## SENATE SUBSTITUTE

FOR

## HOUSE BILL NO. 2400

## AN ACT

To repeal sections 285.730 and 620.2020, RSMo, and to enact in lieu thereof two new sections relating to business entities.

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

Section A. Sections 285.730 and 620.2020, RSMo, are

- 2 repealed and two new sections enacted in lieu thereof, to be
- 3 known as sections 285.730 and 620.2020, to read as follows:
  - 285.730. 1. Except as specifically provided in
- 2 sections 285.700 to 285.750 or in the professional employer
- 3 agreement, in each coemployment relationship:
- 4 (1) The client shall be entitled to exercise all
- 5 rights, and shall be obligated to perform all duties and
- 6 responsibilities otherwise applicable to an employer in an
- 7 employment relationship;
- 8 (2) The PEO shall be entitled to exercise only those
- 9 rights and obligated to perform only those duties and
- 10 responsibilities specifically required under sections
- 11 285.700 to 285.750 or set forth in the professional employer
- 12 agreement. The rights, duties, and obligations of the PEO
- 13 as coemployer with respect to any covered employee shall be
- 14 limited to those arising pursuant to the professional
- 15 employer agreement and sections 285.700 to 285.750 during
- 16 the term of coemployment by the PEO of such covered
- 17 employee; and
- 18 (3) Unless otherwise expressly agreed by the PEO and
- 19 the client in a professional employer agreement, the client
- 20 retains the exclusive right to direct and control the
- 21 covered employees as is necessary to conduct the client's

- 22 business, to discharge any of the client's fiduciary
- 23 responsibilities, or to comply with any licensure
- 24 requirements applicable to the client or to the covered
- 25 employees.
- 26 2. Except as specifically provided under sections
- 27 285.700 to 285.750, the coemployment relationship between
- 28 the client and the PEO and between each coemployer and each
- 29 covered employee shall be governed by the professional
- 30 employer agreement. Each professional employer agreement
- 31 shall include the following:
- 32 (1) The allocation of rights, duties, and obligations
- 33 as described in subsection 1 of this section;
- 34 (2) A requirement that the PEO shall have
- 35 responsibility to:
- 36 (a) Pay wages to covered employees;
- 37 (b) Withhold, collect, report, and remit payroll-
- 38 related and unemployment taxes; and
- 39 (c) To the extent the PEO has assumed responsibility
- 40 in the professional employer agreement, to make payments for
- 41 employee benefits for covered employees.
- 42 As used in this section, the term "wages" does not include
- 43 any obligation between a client and a covered employee for
- 44 payments beyond or in addition to the covered employee's
- 45 salary, draw, or regular rate of pay, such as bonuses,
- 46 commissions, severance pay, deferred compensation, profit
- 47 sharing, vacation, sick, or other paid-time off pay, unless
- 48 the PEO has expressly agreed to assume liability for such
- 49 payments in the professional employer agreement; and
- 50 (3) A requirement that the PEO shall have a right to
- 51 hire, discipline, and terminate a covered employee as may be
- 52 necessary to fulfill the PEO's responsibilities under
- 53 sections 285.700 to 285.750 and the professional employer

- 54 agreement. The client shall have a right to hire, discipline, and terminate a covered employee. 55
- 56 3. With respect to each professional employer agreement entered into by a PEO, such PEO shall provide 57 written notice to each covered employee affected by such 58 59 agreement of the general nature of the coemployment relationship between and among the PEO, the client, and such 60 61 covered employee.
- 62 Except to the extent otherwise expressly provided 63 by the applicable professional employer agreement:
- (1) A client shall be solely responsible for the 64 quality, adequacy, or safety of the goods or services produced or sold in the client's business; 66

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- (2) A client shall be solely responsible for 67 directing, supervising, training, and controlling the work 68 69 of the covered employees with respect to the business 70 activities of the client and solely responsible for the acts, errors, or omissions of the covered employees with 71 72 regard to such activities;
  - (3) A client shall not be liable for the acts, errors, or omissions of a PEO or of any covered employee of the client and a PEO if such covered employee is acting under the express direction and control of the PEO;
- 77 (4) A PEO shall not be liable for the acts, errors, or 78 omissions of a client or of any covered employee of the 79 client if such covered employee is acting under the express direction and control of the client; 80
- Nothing in this subsection shall serve to limit 81 82 any contractual liability or obligation specifically 83 provided in the written professional employer agreement; and
- (6) A covered employee is not, solely as the result of 84 being a covered employee of a PEO, an employee of the PEO 85 86 for purposes of general liability insurance, fidelity bonds,

