

## HB 1416 -- Missouri Worker Freedom Act

Sponsor: Fallert

This bill establishes the Missouri Worker Freedom Act which prohibits an employer from requiring an employee to attend a meeting or listen to, respond to, or participate in any other communication when a purpose of the requirement is to ensure that the employee receives communications relating to political or religious matters or to influence the employee's beliefs, opinions, or actions regarding political or religious matters.

Employers are prohibited from taking or threatening to take any adverse employment action against an employee refusing to attend a meeting or listen to, respond to, or participate in any other communication that he or she believes violates these provisions or the employee takes other specified actions when he or she reasonably believes there has been a violation. An employee aggrieved by a violation may bring a civil action in the county in which the violation is alleged to have occurred or in the county where the employer has its principal office. The court may award any appropriate relief it deems necessary to make the prevailing employee whole and to restrain any violation of the provisions of the bill. The court must award a prevailing employee an additional 100% of back pay and reasonable attorney fees and costs.

An employee may bring any other cause of action permitted by law against an employer relating to an adverse employment action or to diminish or impair the rights of a person under a collective bargaining agreement.

Employers must post notice of employee rights under the provisions of the bill in a conspicuous place accessible to employees at the employer's place of business.