

2016 Legislation

Fiscal Note No.	Bill No.	Sponsor	Subject	Summary	Last Action
4357-01	HB 1495	Rochelle Walton Gray	Requires new city council members to receive training and orientation.	Requires new city council members to receive training and orientation.	4/12/2016 - Referred: Local Government
4377-01	HB 1453	Michael Butler	Changes the laws regarding the minimum wage	Beginning January 1, 2017, the minimum wage shall be increased to the rate of \$15.00 per hour and shall be increased or decreased on January first of successive years as provided in subsections	4/12/2016 - Referred: Workforce Standards and Development
4270-01	HB 1432	Rob Vescovo	Requires a hearing to be held within 30 days if a state employee is placed on administrative leave	Requires a hearing to be held within 30 days if a state employee is placed on administrative leave	5/13/2016 - House Message (H)
4790-01	HB 1407	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	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	1/20/2016 - Referred: Workforce Standards and Development
4253-01	HB 1444	Rob Vescovo	Modifies provisions relating to fairness in public construction	Removes the threshold requirement that the project be funded by more than 50% of state funds when the state or any of its agencies are procuring or letting contracts for construction and adds a contract for the repair, remodeling, or demolition of a facility. This bill also prohibits the state or any of its agencies from issuing or awarding certain incentives or entering into cooperative agreements for specified projects which require that the bid specifications, project agreements, or other controlling documents encourage or discriminate against involvement with labor organizations. Specified provisions regarding the fairness in public construction laws must not prohibit the state or any of its agencies from awarding certain incentives to or discriminating against a private owner, bidder, contractor, or subcontractor who enters or who is party to an agreement with a labor organization unless the involvement with or refusal to be involved with a labor organization is a required condition of the incentive. The state or any of its agencies may exempt a particular project, contract, subcontract, grant, tax abatement, or tax credit from the requirements of the fairness in public construction laws if it finds, after public notice and a hearing, that special circumstances require an exemption to avert an imminent threat to public health or safety.	5/13/2016 - Referred: Workforce Standards and Development
4295-02	HB 1472	Tony Dugger	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. The employer is required to notify the appropriate retirement system and provide information in connection with the felony charge or conviction.	5/06/2016 - Placed on Informal Calendar
4298-01	HB 1484	Rochelle Walton Gray	Specifies that a state employee who works 10 hour days and 40 hours per week cannot be required to take two hours of vacation leave for paid holidays	This bill allows a state employee who works 10 hours per day and at least 40 hours per week to choose to be compensated for an eight hour work day on a state holiday instead of being required to take two hours of annual leave on the holiday.	4/12/2016 - Referred: Emerging Issues
4784-01	HB 1530	Wanda Brown	Modifies the law relating to unemployment compensation benefits	Currently, when an individual or employer repays the state for overpayment of unemployment compensation benefits, payments made toward the penalty amount due are credited to the Special Employment Security Fund. This bill requires 15% of the total amount of benefits fraudulently obtained to be deposited into the Unemployment Compensation Fund and the remaining penalty amount must be credited to the Special Employment Security Fund.	5/04/2016 - Senate Message (S)
4783-01	HB 1462	Eric Burlson	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	1/13/2016 - Referred: Workforce Standards and Development
4797-01	HB 1528	Wanda Brown	Revises the definition of "employer" as it relates to workers' compensation	This bill adds any person or corporation in the construction industry to the definition of "employer" as it relates to Workers' Compensation Law.	1/20/2016 - Public Hearing Completed (H)