- surety bonds, employer's liability that is not covered by
  workers' compensation, or liquor liability insurance carried
  by the PEO unless the covered employees are included by
  specific reference in the professional employer agreement
  and applicable prearranged employment contract, insurance
  contract, or bond.
- A PEO under sections 285.700 to 285.750 is not 93 94 engaged in the sale of insurance or in acting as a third-95 party administrator by offering, marketing, selling, 96 administering, or providing professional employer services that include services and employee benefit plans for covered 97 employees. A client and a registered professional employer 98 99 organization shall each be deemed an employer under the laws 100 of this state for purposes of sponsoring retirement and 101 welfare benefits plans for its covered employees. A fully 102 insured welfare benefit plan sponsored by a registered 103 professional employer organization for the benefit of its 104 covered employees shall be treated for the purposes of state law as a single employer welfare benefit plan. For purposes 105 106 of sponsoring welfare benefit plans for its eligible covered 107 employees, a registered professional employer organization 108 shall be considered the employer of all of its eliqible 109 covered employees, and all eligible covered employees of one 110 or more clients participating in a health benefit plan 111 sponsored by a registered professional employer organization 112 shall be considered employees of such registered 113 professional employer organization. The provisions of this section shall not supersede or preempt any requirements 114 under section 375.014. 115
  - 6. For purposes of this state or any county, municipality, or other political subdivision thereof:

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118 (1) Any tax or assessment imposed upon professional
119 employer services or any business license or other fee that

120 is based upon gross receipts shall allow a deduction from 121 the gross income or receipts of the business derived from 122 performing professional employer services that is equal to 123 that portion of the fee charged to a client that represents 124 the actual cost of wages and salaries, benefits, payroll 125 taxes, withholding, or other assessments paid to or on 126 behalf of a covered employee by the professional employer 127 organization under a professional employer agreement;

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- expenditure on a per-capita or per-employee basis shall be assessed against the client for covered employees and against the professional employer organization for its employees who are not covered employees coemployed with a client. Benefits or monetary consideration that meet the requirements of mandates imposed on a client and that are received by covered employees through the PEO either through payroll or through benefit plans sponsored by the PEO shall be credited against the client's obligation to fulfill such mandates; and
- (3) In the case of a tax or an assessment imposed or calculated upon the basis of total payroll, the professional employer organization shall be eligible to apply any small business allowance or exemption available to the client for the covered employees for purposes of computing the tax.
  - 620.2020. 1. The department shall respond to a 2 written request, by or on behalf of a qualified company or qualified military project, for a proposed benefit award 3 under the provisions of this program within five business 4 days of receipt of such request. The department shall 5 6 respond to a written request, by or on behalf of a qualified 7 manufacturing company, for a proposed benefit award under the provisions of this program within fifteen business days 8 9 of receipt of such request. Such response shall contain

