

SENATE BILL NO. 539

96TH GENERAL ASSEMBLY

INTRODUCED BY SENATOR CHAPPELLE-NADAL.

Pre-filed December 9, 2011, and ordered printed.

TERRY L. SPIELER, Secretary.

4105S.01I

AN ACT

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

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 violation.**

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