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4189-01	HB 1512	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.	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.	5/13/2016 - Referred: Civil and Criminal Proceedings
4564-01	HB 1422	Nate Walker	Specifies that a state employee who works 10 hour days and 40 hours per week cannot be required to take two hours of vacation leave for paid holidays.	This bill specifies that any state employee who works 10-hour days and 40 hours per week cannot be required to take two hours of vacation leave for paid holidays. The employee must have the option to receive compensation only for an eight-hour work day for any paid holiday and to elect two hours of leave without pay.	4/13/2016 - Public Hearing Held (S)
4259-01	HB 1537	Joe Adams	Establishes the Missouri Universal Health Assurance Program to provide a publicly financed, statewide insurance program for all residents of the state.	Establishes the Missouri Universal Health Assurance Program to provide a publicly financed, statewide insurance program for all residents of the state.	5/13/2016 - Referred: Energy and the Environment
4650-01	SB 598	Dan Brown	Repeals the law pertaining to prevailing wage	Repeals the law pertaining to prevailing wage	2/2/2016 - Hearing Scheduled Small Business, Insurance and Industry Committee
4653-01	SB 599	Dan Brown	Modifies the law relating to public labor	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. This act contains a referendum clause.	1/7/2016 - Second Read and Referred S Small Business, Insurance and Industry Committee
4370-01	SB 606	David Sater	Modifies the law relating to prevailing wage	This act modifies the definition of "construction" for purposes of prevailing wage laws. The definition of "maintenance work" is also modified to include repairs that restore existing facilities to a previous state or condition or improve the utility or enhance the appearance of existing facilities provided that the size, type or extent of the existing facilities is not thereby changed or increased. Maintenance work further includes any improvement done that does not exceed the original cost of the facility.	4/19/2016 - Voted Do Pass S Small Business, Insurance and Industry Committee
4994-01	SB 759	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.	1/11/2016 - Second Read and Referred S Judiciary and Civil and Criminal Jurisprudence Committee
4199-01	HB 1586	Justin Hill	Specifies that lawful owners of firearms may transport or store the firearms in locked, privately-owned motor vehicles	Specifies that lawful owners of firearms may transport or store the firearms in locked, privately-owned motor vehicles	4/06/2016 - Public Hearing Completed (H)
4042-01	SB 653	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 to the individual's designed.	2/3/2016 - Voted Do Pass Progress and Development Committee

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4619-01	SB 700	Dave Schattz	Modifies the law relating to workers' compensation premium rates	Currently, the uniform experience rating plan of workers' compensation insurance must prohibit an adjustment to the experience modification of an employer if the total medical cost does not exceed \$1,000, the employer pays all of the medical costs, there is no lost time from the employment (subject to exceptions), and no claim is filed. This act changes the medical cost amount limit to 20% of the current split point of primary and excess losses under the uniform experience rating plan. The act further provides that, for purposes of calculating the premium credit under the Missouri contracting classification premium adjustment program, an employer within the construction group of code classifications may submit to the advisory organization the required payroll record information for the first, second, third, or fourth calendar quarter of the year prior to the workers' compensation policy beginning or renewal date, provided the employer clearly indicates for which quarter the payroll information is being submitted.	5/10/2016 - Truly Agreed To and Finally Passed
4654-01	SB 667	Dan Brown	Modifies the law relating to labor organizations	Under this act, 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.	1/11/2016 - Second Read and Referred S Small Business, Insurance and Industry Committee
4178-01	SB 695	Eric 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. 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 act. 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.	1/26/2016 - Hearing Conducted Small Business, Insurance and Industry Committee
4037-01	SB 702	Brian Munzlinger	Modifies the law relating to unemployment compensation benefits.	<p>This act permits the recovery of:</p> <ul style="list-style-type: none"> <li>• Overpaid unemployment compensation benefits;</li> <li>• Benefits obtained by reason of nondisclosure or misrepresentation of a material fact; or</li> <li>• 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.</li> </ul> <p>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. This act also 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.</p>	5/09/2016 - Truly Agreed To and Finally Passed
4651-01	SB 668	Dan Brown	Modifies the law relating to collective bargaining	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 51% of the vote in favor of 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.	1/11/2016 - Second Read and Referred S Small Business, Insurance and Industry Committee
5003-01	SJR 29	Jason Holsman	Creates a right to access medical marijuana.	Creates a right to access medical marijuana.	1/12/2016 - Second Read and Referred S Veterans' Affairs and Health Committee
4644-01	SB 745	Gary Romine	Modifies the law relating to unlawful discrimination	Modifies the law relating to unlawful discrimination	2/2/2016 - Hearing Scheduled Small Business, Insurance and Industry Committee

