

FIRST REGULAR SESSION  
SENATE COMMITTEE SUBSTITUTE FOR  
**SENATE BILL NO. 520**  
94TH GENERAL ASSEMBLY

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Reported from the Committee on Small Business, Insurance and Industrial Relations, March 15, 2007, with recommendation that the Senate Committee Substitute do pass and be placed on the Consent Calendar.

2230S.02C

TERRY L. SPIELER, Secretary.

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**AN ACT**

To repeal sections 287.127 and 288.130, RSMo, and to enact in lieu thereof three new sections relating to labor posting requirements, with penalty provisions.

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

Section A. Sections 287.127 and 288.130, RSMo, are repealed and three  
2 new sections enacted in lieu thereof, to be known as sections 213.140, 287.127  
3 and 288.130, to read as follows:

**213.140. The Missouri commission on human rights shall provide  
2 every employer, labor organization, employment agency, business, or  
3 establishment that is required to post the commission's equal  
4 employment, fair housing, or public accommodation's poster, all  
5 required posters, free of charge. The printed statement contained in  
6 such posters shall in a clear and conspicuous manner, include language  
7 that describes the means by which the employer, labor organization,  
8 employment agency, business, or establishment may request and obtain  
9 any updated or replacement poster, and that distribution of such  
10 posters shall be free of charge upon request. The poster developed by  
11 the commission shall be the official poster to be posted in order for  
12 employers, labor organizations, employment agencies, businesses or  
13 establishments to gain compliance for all posting requirements  
14 required by the commission. The use of any other poster that deviates  
15 in any way, in form or content, from the official poster, shall not satisfy  
16 the requirements of this section. Nothing in this section shall be  
17 construed to preclude any individual from distributing a replica of the  
18 poster described in this section, as long as the replica contains the  
19 content described in this section and preserves the relative font size of**

20 **each statement. The commission may distribute the posters**  
21 **electronically.**

287.127. 1. Beginning January 1, 1993, all employers shall post a notice  
2 at their place of employment, in a sufficient number of places on the premises to  
3 assure that such notice will reasonably be seen by all employees. An employer  
4 for whom services are performed by individuals who may not reasonably be  
5 expected to see a posted notice shall notify each such employee in writing of the  
6 contents of such notice. The notice shall include:

7 (1) That the employer is operating under and subject to the provisions of  
8 the Missouri workers' compensation law;

9 (2) That employees must report all injuries immediately to the employer  
10 by advising the employer personally, the employer's designated individual or the  
11 employee's immediate boss, supervisor or foreman and that the employee may  
12 lose the right to receive compensation if the injury or illness is not reported  
13 within thirty days or in the case of occupational illness or disease, within thirty  
14 days of the time he or she is reasonably aware of work relatedness of the injury  
15 or illness; employees who fail to notify their employer within thirty days may  
16 jeopardize their ability to receive compensation, and any other benefits under this  
17 chapter;

18 (3) The name, address and telephone number of the insurer, if insured. If  
19 self-insured, the name, address and telephone number of the employer's  
20 designated individual responsible for reporting injuries or the name, address and  
21 telephone number of the adjusting company or service company designated by the  
22 employer to handle workers' compensation matters;

23 (4) The name, address and the toll-free telephone number of the division  
24 of workers' compensation;

25 (5) That the employer will supply, upon request, additional information  
26 provided by the division of workers' compensation;

27 (6) That a fraudulent action by the employer, employee or any other  
28 person is unlawful.

