, or other bona fide factors other than gender. Varying local market rates for equal jobs do not qualify for this exemption. The act redefines wages to include bonuses, stock options, awards or tips, nonmonetary compensation, and any compensation that has economic value to an employee. The act permits recovery of actual and compensatory damages, not to exceed twice the wages awarded, for any unlawful gender-based pay practice. Courts are authorized to issue an injunction against employers for violation of the provisions of the bill. This act allows for the recovery of attorney fees and court costs in any civil action brought under this section and abolishes the six-month statute of limitations for filing an action. This act prohibits employers from reducing wages to comply with this act. It further prohibits employers from retaliating against employees who utilize the protections of this act and creates a civil action for actual and compensatory damages for such retaliation.	2/11/2015 - Second Read and Referred S Small Business, Insurance and Industry Committee

2015 Legislation

Fiscal Note No.	Bill No.	Sponsor	Subject	Summary	Last Action
1553-01	SB 288	Dave Schatz	Modifies the laws relating to workers compensation premium rates	Modifies the laws relating to workers compensation premium rates	4/21/2015 - Voted Do Pass S Small Business, Insurance and Industry Committee
0764-02	HCS for HB Nos 159 & 570	Holly Rehder	Prohibits any public employee from being required to pay dues or other fees to a labor organization	This bill prohibits any sum from being withheld from the earnings of a public employee for the payment of any portion of dues, agency shop fees, or other fees paid by public employee members of a public labor organization or a public employee who is a nonmember except upon the annual written authorization of the employee.	2/19/2015 - HCS Reported Do Pass (H)
1317-02	HB 597	Joe McGaugh	Prohibits covenants not to compete for STEM employees in STEM jobs	This bill specifies that beginning August 28, 2015, a covenant not to compete is unenforceable against an employee with a degree in science, technology, engineering, or mathematics who is also employed in the field of science, technology, engineering, or mathematics.	3/10/2015 - Public Hearing Completed (H)
1160-01	HB 460	Curtman	Enacts the Taxpayer Transparency Act of 2015, which requires state departments to indicate in certain educational and advertising materials that such materials are produced and disseminated at taxpayer expense	This bill provides that for a taxpayer undergoing an audit by the Department of Labor and Industrial Relations regarding classification of an individual as an independent contractor or employee, if the taxpayer has been granted relief from the imposition of federal employment taxes under Section 530 of the Internal Revenue Code of 1986, as amended, for an individual, with the result that the taxpayer can continue to classify the individual as an independent contractor for purposes of federal employment taxes, the department must allow the taxpayer to classify the individual as an independent contractor for purposes of Missouri employment taxes.	2/25/2015 - Action Postponed (H)
0836-01	HB 484	Andrew Koenig	Establishes a defined contribution program for elected officials becoming members after January 1, 2016.	Beginning January 1, 2016, all members of the General Assembly or statewide elected officials who have not previously been employed in a position covered by the Missouri State Employees' Retirement System or the Missouri Department of Transportation and Highway Patrol Employees' Retirement System will not be eligible for benefits under the Year 2000 defined benefit plan, but will be eligible to participate in the Missouri State Public Employees' Deferred Compensation Fund established in Chapter 105, RSMo. The employer contribution rate will be 5% of payroll and the participant contribution rate will be equal to 3% of payroll.	3/17/2015 - Public Hearing Completed (H)
1994-01	SB 412	Gary Romine	Modifies laws regarding arbitration agreements between employers and at-will employees.	This act provides that in arbitration agreements between an employer and an at-will employee the arbitrator shall make all initial decisions as to arbitrability which includes deciding whether the parties have agreed to arbitrate, whether the arbitration agreement is enforceable, and whether specific claims are arbitrable. The act establishes certain criteria for when the arbitrator shall determine that the arbitration agreement is valid. On motion when a party shows an arbitration agreement between an employer and an at-will employee that does not expressly delegate the issue of arbitrability to the court, the court shall stay the any action and order the parties to proceed to arbitration.	2/24/2015 - Second Read and Referred S Small Business, Insurance and Industry Committee
1963-01	SB 406	Brian Munzlinger	Modifies the laws relating to unemployment compensation benefits	This act permits the recovery of: <ul style="list-style-type: none"> • Overpaid unemployment compensation benefits; • Benefits obtained by reason of nondisclosure or misrepresentation of a material fact; or • Benefits obtained by reason of error, omission, or lack of knowledge of a material fact on the part of the Division of Employment Security through billing, setoffs against state and federal tax refunds, intercepts of lottery winnings, and collection efforts as provided under current law. The act further requires 15% of payments made toward a penalty assessed for benefits fraudulently received to be immediately deposited into the state unemployment compensation fund. The remaining penalty amount due is credited to the special employment security fund. Current law states that any person who receives unemployment compensation benefits as a result of error or lack of knowledge of material fact on the part of the Division, shall have such sums of benefits deducted from future benefits, after an opportunity for a fair hearing. This act gives the Division the discretion, after an opportunity for a fair hearing, to either deduct the sums of wrongfully paid benefits from future benefits payable to the individual or require repayment to the Division the amount of benefits wrongfully received. 	3/31/2015 - Voted Do Pass S Small Business, Insurance and Industry Committee
2000-01	SB 404	Mike Kehoe	Modifies the definition of wages	This act includes termination pay and severance pay in the definition of "wages" under current law relating to employment security	2/24/2015 - Second Read and Referred S Small Business, Insurance and Industry Committee
