

FIRST REGULAR SESSION

SENATE BILL NO. 142

101ST GENERAL ASSEMBLY

INTRODUCED BY SENATOR BECK.

0632S.01H

ADRIANE D. CROUSE, Secretary

AN ACT

To amend chapter 290, RSMo, by adding thereto one new section relating to compensation owed to employees.

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

Section A. Chapter 290, RSMo, is amended by adding thereto one new section, to be known as section 290.115, to read as follows:

290.115. 1. Whenever an employer ends an employment arrangement with an employee, with or without cause, and whenever an employee resigns or otherwise formally ends an employment arrangement with an employer, the employer shall, within a reasonable amount of time, pay to the employee an amount which represents full compensation for all of the employee's accrued but unused vacation leave and annual leave. This amount shall be in addition to all other wages and amounts owed to the employee.

2. (1) If an employee is compensated by hourly wage, the compensation amount described under subsection 1 of this section shall be equivalent to the employee's hourly wage multiplied by the total number of hours of accrued but unused vacation leave and annual leave. If vacation or annual leave is accrued in days rather than hours, one day of leave shall be equivalent to eight hours for the purpose of making this calculation.

18 (2) If an employee is salaried, the compensation
19 amount described under subsection 1 of this section shall be
20 calculated to reflect an amount that is proportionally
21 equivalent to the employee's annual salary for the
22 employee's total number of hours or days of accrued but
23 unused vacation leave and annual leave. For the purpose of
24 making this calculation, one day shall be equivalent to
25 eight hours and one week shall be equivalent to forty hours.

26 3. (1) In lieu of paying the compensation amount
27 described in subsection 1 of this section, an employer may
28 allow an employee to utilize accrued but unused vacation
29 leave and annual leave as paid time off to be taken at the
30 end of employment.

31 (2) The provisions of this subsection shall not in any
32 way restrict or limit the ability of any employer or
33 employee to terminate the employment arrangement.

✓