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Fiscal Note No.	Bill No.	Sponsor	Subject	Summary	Last Action
4745-01	SB 746	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 action and order the parties to proceed to arbitration.	2/23/2016 - SCS Voted Do Pass S Small Business, Insurance and Industry Committee
4275-03	SB 725	Jamilah Nasheed	Modifies provisions of law relating to wages paid to employees.	This act requires corporations that pay all employees less than \$15/hour to give such employees the option to be paid on a weekly basis. Employees must give employers written notice of his or her desire to be paid weekly. This act also gradually raises the minimum wage over a four-year period. Beginning January 1, 2017, the minimum wage will be raised from \$7.65 to \$9.00; beginning January 1, 2018, from \$9.00 to \$10.00; beginning January 1, 2019, from \$10.00 to \$11.00; and beginning January 1, 2020, from \$11.00 to \$12.00. 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 penalty for paying lower than minimum wage from the full amount of the wage rate is increased to twice the wage amount as liquidated damages and the statute of limitations for bringing a claim is lengthened from 2 to 3 years.	1/11/2016 - Second Read and Referred S Small Business, Insurance and Industry Committee
4442-01	SB 724	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.	1/11/2016 - Second Read and Referred S Small Business, Insurance and Industry Committee
4482-01	HB 1590	Andrew Koenig	Changes retirement plan for elected officials.	Beginning January 1, 2017, 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. The employer contribution rate will be 5% of payroll and the participant contribution rate will be equal to 3% of payroll.	5/13/2016 - Referred: Pensions
4141-01	HB 1766	Randy Dunn	Changes the laws regarding ethics	Changes the laws regarding ethics	1/07/2016 - Referred: Government Oversight and Accountability
4332-01	HB 1801	Sharon Pace	Prohibits an employer from requiring an employee or prospective employee to consent to a request for a credit report unless the employer is a financial institution or the report is required by law	Prohibits an employer from requiring an employee or prospective employee to consent to a request for a credit report unless the employer is a financial institution or the report is required by law	3/10/2016 - Reported Do Pass (H)
5132-01	HB 1703	Bill Lant	Establishes the Profession Employer Organization Act	Establishes the Profession Employer Organization Act	4/26/2016 - Reported Do Not Pass (H)
5090-01	HB 1701	Bill Lant	Prohibits an employer from requiring a person to become a member of a labor organization as a condition or continuation of employment	This bill prohibits employers from requiring employees to join or refrain from joining a labor organization, requiring employees to pay any money to a labor organization, or requiring employees to pay any charity or third party the equivalent of money required to be paid by members of a labor organization. Any agreement between an employer and labor organization contrary to this provision is void.	1/13/2016 - Referred: Workforce Standards and Development
4183-03	SB 806	Bob Onder	Modifies provisions relating to collective bargaining representation for public employees	Modifies provisions relating to collective bargaining representation for public employees	5/13/2016 - Informal Calendar S Bills for Perfection

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Fiscal Note No.	Bill No.	Sponsor	Subject	Summary	Last Action
5121-01	HB 1722	John Wieman	Specifies requirements for public employee labor organizaitons	Specifies requirements for public employee labor organizaitons	2/18/2016 - Reported Do Pass (H)
4712-01	HB 1740	Rick Brattin	Requires the State Board of Mediation to conduct an election to certify the exclusive bargaining representatives of an appropriate collective bargaining unit for certain public employees every two years	Requires the State Board of Mediation to conduct an election to certify the exclusive bargaining representatives of an appropriate collective bargaining unit for certain public employees every two years	1/13/2016 - Referred: Workforce Standards and Development
5092-01	HB 1702	Bill Lant	Prohibits an employer from requiring a person to become a member of a labor organization as a condition or continuation of employment in counties that vote such prohibition	Prohibits an employer from requiring a person to become a member of a labor organization as a condition or continuation of employment in counties that vote such prohibition	1/13/2016 - Referred: Workforce Standards and Development
4717-01	HB 1741	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	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	4/07/2016 - Reported Do Pass (H)
4382-01	HB 1459	Michael Butler	Prohibits employers from inquiring into or considering the criminal records of applicants before offering a conditional offer of employment	Prohibits employers from inquiring into or considering the criminal records of applicants before offering a conditional offer of employment	1/06/2016 - Withdrawn (H)
5036-01	HB 1756	Kurt Bahr	Establishes the Employee Reclassification Act	This bill specifies 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 federal Revenue Act of 1978, 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. These provisions terminate the employer's liability for the Missouri employment taxes but must have no effect on the worker whose status is at issue.	4/26/2016 - Public Hearing Held (S)
5074-01	HB 1735	Charlie Davis	Establishes the Password Privacy Protection Act	Establishes the Password Privacy Protection Act	4/06/2016 - Second read and referred: Senate Education
4179-02	SB 803	Eric Sifton	Creates new sections of law relating to leave from employment. Changing to 3 days.	Under this act, bereaved employees are permitted to take up to three days of bereavement leave upon the death of a child, grandparent, parent, sibling, or spouse. Employers of bereaved employees are permitted to seek verification of such death.	1/12/2016 - Second Read and Referred S Small Business, Insurance and Industry Committee
5288-01	HB 1718	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. The provisions of this bill do not apply to or affect enforceability of arbitration provisions in collective bargaining agreements.	5/10/2016 - Placed on Informal Calendar
5309-01	HB 1833	Jon Don McGaugh	Prohibits covenants not to compete for STEM employees in STEM jobs.	Prohibits covenants not to compete for STEM employees in STEM jobs.	5/13/2016 - Referred: Economic Development and Business Attraction and Retention
5232-01	HB 1836	Jon Don McGaugh	Modifies provisions related to employer requirements for employee benefits	Currently only construction industry employers are deemed employers for workers' compensation if they have one or more employees; all other non-construction industry employers are not deemed employers for workers' compensation purposes unless they have five or more employees. 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.	4/27/2016 - HCS Voted Do Pass (H)