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    either a proposal of benefits for the qualified company or
    qualified military project, or a written response refusing
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    to provide such a proposal and stating the reasons for such
    refusal. A qualified company or qualified military project
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    that intends to seek benefits under the program shall submit
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    to the department a notice of intent. The department shall
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    respond within thirty days to a notice of intent with an
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    approval or a rejection, provided that the department may
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    withhold approval or provide a contingent approval until it
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    is satisfied that proper documentation of eligibility has
    been provided. The department shall certify or reject the
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    qualifying company's plan outlined in their notice of intent
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    as satisfying good faith efforts made to employ, at a
    minimum, commensurate with the percentage of minority
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    populations in the state of Missouri, as reported in the
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    previous decennial census, the following: racial minorities,
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    contractors who are racial minorities, and contractors that,
    in turn, employ at a minimum racial minorities commensurate
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    with the percentage of minority populations in the state of
    Missouri, as reported in the previous decennial census.
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    Failure to respond on behalf of the department shall result
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    in the notice of intent being deemed approved. A qualified
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    company receiving approval for program benefits may receive
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    additional benefits for subsequent new jobs at the same
    facility after the full initial project period if the
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    applicable minimum job requirements are met.
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    no limit on the number of project periods a qualified
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    company may participate in the program, and a qualified
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    company may elect to file a notice of intent to begin a new
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    project period concurrent with an existing project period if
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    the applicable minimum job requirements are achieved, the
    qualified company provides the department with the required
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    annual reporting, and the qualified company is in compliance
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- 43 with this program and any other state programs in which the qualified company is currently or has previously 44 45 participated. However, the qualified company shall not receive any further program benefits under the original 46 47 approval for any new jobs created after the date of the new notice of intent, and any jobs created before the new notice 48 49 of intent shall not be included as new jobs for purposes of the benefit calculation for the new approval. 50 qualified company has filed and received approval of a 51 52 notice of intent and subsequently files another notice of intent, the department shall apply the definition of project 53 facility under subdivision (24) of section 620.2005 to the 54 new notice of intent as well as all previously approved 55 notices of intent and shall determine the application of the 56 definitions of new job, new payroll, project facility base 57 58 employment, and project facility base payroll accordingly.
- 59 2. Notwithstanding any provision of law to the contrary, the benefits available to the qualified company 60 61 under any other state programs for which the company is eligible and which utilize withholding tax from the new or 62 retained jobs of the company shall first be credited to the 63 other state program before the withholding retention level 64 applicable under this program will begin to accrue. If any 65 66 qualified company also participates in a job training 67 program utilizing withholding tax, the company shall retain 68 no withholding tax under this program, but the department shall issue a refundable tax credit for the full amount of 69 benefit allowed under this program. 70 The calendar year annual maximum amount of tax credits which may be issued to 71 72 a qualifying company that also participates in a job training program shall be increased by an amount equivalent 73 to the withholding tax retained by that company under a jobs 74 75 training program.

76 3. A qualified company or qualified military project 77 receiving benefits under this program shall provide an 78 annual report of the number of jobs, along with minority jobs created or retained, and such other information as may 79 80 be required by the department to document the basis for 81 program benefits available no later than ninety days prior to the end of the qualified company's or industrial 82 83 development authority's tax year immediately following the 84 tax year for which the benefits provided under the program 85 are attributed. In such annual report, if the average wage is below the applicable percentage of the county average 86 wage, the qualified company or qualified military project 87 88 has not maintained the employee insurance as required, if the department after a review determines the qualifying 89 company fails to satisfy other aspects of their notice of 90 91 intent, including failure to make good faith efforts to 92 employ, at a minimum, commensurate with the percentage of minority populations in the state of Missouri, as reported 93 94 in the previous decennial census, the following: 95 minorities, contractors who are racial minorities, and contractors that, in turn, employ at a minimum racial 96 97 minorities commensurate with the percentage of minority populations in the state of Missouri, as reported in the 98 99 previous decennial census, or if the number of jobs is below 100 the number required, the qualified company or qualified 101 military project shall not receive tax credits or retain the withholding tax for the balance of the project period. 102 statewide state of emergency exists for more than sixteen 103 104 months, a qualified company or industrial development 105 authority shall be entitled to a one-time suspension of 106 program deadlines equal to the number of months such 107 statewide state of emergency existed with any partial month 108 rounded to the next whole. During such suspension, the