1052-01	HB 461	Kurt Bahr	Establishes the Employee Reclassification Act	(1) Requires the Department of Labor and Industrial Relations to provide a clear and concise rule for defining "independent contractor" and a procedure for changing an individual's classification from an independent contractor to an employee; (2) Specifies that for purposes of the workers compensation, unemployment compensation, and tax withholding laws, payments made to an entity organized under Chapter 347, RSMo, certain state or locally licensed service providers, or to a licensed attorney will be presumed to be made to an independent contractor and not to an employee; (3) Authorizes individuals and employers to request an opinion letter from the department on the classification of a particular person as an independent contractor or an employee. An employer classifying someone as an independent contractor based on the department's opinion letter cannot be fined if the department subsequently determines that the person is an employee; (4) Gives an employer 60 days to comply with the reclassification of an employee after the department audits the employer, and the employer, in the absence of fraud, will not be liable for any taxes, interest, or fines for the misclassification; (5) Allows an employer to appeal the department's audit findings, and the fine and assessment of interest levied against an employer for employee misclassification as an independent contractor will be tolled during the appeal, absent fraud on the part of the employer; and (6) Requires the department to take public comments before issuing the final rule and requires a copy of the final rule to be mailed to every employer registered with the department and the Department of Revenue. The bill also provides that for a taxpayer undergoing an audit by the department regarding classification of an individual as an independent contractor or employee, if the taxpayer has been granted relief from the imposition of federal employment taxes under Section 530 of the Internal Revenue Code of 1986, as amended, for an individual, with the result that the taxpayer can continue to classify the individual as an independent contractor for purposes of federal employment taxes, the department must allow the taxpayer to classify the individual as an independent contractor for purposes of Missouri employment taxes.	4/02/2015 - HCS Reported Do Pass (H)
2232-01	HB 1010	Craig Redmon	Modifies the law relating to unemployment compensation benefits	The bill authorizes a state sales and use tax exemption for electricity, water, gas, coal, other energy sources or other utilities used or consumed in the manufacturing, processing, preparing, furnishing, compounding, or producing of food that is ultimately sold to customers for consumption on or off the premises at a restaurant, cafeteria, fast food restaurant, delicatessen, bakery, grocery store, convenience store, or other similar facility engaged in selling prepared food or that is used in research and development	5/06/2015 - Placed on Informal Calendar

2015 Legislation

Fiscal Note No.	Bill No.	Sponsor	Subject	Summary	Last Action
2119-01	SB 459	Doug Libla	This proposal would modify procedures for rules which affect businesses.	Current law provides that no user fees imposed by the state shall increase for five years beginning on August 28, 2009. The act states that these user fees shall not increase for ten years beginning on August 28, 2009. The act provides that within one year after the implementation of an administrative rule which affects the expenditures or income of a business entity of any kind and is estimated to cost more than five hundred dollars, a business entity impacted by the adopted or amended rule may file a statement of the actual cost of the business entity with the state agency who promulgated the rule and with the Joint Committee on Administrative Rules. After the agency has compiled all such statements filed by business entities, if the cost to all affected entities has exceeded by ten percent or more the estimated cost in the fiscal note or has exceeded five hundred dollars, when an affidavit has been filed stating the rule adoption or amendment would cost less than five hundred dollars, the original estimated cost and the actual cost shall be published by the agency in the Missouri Register. If the agency fails to publish these figures then the rule shall be void and have no force or effect. A new rule, amendment, or rescission shall expire one year after its cost statement is published in the Missouri Register. If a state agency desires for such rule to remain in effect then the rule must be repromulgated. When a state agency files a notice of proposed rulemaking which would affect business, the act establishes additional requirements that the agency must meet including providing examples of fiscal impact on business, whether additional training of employees is necessary for implementation of the rule, and provisions delaying implementation for business entities currently in existence.	3/31/2015 - Hearing Scheduled S Judiciary and Civil and Criminal Jurisprudence Committee
1527-01	SB 449	Will Kraus	Prohibits employers from recruiting or referring an illegal alien for employment	The act prohibits wages, compensation, or any kind of remuneration for the performance of services paid to an unauthorized alien, or alien who received deferred action pursuant to federal executive order, from being a deductible business expense for state income or business tax purposes.	3/31/2015 - Hearing Cancelled S Small Business, Insurance and Industry Committee
2140-01	SB 455	Mike Kehoe	Prohibits political subdivisions from establishing a minimum wage in excess of federal or state law	This act prohibits a political subdivision from establishing, mandating, or otherwise requiring an employer to provide to an employee a minimum wage rate or employment benefits that exceed the requirements of federal or state laws, rules, or regulations. The act also prohibits a political subdivision from prohibiting an employer from inquiring into or considering a job applicant's criminal history on an initial employment application.	5/15/2015 - S Informal Calendar S Bills for Perfection
