

# SENATE BILL NO. 314

96TH GENERAL ASSEMBLY

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INTRODUCED BY SENATOR CHAPPELLE-NADAL.

Read 1st time February 22, 2011, and ordered printed.

TERRY L. SPIELER, Secretary.

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## AN ACT

To amend chapter 292, RSMo, by adding thereto one new section relating to workplace violence, with a penalty provision.

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

Section A. Chapter 292, RSMo, is amended by adding thereto one new  
2 section, to be known as section 292.670, to read as follows:

**292.670. 1. In order to protect the safety and identity of  
2 employees and members of the public, no employer shall:**

3 (1) Transmit an employee's or customer's full name on any  
4 address system that is used to announce information to the general  
5 public;

6 (2) Provide an employee's work schedule to any person other  
7 than the employee or the employee's designee;

8 (3) Provide an employee's personal information such as a home  
9 address or telephone number to any person not working for the  
10 employer without the employee's previous consent.

11 2. Any person or entity that violates the provisions of this  
12 section is guilty of a class B misdemeanor and shall be civilly liable for  
13 any damages incurred as a direct result of the  
14 violation.

15 3. No owner, employer, or management personnel of a business  
16 or establishment subject to the provisions of this section who directs  
17 or exercises any authority in a facility shall evict, harass, dismiss, or  
18 retaliate against an employee or patron of the business or  
19 establishment because such employee or patron has made a report of  
20 any violation or suspected violation of this section which the employee  
21 or patron has reasonable cause to believe has been committed or  
22 occurred.