

FIRST REGULAR SESSION

SENATE BILL NO. 455

98TH GENERAL ASSEMBLY

INTRODUCED BY SENATOR KEHOE.

Read 1st time February 18, 2015, and ordered printed.

ADRIANE D. CROUSE, Secretary.

2140S.01I

AN ACT

To amend chapter 285, RSMo, by adding thereto one new section relating to employee-employer relations.

Be it enacted by the General Assembly of the State of Missouri, as follows:

Section A. Chapter 285, RSMo, is amended by adding thereto one new section, to be known as section 285.055, to read as follows:

285.055. 1. As used in this section, the following terms shall mean:

(1) "Employee", an individual employed in this state by an employer;

(2) "Employer", any individual, sole proprietorship, partnership, limited liability company, corporation, or any other entity that is legally doing business in this state; provided, however, that employer shall not include any public employer as defined in section 285.525;

(3) "Employment benefits", anything of value that an employee may receive from an employer in addition to wages and salary. The term includes, but is not limited to, health, disability, retirement, profit-sharing, and death benefits; group accidental death and dismemberment benefits; paid or unpaid days off from work for holidays, sick leave, vacation, and personal necessity; and terms of employment, attendance, or leave policies;

(4) "Political subdivision", any county, city, town, or village.

2. No political subdivision shall establish, mandate, or otherwise require an employer to provide to an employee:

(1) A minimum or living wage rate; or

(2) Employment benefits;

that exceed the requirements of federal or state laws, rules, or

22 regulations.

23 3. No political subdivision shall prohibit an employer from
24 inquiring into or considering an applicant for employment's criminal
25 history on an initial employment application.

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