1999-02	HB 928	Kevin Corlew	Changes the Uniform Arbitration Act regarding agreements between employers and at-will employees	This bill provides that in arbitration agreements between an employer and an at-will employee the arbitrator must make all initial decisions as to arbitrability, including deciding whether the parties have agreed to arbitrate, whether the arbitration agreement is enforceable, and whether specific claims are arbitrable. The bill establishes certain criteria for when the arbitrator must determine that the arbitration agreement is valid. On motion by a party showing an arbitration agreement between an employer and an at-will employee that does not expressly delegate the issue of arbitrability to the court, the court must stay any action before the court and order the parties to proceed to arbitration.	4/15/2015 - Perfected (H)
1743-02	HB 1069	Eric Burlison	Modifies provisions relating to unlawful discriminatory practices	Modifies provisions relating to unlawful discriminatory practices	5/06/2015 - Action Postponed (H)
1648-01	HB 757	Caleb Jones	Establishes the Professional Employer Organization Act	Establishes the Professional Employer Organization Act.	4/29/2015 - HCS Voted Do Pass (H)
2308-01	SB 492	Dave Schatz	Modifies the law relating to discharge of employees under workers' compensation statutes	Under current law, no employer or agent shall discharge or in any way discriminate against any employee for exercising any of his or her rights under workers' compensation statutes. This act changes that so that no employer or agent shall discharge or discriminate against any employee for exercising any of his or her rights under this chapter when the exercising of such rights is the exclusive cause of the discharge.	3/5/2015 - Second Read and Referred S Small Business, Insurance and Industry Committee
1101-01	HB 519	Rob Vescovo	*Amendment- Requires state employers to suspend pay or charge annual or sick leave if employees are placed on administrative leave for more than THIRTY days	An employer may place an employee on administrative leave, but if the employee is placed on such administrative leave for a period of more than thirty days, the employer shall suspend pay or charge any accrued annual leave or sick leave	4/30/2015 - Public Hearing Held (S)
2284-01	HB 1087	Mike Bernskoetter	Increases the allowable monthly amount to be credited to each participant's state employee deferred compensation account from up to \$75 to up to \$100.	Increases the allowable monthly amount to be credited to each participant's state employee deferred compensation account from up to \$75 to up to \$100.	4/28/2015 - Public Hearing Held (S)
2526-01	HB 1193	Andrew McDaniel	Prohibits employers from asking prospective employees about their race	Prohibits employers from asking prospective employees about their race	3/18/2015 - Public Hearing Completed (H)
2487-01	HB 1150	Bill Lant	Changes the laws regarding employment	This bill makes a technical usage correction changing the word invade to evade within a definitions provision of a section dealing with the transfer of employer accounts in the chapter regarding employment security.	03/11/2015 - Referred: Workforce Standards and Development(H)
2425-01	HB 1134	Mike Bernskoetter	Modifies provisions relating to state employee health care	This bill changes the laws regarding the Missouri State Employees' Retirement System (MOSERS) to allow for a medical insurance and retirement incentive for certain state employees who are eligible for state-sponsored medical benefits.	4/28/2015 - Public Hearing Held (S)
0105-03	SCS SB 44	Jamilah Nasheed	Prohibits employers from inquiring into or considering the criminal records of applicants before offering a conditional offer of employment	This act makes it an unlawful employment practice for a public employer with at least six employees to inquire into or consider the criminal record of an applicant before the applicant has received a conditional offer of employment. Once the applicant has been offered the position, the employer may inquire into and consider whether the applicant has been found guilty of a felony or a misdemeanor. Felonies may only be considered if less than ten years have elapsed since the applicant was released from custody or supervised release. Misdemeanors may only be considered for a five-year period. The employment offer may only be withdrawn based on an offense that bears a rational relationship to the duties of the position. In addition, this act specifies a list of factors the employer must consider before withdrawing a job offer based on the applicant's criminal record. This act does not apply to religious or sectarian employers, law enforcement agencies, the Department of Corrections, or any position when federal or state law requires or expressly permits the review of criminal histories of applicants.	5/15/2015 - S Informal Calendar S Bills for Perfection--SB 44-Nasheed, with SCS, SS for SCS & SA 1 (pending)

2015 Legislation

Fiscal Note No.	Bill No.	Sponsor	Subject	Summary	Last Action
0648-02	SCS SB 129	Dan Brown	Requires authorization for certain labor unions to use dues and fees to make political contributions and requires consent for withholding earnings from paychecks	This act allows public employee labor unions to withhold fees from public employee paychecks only upon the annual written consent of the employee. The act also requires the public employee's annual consent for public employee labor unions to use fees and dues for political purposes. The employee must authorize the amount to be used for political contributions to be transferred to the labor union's continuing committee. Authorizing or refraining from authorizing any amount shall in no way affect employment. The labor union must keep records of all authorizations for political contributions and submit them to the Labor and Industrial Relations Commission. The act exempts first responders from the new provisions. This act contains a referendum clause.	3/17/2015 - Motion to vote bill do pass failed S Small Business, Insurance and Industry Committee
0649-02	SCS SB 127	Dan Brown	Bars employers from requiring employees to engage in or cease engaging in certain labor practices	Employers are barred from requiring employees to become or refrain from becoming a member of a labor organization or pay dues or other charges required of labor organization members as a condition of employment. Employers who do so commit a Class C misdemeanor. Prosecuting attorneys and the Attorney General are charged with investigating complaints.	5/15/2015 - S Informal Calendar S Bills for Perfection--SB 127-Brown, with SCS