29 2. The division of workers' compensation shall develop the notice to be  
30 posted and shall distribute such notice free of charge to employers and insurers  
31 upon request. **The division shall, in a clear and conspicuous manner,**  
32 **include language that describes the means by which employers and**  
33 **insurers may request and obtain any updated or replacement notice,**  
34 **and that distribution of such notice shall be free of charge to employers**

35 **and insurers upon request. The use of any other notice that deviates**  
36 **in any way, in form or content, from the official notice, shall not satisfy**  
37 **the requirements of this section.** Failure to request such notice does not  
38 relieve the employer of its obligation to post the notice. If the employer carries  
39 workers' compensation insurance, the carrier shall provide the notice to the  
40 insured within thirty days of the insurance policy's inception date. **The notice**  
41 **developed by the division shall be the official notice to be posted in**  
42 **order for employers and insurers to gain compliance under this**  
43 **section. Nothing in this section shall be construed to preclude any**  
44 **individual from distributing a replica of the notice described in this**  
45 **section, as long as the replica contains the content described in this**  
46 **section and preserves the relative font size of each statement. The**  
47 **division may distribute the notices electronically.**

48         3. Any employer who willfully violates the provisions of this section shall  
49 be guilty of a class A misdemeanor and shall be punished by a fine of not less  
50 than fifty dollars nor more than one thousand dollars, or by imprisonment in the  
51 county jail for not more than six months or by both such fine and imprisonment,  
52 and each such violation or each day such violation continues shall be deemed a  
53 separate offense.

288.130. 1. Each employing unit shall keep true and accurate payroll and  
2 other related records, containing such information as the division may by  
3 regulation prescribe for a period of at least three calendar years after the record  
4 was made. Such records shall be open to inspection and be subject to being  
5 copied by authorized representatives of the division at any reasonable time and  
6 as often as may be necessary. Any authorized person engaged in administering  
7 this law may require from any employing unit any sworn or unsworn reports,  
8 with respect to individuals performing services for it, which are deemed necessary  
9 for the effective administration of this law.

10         2. All employers required to report W-2 copy A information on magnetic  
11 media tape to the Social Security Administration pursuant to 26 CFR Section  
12 301.6011-2, or successor regulations, are likewise required to report quarterly  
13 wage information due pursuant to section 288.090 to the division on magnetic  
14 tape or diskette in a format prescribed by the division.

15         3. Each employer shall post and maintain in places readily accessible to  
16 the employer's workers printed statements concerning benefit rights, claims for  
17 benefits and such other matters related to the administration of this law as the

18 division may by regulation prescribe. **The printed statement as described**  
19 **in 8 CSR 10-3.070, as amended, shall, in a clear and conspicuous**  
20 **manner, include language that describes the means by which employers**  
21 **and insurers may request and obtain any updated or replacement**  
22 **statement, and that distribution of such statement shall be free of**  
23 **charge to employers and insurers upon request.** Each employer shall  
24 supply to workers copies of any printed statements relating to claims for benefits  
25 when and as the division may by regulation prescribe. Such printed statements  
26 and other materials shall be supplied by the division without cost. **The printed**  
27 **statement developed by the division under 8 CSR 10-3.070, as amended,**  
28 **shall be the official printed statement to be posted in order for**  
29 **employers and insurers to gain compliance under this section. The use**  
30 **of any other printed statement that deviates in any way, in form or**  
31 **content, from the official printed statement, shall not satisfy the**  
32 **requirements of this section. Nothing in this section shall be construed**  
33 **to preclude any individual from distributing a replica of the statement**  
34 **described in this section, as long as the replica contains the content**  
35 **described in this section and preserves the relative font size of each**  
36 **statement. The division may distribute the statements electronically.**

37 4. A deputy shall make an ex parte determination after investigation but  
38 without hearing with respect to any matter pertaining to the liability of an  
39 employing unit which does not involve a claimant. The deputy shall promptly  
40 notify any interested employing units of each such determination and the reason  
41 for it. The division shall grant a hearing before an appeals tribunal to any  
42 employing unit appealing from any such ex parte determination provided an  
43 appeal is filed in writing within thirty days following the date of notification or  
44 the mailing of such determination to the party's last known address. In the  
45 absence of an appeal any such determination shall become final at the expiration  
46 of a thirty-day period. The deputy may, however, at any time within a year from  
47 the date of the deputy's determination, for good cause, reconsider the  
48 determination and shall promptly notify all interested employing units of his  
49 amended determination and the reason for it.

50 5. The thirty-day period provided in subsection 4 of this section may, for  
51 good cause, be extended.

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