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     qualified company or industrial development authority shall
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     not be entitled to retain any withholding tax as calculated
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     under subdivision (38) of section 620.2005 nor shall it earn
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     any awarded tax credit or receive any tax credit under the
     program for the suspension period. The suspension period
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     shall run consecutively and be available to a qualified
     company or industrial development authority that, during the
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     statewide state of emergency, submitted notice of intent
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     that was approved or that was in year one or a subsequent
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     year of benefits under a program agreement with the
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     department. The suspension period that runs consecutively
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     and may be available to a qualified company or industrial
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     development authority as provided in this subsection may
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     apply retroactively. Any qualified company or industrial
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     development authority requesting a suspension pursuant to
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     this subsection shall submit notice to the department on its
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     provided form identifying the requested start and end dates
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     of the suspension, not to exceed the maximum number of
     months available under this subsection. Such notice shall
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     be submitted to the department not later than the end of the
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     twelfth month following the termination of the state of
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     emergency. No suspension period shall start later than the
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     date on which the state of emergency was terminated.
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     department and the qualified company or the industrial
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     development authority shall enter into a program agreement
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     or shall amend an existing program agreement, as applicable,
     stating the deadlines following the suspension period and
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     updating the applicable wage requirements. Failure to
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     timely file the annual report required under this section
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     [shall] may result in the forfeiture of tax credits
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     attributable to the year for which the reporting was
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     required and a recapture of withholding taxes retained by
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- the qualified company or qualified military project during such year.
- 143 4. The department may withhold the approval of any benefits under this program until it is satisfied that 144 proper documentation has been provided, and shall reduce the 145 146 benefits to reflect any reduction in full-time employees or 147 payroll. Upon approval by the department, the qualified 148 company may begin the retention of the withholding taxes 149 when it reaches the required number of jobs and the average 150 wage meets or exceeds the applicable percentage of county 151 average wage. Tax credits, if any, may be issued upon satisfaction by the department that the qualified company 152 153 has exceeded the applicable percentage of county average 154 wage and the required number of jobs; provided that, tax 155 credits awarded under subsection 7 of section 620.2010 may 156 be issued following the qualified company's acceptance of 157 the department's proposal and pursuant to the requirements 158 set forth in the written agreement between the department and the qualified company under subsection 4 of section 159 620.2010. 160
- 161 5. Any qualified company or qualified military project approved for benefits under this program shall provide to 162 the department, upon request, any and all information and 163 164 records reasonably required to monitor compliance with 165 program requirements. This program shall be considered a business recruitment tax credit under subdivision (4) of 166 subsection 2 of section 135.800, and any qualified company 167 or qualified military project approved for benefits under 168 this program shall be subject to the provisions of sections 169 170 135.800 to 135.830.
- 171 6. Any taxpayer who is awarded benefits under this
  172 program who knowingly hires individuals who are not allowed
  173 to work legally in the United States shall immediately

- 174 forfeit such benefits and shall repay the state an amount 175 equal to any state tax credits already redeemed and any 176 withholding taxes already retained.
- The maximum amount of tax credits that may be 177 178 authorized under this program for any fiscal year shall be 179 limited as follows, less the amount of any tax credits 180 previously obligated for that fiscal year under any of the 181 tax credit programs referenced in subsection 14 of this 182 section:
- 183 (a) For the fiscal year beginning on July 1, 2013, but ending on or before June 30, 2014, no more than one hundred 184 six million dollars in tax credits may be authorized; 185

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- For the fiscal year beginning on July 1, 2014, but ending on or before June 30, 2015, no more than one hundred eleven million dollars in tax credits may be authorized;
- For fiscal years beginning on or after July 1, 190 2015, but ending on or before June 30, 2020, no more than one hundred sixteen million dollars in tax credits may be 191 192 authorized for each fiscal year; and
- For all fiscal years beginning on or after July 1, 193 2020, no more than one hundred six million dollars in tax 194 credits may be authorized for each fiscal year. 195 provisions of this paragraph shall not apply to tax credits 196 197 issued to qualified companies under a notice of intent filed 198 prior to July 1, 2020.
  - For all fiscal years beginning on or after July 1, 2020, in addition to the amount of tax credits that may be authorized under paragraph (d) of subdivision (1) of this subsection, an additional ten million dollars in tax credits may be authorized for each fiscal year for the purpose of the completion of infrastructure projects directly connected with the creation or retention of jobs under the provisions of sections 620.2000 to 620.2020 and an additional ten