0285-02	SS SB 59	Bob Dixon	Modifies the process for filling vacancies in certain statewide and General Assembly offices	This act modifies the processes for vacancies in certain public offices. Currently, when a vacancy occurs in the office of State Representative or State Senator, the Governor must issue a writ of election without delay. This act removes the phrase "without delay" and provides that the writ shall be issued within thirty days. This act requires the Governor to issue a writ of election to fill a vacancy in the office of Lieutenant Governor within 30 days of the vacancy for an election to be held at the next general election. The election shall be to fill the remainder of the term. In the case of impeachment, the office shall remain vacant until the impeachment is determined. If a vacancy occurs in the office of Attorney General, State Auditor, Secretary of State, or State Treasurer, this act provides that the Governor shall immediately appoint a person to fill the vacancy until a successor is elected at the next general election and qualified to fill the office for the remainder of the term in which the vacancy occurred. In cases of impeachment, the Governor shall appoint a qualified person to serve only until the impeachment is determined. If acquitted, then the statewide-elected official shall be reinstated in office. If convicted, then the Governor shall make a new appointment to serve until a successor is elected at the next general election.	5/15/2015 - S Informal Calendar S Bills for Perfection
1492-02	HCS HB 752	Tony Duggar	Modifies provisions relating to pension forfeiture	This bill clarifies provisions related to public pension forfeiture when a felonious act is committed in direct connection with or directly related to the participant's duties and makes the violation for stealing a class B felony before January 1, 2017 and a class C felony on or after January 1, 2017. The violation for receiving stolen property is a class B felony. The employer is required to notify the appropriate retirement system and provide information in connection with the felony charge or conviction.	4/30/2015 - Executive Session Held (S)
1101-02	HCS HB 519	Rob Vescovo	Requires state employers to suspend pay or charge annual or sick leave if employees are placed on administrative leave for more than fifteen days	This bill requires that, within three days of being placed on administrative leave as defined in the bill, a state employee must be given a written explanation of the reason for the placement. The bill also provides that if a state employee is placed on administrative leave for more than 15 days, the state employer must suspend the employee's pay or charge any accrued annual or sick leave, if permissible. HCA 1: Extends the period of administrative leave that an employer may impose from 15 days to 30 days, before the employer must suspend the employee's pay or charge any accrued annual or sick	4/30/2015 - Public Hearing Held (S)
0829-02	SCS SB 144	Paul LeVota	Requires the Department of Labor and Industrial Relations to establish guidelines relating to gender pay equality	This act requires the Department of Labor and Industrial Relations to create best practice guidelines in gender pay equality for state and local government and private businesses. Such guidelines may include, but not be limited to, explanations of the following: 1) What gender pay equality is 2) Why gender pay inequality happens 3) The benefits of gender pay equality and 4) How to achieve gender pay equality. The guidelines must take effect by January 31, 2016.	4/14/2015 - SCS Voted Do Pass S Small Business, Insurance and Industry Committee
2425-03	HB 1134	Mike Bernskoetter	Modifies provisions relating to state employee health care	This bill changes the laws regarding the Missouri State Employees' Retirement System (MOSERS) to allow for a medical insurance and retirement incentive for certain state employees who are eligible for state-sponsored medical benefits.	4/28/2015 - Public Hearing Held (S)
1743-03	HCS HB 1019	Kevin Austin	Modifies provisions relating to unlawful discriminatory practices	This bill changes the laws regarding unlawful discriminatory employment practices under the human rights and workers' compensation laws and establishes the Whistleblower's Protection Act.	5/06/2015 - Placed on Informal Calendar
2594-01	HB 1203	Justin Hill	Specifies lawful owners of firearms may transport or store such firearms in locked, privately-owned motor vehicles	Specifies lawful owners of firearms may transport or store such firearms in locked, privately-owned motor vehicles	4/22/2015 - Voted Do Pass (H)
2518-01	HB 1227	J. Eggleston	Specifies that employers shall provide employees monthly statements on the total monetary value for each fringe benefit for the period	This bill requires employers to furnish, at least once a month, each of their employees with a statement showing the total monetary value for each fringe benefit, as defined in the bill, for the period. An employer that fails to provide the statement must be deemed guilty of a misdemeanor and fined between \$50 and \$500 for each offense.	4/15/2015 - Public Hearing Completed (H)
1160-01	HB 430 HA1	Paul Curtman	*Amendment: Enacts the Taxpayer Transparency Act of 2015, which requires state departments to indicate in certain educational and advertising materials that such materials are produced and disseminated at taxpayer expense.	This bill establishes the Taxpayer Transparency Act of 2015 regarding materials produced and disseminated at taxpayer expense. Each communication funded by a public governmental body for advertising or educational purposes must clearly state specified information.	4/30/2015 - Executive Session Held (S)
1160-01	HB 430 HAC1	Paul Curtman	*Amendment: Enacts the Taxpayer Transparency Act of 2015, which requires state departments to indicate in certain educational and advertising materials that such materials are produced and disseminated at taxpayer expense.	This bill establishes the Taxpayer Transparency Act of 2015 regarding materials produced and disseminated at taxpayer expense. Each communication funded by a public governmental body for advertising or educational purposes must clearly state specified information.	4/30/2015 - Executive Session Held (S)

2015 Legislation

Fiscal Note No.	Bill No.	Sponsor	Subject	Summary	Last Action
2425-02	HB 1134	Mike Bernskoetter	Modifies provisions relating to state employee health care	This bill changes the laws regarding the Missouri State Employees' Retirement System (MOSERS) to allow for a medical insurance and retirement incentive for certain state employees who are eligible for state-sponsored medical benefits.	4/28/2015 - Public Hearing Held (S)