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Fiscal Note No.	Bill No.	Sponsor	Subject	Summary	Last Action
4552-01	HB 1863	Bart Korman	Modifies the law relating to persons who can volunteer in an emergency volunteer program established by the Missouri State Emergency Management Agency	This bill adds building officials, building inspectors employed by local governments, and other qualified individuals to the list of volunteers for the emergency volunteer program to be administered by the Missouri State Emergency Management Agency in the event of a disaster. Volunteers may offer use of their services or equipment for up to five days for in-state deployments, and they may be eligible for out-of-state deployments. Volunteers will help local jurisdictions determine whether affected structures may remain occupied, must be restricted in use, or must be unoccupied pending demolition.	4/19/2016 - Referred: Select Committee on State and Local Governments
5185-01	HB 1864	Randy Dunn	Prohibits employers from inquiring into or considering the criminal records of applicants before offering a conditional offer of employment	Prohibits employers from inquiring into or considering the criminal records of applicants before offering a conditional offer of employment.	5/13/2016 - Referred: Workforce Standards and Development
5340-01	HB 1880	Bill Lant	Modifies the law relating to the prevailing wage	Modifies the law relating to the prevailing wage	1/13/2016 - Referred: Workforce Standards and Development
4969-01	HB 1896	Bill Otto	Provides that members of the General Assembly shall not be eligible for retirement benefits and other employee benefits	This bill provides that any individual who first serves as a member of the General Assembly on or after January 1, 2017, will not receive coverage provided by the state and must be responsible for 100% of the premium cost for health, life, and disability insurance coverage while active or retired. Beginning January 1, 2017, any individual who first serves as a member of the General Assembly.	5/13/2016 - Referred: Pensions
5488-01	HB 1891	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. 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. These provisions do not apply to specified first responders or any labor organization that represents them.	5/12/2016 - Failed to Pass over Veto (S)
4065-01	HB 1517	Brandon Ellington	Increases the state minimum wage to \$10.25	Beginning January 1, 2017, this bill increases the minimum wage rate from \$7.65 to \$10.25. The rate will be adjusted annually based on the Federal Consumer Price Index.	5/13/2016 - Referred: Workforce Standards and Development
5365-02	HB 1902	Jered Taylor	Establishes the Freedom to Work Act	This bill establishes the Freedom to Work Act which specifies that a person as a condition or continuation of employment cannot be required to become or refrain from becoming a member of a labor organization as defined in the bill; pay dues, fees, assessments, or other similar charges to a labor organization; or 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.	1/13/2016 - Referred: Workforce Standards and Development
4053-01	HB 1909	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: (1) Refuse to make reasonable accommodations to the known limitations related to the pregnancy, childbirth, or related medical conditions of a job applicant or employee if the employer is provided with written documentation from the applicant's or employee's health care provider that specifies those limitations, unless the employer can demonstrate that the accommodation would impose an undue hardship on the operation of the business; (2) Deny employment opportunities to a job applicant or employee based on the employer's refusal to make reasonable accommodations to the known limitations related to the pregnancy, childbirth, or related medical conditions of an employee or applicant; (3) Require a job applicant or employee affected by pregnancy, childbirth, or related medical conditions to accept an accommodation that the applicant or employee chooses not to accept; or (4) Require an employee to take leave under any leave law or policy of the employer if another reasonable accommodation can be provided to the known limitations related to the pregnancy, childbirth, or related medical conditions of an employee.	5/13/2016 - Referred: Workforce Standards and Development
5489-01	HB 1924	Randy Dunn	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.	5/13/2016 - Referred: Civil and Criminal Proceedings