- million dollars in tax credits may be authorized for each
  fiscal year for a qualified manufacturing company based on a
  manufacturing capital investment as set forth in section
  620.2010.
- 211 8. For all fiscal years beginning on or after July 1, 212 2020, the maximum total amount of withholding tax that may be authorized for retention for the creation of new jobs 213 214 under the provisions of sections 620.2000 to 620.2020 by 215 qualified companies with a project facility base employment 216 of at least fifty shall not exceed seventy-five million 217 dollars for each fiscal year. The provisions of this subsection shall not apply to withholding tax authorized for 218 retention for the creation of new jobs by qualified 219 220 companies with a project facility base employment of less 221 than fifty.
- 222 For tax credits for the creation of new jobs under 223 section 620.2010, the department shall allocate the annual tax credits based on the date of the approval, reserving 224 225 such tax credits based on the department's best estimate of new jobs and new payroll of the project, and any other 226 applicable factors in determining the amount of benefits 227 available to the qualified company or qualified military 228 229 project under this program; provided that, the department 230 may reserve up to twenty-one and one-half percent of the 231 maximum annual amount of tax credits that may be authorized under subsection 7 of this section for award under 232 subsection 7 of section 620.2010. However, the annual 233 issuance of tax credits shall be subject to annual 234 verification of actual payroll by the department or, for 235 236 qualified military projects, annual verification of average 237 salary for the jobs directly created by the qualified military project. Any authorization of tax credits shall 238 239 expire if, within two years from the date of commencement of

240 operations, or approval if applicable, the qualified company 241 has failed to meet the applicable minimum job requirements. 242 The qualified company may retain authorized amounts from the withholding tax under the project once the applicable 243 244 minimum job requirements have been met for the duration of 245 the project period. No benefits shall be provided under this program until the qualified company or qualified 246 247 military project meets the applicable minimum new job 248 requirements or, for benefits awarded under subsection 7 of 249 section 620.2010, until the qualified company has satisfied 250 the requirements set forth in the written agreement between 251 the department and the qualified company under subsection 4 of section 620.2010. In the event the qualified company or 252 253 qualified military project does not meet the applicable 254 minimum new job requirements, the qualified company or 255 qualified military project may submit a new notice of intent 256 or the department may provide a new approval for a new project of the qualified company or qualified military 257 258 project at the project facility or other facilities. 259 Tax credits provided under this program may be 260 claimed against taxes otherwise imposed by chapters 143 and 148, and may not be carried forward, but shall be claimed 261 within one year of the close of the taxable year for which 262 263 they were issued. Tax credits provided under this program 264 may be transferred, sold, or assigned by filing a notarized 265 endorsement thereof with the department that names the transferee, the amount of tax credit transferred, and the 266 value received for the credit, as well as any other 267 268 information reasonably requested by the department. For a 269 qualified company with flow-through tax treatment to its 270 members, partners, or shareholders, the tax credit shall be

allowed to members, partners, or shareholders in proportion

- 272 to their share of ownership on the last day of the qualified
  273 company's tax period.
- Prior to the issuance of tax credits or the 274 11. qualified company beginning to retain withholding taxes, the 275 276 department shall verify through the department of revenue 277 and any other applicable state department that the tax 278 credit applicant does not owe any delinquent income, sales, 279 or use tax or interest or penalties on such taxes, or any 280 delinquent fees or assessments levied by any state 281 department and through the department of commerce and 282 insurance that the applicant does not owe any delinquent 283 insurance taxes or other fees. Such delinquency shall not 284 affect the approval, except that any tax credits issued 285 shall be first applied to the delinquency and any amount 286 issued shall be reduced by the applicant's tax delinquency. 287 If the department of revenue, the department of commerce and 288 insurance, or any other state department concludes that a taxpayer is delinquent after June fifteenth but before July 289 290 first of any year and the application of tax credits to such 291 delinquency causes a tax deficiency on behalf of the 292 taxpayer to arise, then the taxpayer shall be granted thirty 293 days to satisfy the deficiency in which interest, penalties, 294 and additions to tax shall be tolled. After applying all 295 available credits toward a tax delinquency, the 296 administering agency shall notify the appropriate department 297 and that department shall update the amount of outstanding 298 delinquent tax owed by the applicant. If any credits remain after satisfying all insurance, income, sales, and use tax 299
- 12. The director of revenue shall issue a refund to
  the qualified company to the extent that the amount of tax

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of law.