2211-06	SB 549	Bob Onder	Modifies provisions relating to collective bargaining representation for public employees	This act requires the State Board of Mediation to conduct an election every two years to certify the exclusive bargaining representation of a collective bargaining unit. If a representative fails to receive votes from a majority of the members of a bargaining unit, the Board shall decertify the representative. If a representative is decertified, the affected employees may not be included in a substantially similar collective bargaining unit for twelve months from the date of decertification. The act limits labor agreements to two years beginning August 28, 2017. The act also requires employee associations that represent employees in a meeting concerning a labor agreement and collect money from an employee to file an annual report no later than 90 days following the end of the association's fiscal year detailing the financial conditions and operations of the association during the preceding fiscal year. Any employee association that fails to comply with such requirements shall refund all monies collected from employees during such period, be decertified as exclusive representative, and have all labor agreements between the association and a public body immediately rescinded and invalidated.	4/14/2015 - Hearing Conducted S General Laws and Pensions Committee
1052-02	HCS HB 461	Kurt Bahr	Establishes the Employee Reclassification Act	Substitute eliminates the independent contractor presumption and clarifies that Section 530 injunctive relief will only terminate the employer's liability for Missouri employment taxes and will not effect the rights of the workers whose status is at issue.	4/02/2015 - HCS Reported Do Pass (H)
0866-01	HCA 1 HB 337	Jon Don McGaugh	Modifies provisions related to employer requirements for employee benefits	Amendment eliminates the provisions that add various industries to the types of employers that must have workers compensation insurance if they have one or more employees and adds any person or corporation in the construction industry who erects, demolishes, alters, or repairs improvements to the definition of "employer" as it relates to the Workers' Compensation Law.	4/20/2015 - HCS Reported Do Pass (H)
1052-03	HCS HB 461	Kurt Bahr	Establishes the Employee Reclassification Act	Substitute eliminates the independent contractor presumption and clarifies that Section 530 injunctive relief will only terminate the employer's liability for Missouri employment taxes and will not effect the rights of the workers whose status is at issue.	4/02/2015 - HCS Reported Do Pass (H)
2425-01	HCS HB 1134	Mike Bernskoetter	Modifies provisions relating to state employee health care	This bill changes the laws regarding the Missouri State Employees' Retirement System (MOSERS) to allow for a medical insurance and retirement incentive for certain state employees who are eligible for state-sponsored medical benefits. Amendment excludes a current or former member of the General Assembly or a statewide elected official from the provisions of the bill and allows an employee who retires on or after March 1, 2015, but no later than November 1, 2015, to be eligible for the medical insurance retirement incentive	4/28/2015 - Public Hearing Held (S)
0731-02	HCS HB 120	Charlie Davis	Establishes the Password Privacy Protection Act	Amendment 1- Allows an employer to require an employee to provide an email for business purposes; prohibits disclosure of the email address to any third parties. Amendment 2- Prohibits an employer or employment agency from requiring an employee or applicant to add the employer or employment agency to employee's or applicant's list of contacts associated with a personal email account, including Facebook accounts and similar services	5/04/2015 - Public Hearing Scheduled (S)
1907-01	HB 788	Rob Vescovo	Modifies provisions relating to fairness in public construction	Modifies provisions relating to fairness in public construction	4/20/2015 - Reported Do Pass (H)
1162-01	HB 407	Stephen Webber	Changes the laws regarding complaints filed with the Missouri Commission on Human Rights regarding discrimination based upon a person's sexual orientation or gender identity	This bill changes the laws regarding complaints filed with the Missouri Commission on Human Rights by revising the definition of "discrimination" to include unfair treatment based on sexual orientation or gender identity; specifies that any unfair treatment based on a person's presumed or assumed race, color, religion, national origin, ancestry, sex, sexual orientation, gender identity, age as it relates to employment, disability, or familial status as it relates to housing, whether or not the presumptions or assumptions as to the characteristics are correct; and makes discrimination based upon a person's sexual orientation or gender identity an unlawful discriminatory practice. "Gender identity" is defined as the gender-related identity, appearance, mannerisms, or other gender-related characteristics of a person, with or without regard to the person's designed sex at birth. "Sexual orientation" is defined as male or female heterosexuality, homosexuality, or bisexuality by inclination, practice, identity, or expression.	04/15/2015 - Public Hearing Completed (H)
0829-03	SCS for SB 144	Paul LeVota	Requires the Department of Labor and Industrial Relations to establish guidelines relating to gender pay equality	This act requires the Department of Labor and Industrial Relations to create best practice guidelines in gender pay equality for state and local government and private businesses. Such guidelines may include, but not be limited to, explanations of the following: 1) What gender pay equality is; 2) Why gender pay inequality happens; 3) The benefits of gender pay equality; and 4) How to achieve gender pay equality. The guidelines must take effect upon approval of a concurrent resolution by the General Assembly approving such guidelines. Moreover, the act does not create a cause of action for any employee and no employer is required to adopt any guidelines.	4/14/2015 - SCS Voted Do Pass S Small Business, Insurance and Industry Committee

Fiscal Note No.	Bill No.	Sponsor	Subject	Summary	Last Action