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5431-01	HB 1931	Warren Love	Repeals provisions relating to prevailing wages on public works.	This bill repeals Missouri's prevailing wage law. Currently, contractors and subcontractors working on public works projects are required to pay employees the prevailing wage for the particular locality in which the project is being completed. This bill changes the law to require contractors and subcontractors to pay employees state or federal minimum wage, whichever is higher. Contractors and subcontractors would be permitted to pay higher than the minimum wage if they chose, but that would not be a requirement. This does not apply to any work done for or by any drainage or levee district.	2/18/2016 - Reported Do Pass (H)
5577-01	HB 2228	Jay Barnes	Specifies that state employees shall receive ten consecutive work days of paid leave upon the birth or adoption of a child.	This bill allows state employees to receive ten paid days of work leave upon the birth or adoption of a child.	3/08/2016 - Reported Do Pass with Amendments (H)
5488-02	HCS/HB 1981	Justin Alferman	Prohibits any public employee from being required to pay dues or other fees to a labor organization.	This bill changes lobbying regulations by banning expenditures made by lobbyists to state public officials and removing reporting requirements no longer necessary because of this general ban on expenditures. Certain exceptions to the definition of expenditures are added to current law involving honoraria, fees for speaking engagements, flowers and plants, items returned or donated to charity, and customary gifts.	1/11/2016 - Public Hearing Scheduled, Bill not Heard (H)
4650-03	SCS/SB 598	Dan Brown	Repeals the law pertaining to prevailing wage.	Repeals the law pertaining to prevailing wage	2/2/2016 - Hearing Conducted Small Business, Insurance and Industry Committee
5583-02	SCS/SB 877	Dave Schattz	Enacts new provisions of law relating to professional employer organizations.	Enacts new provisions of law relating to professional employer organizations.	4/19/2016 - SCS Voted Do Pass S Small Business, Insurance and Industry Committee
5026-01	SB 907	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 is 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 assistance in documenting domestic violence that occurs at the workplace or in work-related settings. The Attorney General is given the authority to enforce the provisions of the act.	4/19/2016 - SCS Voted Do Pass S Small Business, Insurance and Industry Committee
4752-02	SB 952	Gina Walsh	Modifies provisions relating to employee wages.	This act prohibits employers from discriminating in providing compensation based on 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 act. 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.	1/28/2016 - Second Read and Referred Small Business, Insurance and Industry Committee

2016 Legislation

Fiscal Note No.	Bill No.	Sponsor	Subject	Summary	Last Action
4650-04	SC for SCS for SB 598	Dan Brown	Repeals the law pertaining to prevailing wage	Repeals the law pertaining to prevailing wage	2/2/2016 - Hearing Conducted Small Business, Insurance and Industry Committee
5979-01	HB 2283	John McCaherty	Requires certain employees of the Department of Corrections to receive hazardous duty pay	This bill requires, beginning January 1, 2017, all corrections custody officers, as defined in the bill, to receive, in addition to their regular pay, \$75 per month for hazardous duty compensation. This bill further requires, beginning January 1, 2018, all corrections officers to receive, in addition to their regular pay, a second installment of \$75 per month for hazardous duty compensation, for a total of \$150 per month for hazardous duty compensation.	2/25/2016 - Reported Do Pass (H)
5583-03	SS/SCS SB 877	Dave Schattz	Enacts new provisions of law relating to professional employer organizations	Enacts new provisions of law relating to professional employer organizations	4/19/2016 - SCS Voted Do Pass S Small Business, Insurance and Industry Committee
5288-02	HCS for HB 1718	Kevin Corlew	This proposal changes the Uniform Arbitration Act regarding agreements between employers and at-will employees.	This proposal changes the Uniform Arbitration Act regarding agreements between employers and at-will employees.	5/10/2016 - Placed on Informal Calendar
4184-04	SCS for SB 806	Bob Onder	Modifies provisions relating to collective bargaining representation for public employees	Modifies provisions relating to collective bargaining representation for public employees	5/13/2016 - Informal Calendar S Bills for Perfection
5488-08	SS for HCS for HB 1891	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	5/12/2016 - Failed to Pass over Veto (S)
5488-08T	TAFP SS for HCS for HB 1891 with SA 2	Holly Rehder	Creates new provisions of law relating to labor organizations	Prohibits any public employee from being required to pay dues or other fees to a labor organization	5/12/2016 - Failed to Pass over Veto (S)
5682-01	SB 876	Dave Schattz	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.	4/5/2016 - Voted Do Pass S Small Business, Insurance and Industry Committee
6147-03	SB 1027	Dave Schattz	Modifies provisions of law relating to workers'	Under this act, for the purposes of workers' compensation laws, the term "maximum medical improvement" is defined as the point at which the injured employee's medical condition has stabilized and can no longer reasonably improve. Furthermore, in the case of temporary total and temporary partial disability benefits, such benefits shall only continue until the employee reaches maximum medical improvement. The act further stipulates that, in the case of temporary total disability, an employer shall only be required to pay compensation until the employee reaches maximum medical improvement, but in no event more than 400 weeks. The act modifies provisions relating to compromise settlements under workers' compensation laws. For all compromise settlements offered after a claimant has reached maximum medical improvement, such claimants have 6 months after receiving an initial permanent disability rating from either the employer's physician or the physician chosen by the claimant, to acquire a rating from a second physician of his or her own choosing. Absent extenuating circumstances, if after 6 months the claimant has not acquired a second rating then any compromise settlement entered into shall be based upon the initial rating.	3/15/2016 - Hearing Conducted S Small Business, Insurance and Industry Committee
6465-01 HA 1	HB 2473	Genise Montecillo	Prohibits law enforcement from releasing records containing personally identifiable health information, unless such information is redacted or a court orders disclosure	Prohibits law enforcement from releasing records containing personally identifiable health information, unless such information is redacted or a court orders disclosure	5/04/2016 - Public Hearing Held (S)

