

SCS HCS HB 1883 -- EMPLOYMENT PRACTICES

This bill changes the laws regarding employment practices. In its main provisions, the bill:

(1) Prohibits employers from requiring employees to have personal identification microchip technology implanted in their bodies. Any employer who violates this provision will be guilty of a class A misdemeanor;

(2) Specifies that in applying the provisions of the Workers' Compensation Law it is the intent of the legislature to reject and abrogate *Schoemehl v. Treasurer of the State of Missouri*, 217 S.W.3d 900 (Mo. 2007) and all cases citing, interpreting, applying, or following this case and reaffirms that the right for compensation for the permanent total disability of an injured employee terminates on the date of the injured employee's death;

(3) Re-enacts the federal overtime standards in effect prior to the passage of Proposition B in 2006 regarding the minimum wage increase including, but not limited to, the exemptions for firefighters, commissioned employees, and flex-time pay rate employees; and

(4) Prohibits public and private employers from terminating an employee for being activated to a national disaster response by the Federal Emergency Management Agency (FEMA) or for being absent from or late to work due to his or her volunteer emergency service. If an employee is absent from or late to work due to his or her service with FEMA, the employee may lose pay and may be required to provide a written verification from his or her supervisor as to the time and date of the emergency. The member must make a reasonable effort to notify his or her employer that he or she may be absent from or late to work due to an emergency.

The bill contains an emergency clause for the provisions regarding the Workers' Compensation Law.