2425-03	HB 1134	Mike Bernskoetter	Modifies provisions relating to state employee health care	This bill changes the laws regarding the Missouri State Employees' Retirement System (MOSERS) to allow for a medical insurance and retirement incentive for certain state employees who are eligible for state-sponsored medical benefits. In its main provisions, the bill: (1) Allows an employee, except for a member of the General Assembly or statewide elected official, who retires on or after March 1, 2015, through November 1, 2015, to elect to continue coverage for himself or herself at the same cost as if the retiree was an active employee for five years or until the retiree is eligible for Medicare, whichever occurs first. The cost must revert to the applicable retiree rate after five years or when the retiree becomes Medicare eligible. Dependent coverage must be at the applicable rate for a retiree; (2) Allows the governing body of any participating member agency to provide the medical coverage specified in the bill to any employee if the governing body of the agency elects to provide the benefit; (3) Allows the governing boards of Truman State University, Lincoln University, and any educational institution listed in Section 174.020, RSMo; the Highways and Transportation Commission; and the Conservation Commission to provide their employees or retirees the same medical coverage as specified in the bill; (4) Requires an employee who has not been a retiree of the system in which he or she is currently receiving creditable or credited service, who is eligible to receive a normal annuity, and whose annuity commences by November 1, 2015, to be eligible to receive the medical benefit. This benefit must not apply to any employee eligible to retire based solely on early retirement eligibility; (5) Allows the state to replace positions that are vacated due to the election to retire; however, the departments must be limited to using no more than 25% of the personal service funds of those positions vacated. This provision must not apply to Truman State University, Lincoln University, or any educational institution listed in Section 174.020; (6) Requires MOSERS and the Missouri Highways and Transportation Employees' and Highway Patrol Retirement System, if applicable, to report in writing by December 1, 2015, to the Governor and the Commissioner of the Office of Administration and provide a report on the number of state employees eligible to retire and the premium costs associated with those who retire under these provisions. The Office of Administration must report this information to the Governor and the General Assembly by March 1, 2016. The report must include an analysis of the costs and savings resulting from the retirements and the amount of payroll and positions reduced; and (7) Requires the Missouri Consolidated Health Care Plan to make a report in writing to the Office of Administration by December 1, 2015, on the effect of state employee retirements under	4/28/2015 - Public Hearing Held (S)
2683-01	HB 1361	Kirk Mathews	Specifies the representation that collective bargaining units can provide within the bi-state development agency	This bill specifies that a collective bargaining unit may independently represent different classes of workers within the bistate development agency, and there may be multiple collective bargaining units with the agency.	5/08/2015 - HCS Reported Do Pass (H)
1553-02	SCS/SB 288	Dave Schatz	Modifies the laws relating to workers compensation premium rates	Modifies the laws relating to workers compensation premium rates	4/21/2015 - Voted Do Pass S Small Business, Insurance and Industry Committee
1743-04	SCS/HCS/HB 1019	Kevin Austin	Modifies provisions relating to unlawful discriminatory practices	This bill changes the laws regarding unlawful discriminatory employment practices under the human rights and workers' compensation laws and establishes the Whistleblower's Protection Act.	5/06/2015 - Placed on Informal Calendar
1370-01	HB 544	Kurt Schaefer	Prohibits employers from requiring current or prospective employees to provide specifies information to gain access to the employee's account or profile on social networking website	This act defines "motorcycle profiling" as the illegal use of the fact that a person rides a motorcycle or wears motorcycle-related accoutrements as a factor in deciding to stop and question, take enforcement action, arrest, or search a person or vehicle. This act requires the Department of Public Safety to develop a statewide model training policy by January 1, 2016, designed to eliminate motorcycle profiling from law enforcement. This act also requires the chief law enforcement officer of each state and local law enforcement agency to comply by November 1, 2016, with several measures enumerated in the act to eliminate motorcycle profiling. This act gives the Department of Public Safety authority to inspect state and local agency policies relating to motorcycle profiling to ensure compliance.	4/20/2015 - Public Hearing Completed (H)
0866-02	HCS FOR HB 337	Jon Don McGaugh	Modifies provisions related to employer requirements for employee benefits	This bill adds any person or corporation in the construction industry who erects, demolishes, alters, or repairs improvements to the definition of "employer" as it relates to the Workers' Compensation Law.	4/20/2015 - HCS Reported Do Pass (H)
1370-04	HCS for HB 544	Gail McCann Beatty	Prohibits employers from requiring current or prospective employees to provide specifies information to gain access to the employee's account or profile on social networking website	This bill prohibits an employer from requiring a current or prospective employee to provide any password or other account information to gain access to the employee's account or profile on a social networking website.	4/20/2015 - Public Hearing Completed (H)
1169-02	SCS HB 202	Lynn Morris	Allows sheriffs and deputies to assist in other counties throughout the state	This bill prohibits an agreement, for the provision of services, between a health carrier or other insurer that writes vision insurance and an optometrist from requiring an optometrist to provide additional services or materials at a fee limited or set by the plan or carrier unless the services or materials are reimbursed as covered services under the contract. A provider is prohibited from charging more for services or materials that are not covered under a health benefit or vision plan than the usual and customary rate charged for those services or materials. The reimbursement paid by the health or benefit plan for covered services or materials must be reasonable and cannot provide minimal reimbursement in order to claim a service or material is a covered service. The bill prohibits a vision care insurance policy or vision care discount plan that provides covered services for materials from having the effect, directly or indirectly, of limiting the choice of sources and suppliers of materials by a patient of a vision care provider. A health carrier is prohibited from providing de minimis reimbursement or coverage in an attempt to avoid these provisions.	4/29/2015 - Second read and referred: Senate Small Business, Insurance, and Industry