2016 Legislation

Fiscal Note No.	Bill No.	Sponsor	Subject	Summary	Last Action
4564-01	HB 1422 HA1	Nate Walker	Specifies that a state employee who works 10 hour days and 40 hours per week cannot be required to take two hours of vacation leave for paid holidays.	Specifies that a state employee who works 10 hour days and 40 hours per week cannot be required to take two hours of vacation leave for paid holidays.	4/13/2016 - Public Hearing Held (S)
6574-01	SB 1074	Eric Schmitt	Modifies provisions relating to the ABLE act	This act clarifies intersectional references to the Internal Revenue Code.	5/13/2016 - Informal Calendar S Bills for Perfection
6724-01	SB 1119	Davide Pearce	Requires the Department of Higher Education to create guidance regarding notice of public employee eligibility for public service loan forgiveness.	This act requires the Department of Higher Education to create guidance regarding notice of public employee eligibility for public service loan forgiveness by January 1, 2017. Public employers may use this guidance to provide notice to their employees. On or before April 1, 2017, the governing body of each public employer shall adopt a policy that provides up-to-date, accurate, and complete information to each new employee regarding eligibility within 10 days of the start of employment. Public employers shall provide current employees with the same information on or before June 30, 2017.	3/30/2016 - Voted Do Pass S Education Committee
6574-02	SCS SB 1074	Eric Schmitt	Modifies provisions relating to the ABLE act	This act provides that the assets of the ABLE program shall at all times be preserved, invested, expended, and distributed only for the purposes set forth in current law as well as Section 529A of the Internal Revenue Code. Current law provides that no property rights in ABLE assets shall exist in favor of the state. This act removes that provision	5/13/2016 - Informal Calendar S Bills for Perfection
6566-01	HB 2587	Kirk Mathews	Specifies the representation that collective bargaining units can provide within the Bi-State Development Agency.	Specifies the representation that collective bargaining units can provide within the Bi-State Development Agency.	5/11/2016 - Reported Do Pass (H)
5832-02	HB 2171	Courtney Allen Curtis	Requires state certification of minority business enterprises and establishes a job training program for persons of low and moderate income.	Requires state certification of minority business enterprises and establishes a job training program for persons of low and moderate income.	3/16/2016 - Referred: Workforce Standards and Development
5583-04	SCS for SCS for SCS for SB 877	Dave Schattz	Enacts new provisions of law relating to professional employer organizations.	Enacts new provisions of law relating to professional employer organizations.	4/19/2016 - SCS Voted Do Pass S Small Business, Insurance and Industry Committee
6160-01	HB 2392	Courtney Allen Curtis	Establishes the Labor Organization Minority Discrimination Interim Committee	This bill establishes the Labor Organization Minority Discrimination Interim Committee. The objective of the committee is to review the practices of Missouri's labor organizations with respect to access to ample job opportunities for minority members of the labor organizations, and to determine whether access to job opportunities for minority members is more limited than access to opportunities for nonminority members. The committee must submit a report of its findings to the General Assembly by December 31, 2016.	4/04/2016 - Public Hearing Completed (H)
5288-H02-01H	HB 1718	Kevin Corlew	Amendment	AMEND House Committee Substitute for House Bill No. 1718, Page 2, Section 435.350, Line 28, by inserting after the phrase "For purposes of" the words "subsection 2 of"; and Further amend said bill by amending the title, enacting clause, and intersectional references accordingly.	5/10/2016 - Placed on Informal Calendar
5036-H02-02H	HB 1756	Kurt Bahr	Amendment	AMEND House Committee Substitute for House Bill No. 1756, Page 1, Section 285.080, Lines 1- 18, by deleting all of said lines and section from the bill; and Further amend said bill, Page 2, Section 285.517, Line 1, by deleting the number "1."; and Further amend said bill, page, and section, Lines 16-18, by deleting all of said lines; and Further amend said bill by amending the title, enacting clause, and intersectional references accordingly	4/26/2016 - Public Hearing Held (S)
5781-01	HB 2576	Shamed Dogan	Requires the Department of Higher Education to create guidance regarding notice of public employee eligibility for loan forgiveness and requires public employers to give such notice to employees.	This bill requires the Department of Higher Education, on or before January 1, 2017, to create guidance, as specified in the bill, regarding notice of public employee eligibility for public service loan forgiveness. On or before April 1, 2017, the governing body of each public employer will adopt a policy that provides up-to-date, accurate, and complete information to each new district employee, within 10 days of the start of employment, regarding eligibility. Such employers will be required to provide current employees with the same information on or before June 30, 2017	4/21/2016 - Voted Do Pass (H)

