

FIRST REGULAR SESSION

SENATE BILL NO. 375

101ST GENERAL ASSEMBLY

INTRODUCED BY SENATOR EIGEL.

1782S.01I

ADRIANE D. CROUSE, Secretary

AN ACT

To amend chapter 290, RSMo, by adding thereto one new section relating to the reimbursement of certain expenses for certain 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
2 one new section, to be known as section 290.504, to read as
3 follows:

290.504. 1. Any employee who performs food delivery
2 services and incurs delivery expenses in the course of
3 performing such food delivery services shall be reimbursed
4 by his or her employer for such delivery expenses as
5 provided in this section.

6 2. Any employee for whom the quotient of the actual
7 wages for a given pay period and the total amount of hours
8 worked for the same pay period is less than the wage rate at
9 which he or she is required to be paid pursuant to sections
10 290.500 to 290.530 shall be reimbursed by his or her
11 employer for the difference between the quotient and the
12 required wage rate.

13 3. An employer is not required to reimburse an
14 employee for delivery expenses beyond what is necessary to
15 make up the difference between the quotient described in
16 subsection 2 of this section and the wage rate at which the
17 employee is required to be paid pursuant to sections 290.500

18 to 290.530, provided that an employer may pay an employee a
19 greater amount of reimbursement at its discretion.

20 4. For purposes of this section, the following terms
21 mean:

22 (1) "Actual wage", for a given pay period, the
23 difference between the total wages received by an employee
24 who performs food delivery services and the total amount of
25 delivery expenses incurred by such employee during the same
26 pay period;

27 (2) "Delivery expense", an expense that is incurred by
28 an employee who performs food delivery services using his or
29 her personal vehicle. "Delivery expense" is limited to the
30 mileage incurred during the performance of the food delivery
31 service;

32 (3) "Food delivery service", transporting food from an
33 employer's place of business to the place at which a
34 customer has requested service by an employee using his or
35 her personal vehicle.

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