0336-04	SCS SB 130	Gina Walsh	Creates a right to unpaid leave for employees that are affected by domestic violence.	This act creates a right to unpaid leave for employees that are affected by domestic violence or sexual offenses.	5/15/2015 - S Informal Calendar S Bills for Perfection--SB 130-Walsh and Schupp, with SCS

Fiscal Note No.	Bill No.	Sponsor	Subject	Summary	Last Action
1743-05	SCS for HCS for HB 1019	Kevin Austin	Modifies provisions relating to unlawful discriminatory practices	This bill changes the laws regarding unlawful discriminatory employment practices under the human rights and workers' compensation laws and establishes the Whistleblower's Protection Act.	5/06/2015 - Placed on Informal Calendar □
2211-07	SCS FOR SB 549	Bob Onder	Modifies provisions relating to collective bargaining representation for public employees	This act requires the State Board of Mediation to conduct an election every two years to certify the exclusive bargaining representation of a collective bargaining unit. If a representative fails to receive votes from a majority of the members of a bargaining unit, the Board shall decertify the representative. If a representative is decertified, the affected employees may not be included in a substantially similar collective bargaining unit for twelve months from the date of decertification. The act limits labor agreements to two years beginning August 28, 2017. The act also requires employee associations that represent employees in a meeting concerning a labor agreement and collect money from an employee to file an annual report no later than 90 days following the end of the association's fiscal year detailing the financial conditions and operations of the association during the preceding fiscal year. Any employee association that fails to comply with such requirements shall refund all monies collected from employees during such period, be decertified as exclusive representative, and have all labor agreements between the association and a public body immediately rescinded and invalidated. This act contains a severability clause.	4/14/2015 - Hearing Conducted S General Laws and Pensions Committee
0105-05	SS for SCS for SB 44	Jamilah Nasheed	Prohibits employers from inquiring into or considering the criminal records of applicants before offering a conditional offer of employment	This act makes it an unlawful employment practice for a public or private employer with at least six employees to inquire into or consider the criminal record of an applicant before the applicant has received a conditional offer of employment. Once the applicant has been offered the position, the employer may inquire into and consider whether the applicant has been found guilty of a felony or a misdemeanor. Felonies may only be considered if less than ten years have elapsed since the applicant was released from custody or supervised release. Misdemeanors may only be considered for a five-year period. The employment offer may only be withdrawn based on an offense that bears a rational relationship to the duties of the position. In addition, this act specifies a list of factors the employer must consider before withdrawing a job offer based on the applicant's criminal record. This act does not apply to religious or sectarian employers, law enforcement agencies, the Department of Corrections, or any position when federal or state law requires or expressly permits the review of criminal histories of applicants.	5/15/2015 - S Informal Calendar S Bills for Perfection--SB 44-Nasheed, with SCS, SS for SCS & SA 1 (pending)
1745-03	SS for HCS for HB 722	Dan Shaul	Prohibits certain types of ordinances by political subdivisions.	This bill specifies that all merchants, itinerant vendors, and peddlers have the option to provide customers with a paper or plastic bag for any item or good purchased. No political subdivision can impose any ban, fee, or tax upon the use of paper or plastic bags for packaging any item or good purchased.	5/06/2015 - House Message (H)
1492-03	SCS HCS HB 752	Tony Duggar	Modifies provisions regarding eligibility of a public employee who commits a felony to receive retirement benefits.	This bill clarifies provisions related to public pension forfeiture when a felonious act is committed in direct connection with or directly related to the participant's duties and makes the violation for stealing a class B felony before January 1, 2017, and a class C felony on or after January 1, 2017. The violation for receiving stolen property is a class B felony. The employer is required to notify the appropriate retirement system and provide information in connection with the felony charge or conviction.	4/30/2015 - Executive Session Held (S)
0336-05	SS SCS SB 130	Gina Walsh	Creates a right to unpaid leave for employees that are affected by domestic violence.	Any person employed by a public employer or private employer with at least 15 employees are entitled to unpaid leave if the person, or a family or household member, is a victim of domestic violence. Domestic violence is defined as assault, battery, coercion, harassment, sexual assault, unlawful imprisonment, and stalking. Such individuals are entitled to 2 weeks of leave per year if their employer employs at least 50 employees and 1 week per year if their employer employs at least 15 but not more than 49 employees. Employees are required to give 48 hours notice of the intent to take such leave and may be required to provide certification to the employer that such leave is necessary. Permissible reasons for taking leave include seeking medical attention, recovering from injury, obtaining victim services, obtaining counseling, participating in safety planning, and seeking legal assistance. On return from leave, employees are to be restored to the same or equivalent employment position and shall not lose accrued benefits. Employers are required to maintain health coverage for the employee while on leave but the premium may be recovered if the employee does not return. Employers and public agencies delivering public assistance are barred from discriminating against individuals covered under the act and such entities are required to make reasonable accommodations regarding such individual unless the	5/15/2015 - S Informal Calendar S Bills for Perfection--SB 130-Walsh and Schupp, with SCS