2016 Legislation

Fiscal Note No.	Bill No.	Sponsor	Subject	Summary	Last Action
5026-02	SCS for SB 907	Gina Walsh	Creates a right to unpaid leave for employees that are affected by domestic violence.	Creates a right to unpaid leave for employees that are affected by domestic violence.	4/19/2016 - SCS Voted Do Pass S Small Business, Insurance and Industry Committee
4556-07	HCS SS SB 621	Gary Romine	Amendment to modify provisions relating to telehealth services	This act modifies several provisions relating to health care, including: (1) the "Show-Me Compassionate Medical Education Act", (2) MO HealthNet reimbursement for certain health care providers, and (3) telehealth	5/09/2016 - Reported Do Pass (H)
4619-04	SB 700 HA1	Dave Schattz	Amendment to Modify the law relating to workers' compensation premium rates	This Amendment Permits Volunteer Fire Protection Associations To Apply To The State Fire Marshal For Grants For The Purpose Of Funding The Workers' Compensation Insurance Premiums For The Association'S Volunteer Firefighters.	5/10/2016 - Truly Agreed To and Finally Passed
4619-08	SB 700 HA1 as amended	Dave Schattz	Amendment to Modify the law relating to workers' compensation premium rates	This Amendment Modifies Provisions Relating To The Emergency Volunteer Program Established By The State Emergency Management Agency (Sema).	5/10/2016 - Truly Agreed To and Finally Passed
4619-09	SB 700 HA 2	Dave Schattz	Amendment to Modify the law relating to workers' compensation premium rates	This Amendment Exempts Volunteers Of Qualified Tax-Exempt Veteran'S Organizations From Workers' Compensation Laws.	5/10/2016 - Truly Agreed To and Finally Passed
4270-05	SCS for HCS for HB 1432	Rob Vescovo	Requires a hearing to be held within 60 days if employee is place on administrative leave.	Requires a hearing to be held within 60 days if employee is place on administrative leave.	5/13/2016 - House Message (H)
5232-02	HCS for HB 1836	Jon Don McGaugh	Modifies provisions related to employer requirements for employee benefits and establishes a "Joint Committee on Missouri Division of Workers' Compensation".	Modifies provisions related to employer requirements for employee benefits and establishes a "Joint Committee on Missouri Division of Workers' Compensation".	4/27/2016 - HCS Voted Do Pass (H)
4270-06	SCS for HCS for HB 1432	Rob Vescovo	Requires a hearing to be held within 60 days if an employee is placed on administrative leave.	Requires a hearing to be held within 60 days if employee is place on administrative leave.	5/13/2016 - House Message (H)
4295-03	SS HB 1472	Tony Dugger	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. The employer is required to notify the appropriate retirement system and provide information in connection with the felony charge or conviction.	5/06/2016 - Placed on Informal Calendar
4270-07	SCS for HCS for HB 1432	Rob Vescovo	Modifies the law relating to administrative leave for public employees.	Requires a hearing to be held within 60 days if employee is place on administrative leave.	5/13/2016 - House Message (H)
4295-04	SS HB 1472	Tony Dugger	Modifies requirements for public retirement plans and exempts certain judges from the Judicial Retirement Plan 2011	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. The employer is required to notify the appropriate retirement system and provide information in connection with the felony charge or conviction.	5/06/2016 - Placed on Informal Calendar
4619-02C	CCS for SB 700	Dave Schattz	Modifies the law relating to workers' compensation premium rates and volunteer firefighter associations	Modifies the law relating to workers' compensation premium rates and volunteer firefighter associations	5/10/2016 - Truly Agreed To and Finally Passed
4270-08	SS for SCS for HCS for HB 1432	Rob Vescovo	Requires a hearing to be held within 60 days if an employee is placed on administrative leave.	Requires a hearing to be held within 60 days if employee is place on administrative leave.	5/13/2016 - House Message (H)