delinquencies, the remaining credits shall be issued to the

applicant, subject to the restrictions of other provisions

- 305 credits allowed under this program exceeds the amount of the qualified company's tax liability under chapter 143 or 148.
- 13. An employee of a qualified company shall receive full credit for the amount of tax withheld as provided in section 143.211.
- 310 Notwithstanding any provision of law to the contrary, beginning August 28, 2013, no new benefits shall 311 312 be authorized for any project that had not received from the 313 department a proposal or approval for such benefits prior to 314 August 28, 2013, under the development tax credit program 315 created under sections 32.100 to 32.125, the rebuilding communities tax credit program created under section 316 317 135.535, the enhanced enterprise zone tax credit program 318 created under sections 135.950 to 135.973, and the Missouri 319 quality jobs program created under sections 620.1875 to 320 620.1890. The provisions of this subsection shall not be 321 construed to limit or impair the ability of any administering agency to authorize or issue benefits for any 322 323 project that had received an approval or a proposal from the department under any of the programs referenced in this 324 325 subsection prior to August 28, 2013, or the ability of any 326 taxpayer to redeem any such tax credits or to retain any 327 withholding tax under an approval issued prior to that 328 The provisions of this subsection shall not be 329 construed to limit or in any way impair the ability of any 330 governing authority to provide any local abatement or
- designate a new zone under the enhanced enterprise zone
- program created by sections 135.950 to 135.963.
- Notwithstanding any provision of law to the contrary, no
- qualified company that is awarded benefits under this
- 335 program shall:

- 336 (1) Simultaneously receive benefits under the programs
  337 referenced in this subsection at the same capital
  338 investment; or
- 339 (2) Receive benefits under the provisions of section 340 620.1910 for the same jobs.
- or application thereof to any person or circumstance is held invalid, the invalidity shall not affect other provisions or application of these sections which can be given effect without the invalid provisions or application, and to this end, the provisions of sections 620.2000 to 620.2020 are hereby declared severable.
- 16. By no later than January 1, 2014, and the first
  day of each calendar quarter thereafter, the department
  shall present a quarterly report to the general assembly
  detailing the benefits authorized under this program during
  the immediately preceding calendar quarter to the extent
  such information may be disclosed under state and federal
  law. The report shall include, at a minimum:
- 355 (1) A list of all approved and disapproved applicants 356 for each tax credit;
- 357 (2) A list of the aggregate amount of new or retained 358 jobs that are directly attributable to the tax credits 359 authorized;
- 360 (3) A statement of the aggregate amount of new capital 361 investment directly attributable to the tax credits 362 authorized;
- 363 (4) Documentation of the estimated net state fiscal
  364 benefit for each authorized project and, to the extent
  365 available, the actual benefit realized upon completion of
  366 such project or activity; and
- 367 (5) The department's response time for each request for a proposed benefit award under this program.

- 369 17. The department may adopt such rules, statements of 370 policy, procedures, forms, and guidelines as may be 371 necessary to carry out the provisions of sections 620.2000 to 620.2020. Any rule or portion of a rule, as that term is 372 373 defined in section 536.010, that is created under the 374 authority delegated in this section shall become effective only if it complies with and is subject to all of the 375 376 provisions of chapter 536 and, if applicable, section 377 536.028. This section and chapter 536 are nonseverable and 378 if any of the powers vested with the general assembly 379 pursuant to chapter 536 to review, to delay the effective 380 date, or to disapprove and annul a rule are subsequently held unconstitutional, then the grant of rulemaking 381 382 authority and any rule proposed or adopted after August 28, 383 2013, shall be invalid and void.
- 18. Under section 23.253 of the Missouri sunset act:
- 385 (1) The provisions of the program authorized under 386 sections 620.2000 to 620.2020 shall be reauthorized as of 387 August 28, 2018, and shall expire on August 28, 2030; and
- 388 (2) If such program is reauthorized, the program
  389 authorized under this section shall automatically sunset
  390 twelve years after the effective date of the reauthorization
  391 of sections 620.2000 to 620.2020; and
- 392 (3) Sections 620.2000 to 620.2020 shall terminate on 393 September first of the calendar year immediately following 394 the calendar year in which the program authorized under 395 sections 620.2000 to 620.2020 is sunset.