1648-02	HCS for HB 757	Caleb Jones	Establishes the Professional Employer Organization Act.	Establishes the Professional Employer Organization Act.	4/29/2015 - HCS Voted Do Pass (H)
1394-04	SB 270 Amendment 1	Jamilah Nasheed	MoDot and MHP Retirement and Remployment	Christmas Tree Bill. Original bill: Establishes the Professional Employer Organization Act.Adds a charter school teacher or administrator as an additional member on the board of trustees of both the Kansas City and St. Louis Public School Retirement Systems"	5/07/2015 - Reported Do Pass (H)
1394-04	SB 270 Amendment 2	Jamilah Nasheed	Requires notification to retirement system if convicted of felony	Christmas Tree Bill. Original bill: Establishes the Professional Employer Organization Act.Adds a charter school teacher or administrator as an additional member on the board of trustees of both the Kansas City and St. Louis Public School Retirement Systems"	5/07/2015 - Reported Do Pass (H)
1394-04	SB 270 Amendment 3	Jamilah Nasheed	Modifies provisions related to retiree healthcare	Christmas Tree Bill. Original bill: Establishes the Professional Employer Organization Act.Adds a charter school teacher or administrator as an additional member on the board of trustees of both the Kansas City and St. Louis Public School Retirement Systems"	5/07/2015 - Reported Do Pass (H)
1394-04	SB 270 Amendment 4	Jamilah Nasheed	Retirement allowance	Christmas Tree Bill. Original bill: Establishes the Professional Employer Organization Act.Adds a charter school teacher or administrator as an additional member on the board of trustees of both the Kansas City and St. Louis Public School Retirement Systems"	5/07/2015 - Reported Do Pass (H)
1394-04	SB 270 Amendment 5	Jamilah Nasheed	Deferred comp match increase	Christmas Tree Bill. Original bill: Establishes the Professional Employer Organization Act.Adds a charter school teacher or administrator as an additional member on the board of trustees of both the Kansas City and St. Louis Public School Retirement Systems"	5/07/2015 - Reported Do Pass (H)
1745-04	SS for HCS for HB 722	Dan Shaul	Prohibits certain types of ordinances by political subdivisions.	This bill specifies that all merchants, itinerant vendors, and peddlers have the option to provide customers with a paper or plastic bag for any item or good purchased. No political subdivision can impose any ban, fee, or tax upon the use of paper or plastic bags for packaging any item or good purchased.	05/06/2015 - House Message (H)
1396-05	CCS for HCS for SCS for SB 270	Jamilah Nasheed	Modifies provisions relating to retirement	Christmas Tree Bill. Original bill: Establishes the Professional Employer Organization Act.Adds a charter school teacher or administrator as an additional member on the board of trustees of both the Kansas City and St. Louis Public School Retirement Systems"	5/07/2015 - Reported Do Pass (H)

Fiscal Note No.	Bill No.	Sponsor	Subject	Summary	Last Action
1654-04	CCS for HCS for SCS for SB 300	Ryan Silvey	Modifies provisions relating to the Police Retirement System of Kansas City and the Civilian Employees' Retirement System of the Police Department of Kansas City.	Modifies provisions relating to the Police Retirement System of Kansas City and the Civilian Employees' Retirement System of the Police Department of Kansas City	5/11/2015 - Reported Do Pass (H)
0405-02	HCS for HB 105	Sharon Pace	Prohibits an employer from using a job applicant's personal credit history as a hiring criteria except where the credit history is shown to be directly related to the position sought by the applicant.	This bill prohibits an employer or an agent, representative, or designee of an employer from requiring an employee or prospective employee to consent to a request for a credit report that contains information about the employee's or prospective employee's credit score, credit account balances, payment history, savings or checking account balances, or savings or checking account numbers as a condition of employment unless: (1) The employer is a financial institution as defined in the bill; (2) The report is required by law; (3) The employer reasonably believes that the employee has engaged in specific activity that constitutes a violation of the law related to the employee's employment; or (4) The report is substantially related to the employee's current or potential job as defined in the bill, or the employer has a bona fide purpose for requesting or using information in the credit report that is substantially job-related and is disclosed in writing to the employee or applicant.	5/08/2015 - HCS Reported Do Pass (H)
2683-02	HCS for HB 1361	Kirk Mathews	Specifies the representation that collective bargaining units can provide within the bi-state development agency	This bill specifies that a collective bargaining unit may independently represent different classes of workers within the bistate development agency, and there may be multiple collective bargaining units with the agency.	5/08/2015 - HCS Reported Do Pass (H)
0562-04	SCS for HCS FOR HB NOS. 116 & 569	Eric Burlison	Prohibits an employer from requiring a person to become a member of a labor organization as a condition or continuation of employment	Prohibits an employer from requiring a person to become a member of a labor organization as a condition or continuation of employment	5/13/2015 - Truly Agreed To and Finally Passed
0562-05	SS for SCS for HCS FOR HB NOS. 116 & 569	Eric Burlison	Prohibits an employer from requiring a person to become a member of a labor organization as a condition or continuation of employment	Prohibits an employer from requiring a person to become a member of a labor organization as a condition or continuation of employment	5/13/2015 - Truly Agreed To and Finally Passed
0562-03	SS for HCS FOR HB NOS. 116 & 569	Eric Burlison	Prohibits an employer from requiring a person to become a member of a labor organization as a condition or continuation of employment	Prohibits an employer from requiring a person to become a member of a labor organization as a condition or continuation of employment	5/13/2015 - Truly Agreed To and Finally Passed