2016 Legislation

Fiscal Note No.	Bill No.	Sponsor	Subject	Summary	Last Action
4295-05	SS HB 1472	Tony Dugger	Modifies requirements for public retirement plans and exempts certain judges from the Judicial Retirement Plan 2011.	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. The employer is required to notify the appropriate retirement system and provide information in connection with the felony charge or conviction	5/06/2016 - Placed on Informal Calendar
4295-06	SS HB 1472	Tony Dugger	Modifies requirements for public retirement plans and exempts certain judges from the Judicial Retirement Plan 2011.	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. The employer is required to notify the appropriate retirement system and provide information in connection with the felony charge or conviction	5/06/2016 - Placed on Informal Calendar
4784-01	TAFP HB 1530	Wanda Brown	Modifies the law relating to unemployment compensation benefits	Currently, when an individual or employer repays the state for overpayment of unemployment compensation benefits, payments made toward the penalty amount due are credited to the Special Employment Security Fund. This bill requires 15% of the total amount of benefits fraudulently obtained to be deposited into the Unemployment Compensation Fund and the remaining penalty amount must be credited to the Special Employment Security Fund.	5/04/2016 - Senate Message (S)
4037-01	TAFP SB 702	Brian Munzlinger	Modifies the law relating to unemployment compensation benefits.	This act permits the recovery of: 1) Overpaid unemployment compensation benefits; 2) Benefits obtained by reason of nondisclosure or misrepresentation of a material fact; or 3) 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.	5/09/2016 - Truly Agreed To and Finally Passed
4619-02	TAFP CCS SB 700	Dave Schattz	Modifies the law relating to workers' compensation premium rates	The act exempts volunteers of qualified tax-exempt veterans' organizations from workers' compensation laws and permits volunteer fire protection associations to apply to the State Fire Marshal for grants for the purpose of funding the workers' compensation insurance premiums for the association's volunteer firefighters. Grants shall be disbursed by the Marshal, subject to appropriations, based upon the number of volunteer firefighters which received workers' compensation benefits from claims arising out of and in the course of the prevention or control of fire or the underwater recovery of drowning victims in the preceding calendar year.	5/10/2016 - Truly Agreed To and Finally Passed
5160-11	SS for SCS for HCS for HB 1912	Dave Hinson	Contains provisions relating to political subdivisions, retirement plans, certificates of need, water resources, higher education, and open records laws	Contains provisions relating to political subdivisions, retirement plans, certificates of need, water resources, higher education, and open records laws	5/10/2016 - Placed on Informal Calendar
4270-08	TAFP SS#2 for SCS for HCS for HB 1432	Rob Vescovo	Requires a hearing to be held within 60 days if an employee is placed on administrative leave.	Requires a hearing to be held within 30 days if a state employee is placed on administrative leave and within seven days of being placed on administrative leave, an employee shall be advised in writing of the general reason or reasons for being placed on administrative leave.	5/13/2016 - House Message (H)