

House _____ Amendment NO. _____

Offered By _____

1 AMEND Senate Committee Substitute for Senate Bill No. 108, Page 1, Section 40.490, Line 10, by
2 inserting after all of said section and line the following:

3
4 "Section 1. 1. As used in this section, the following terms shall mean:

5 (1) "Employee", any handicapped person employed in a sheltered workshop, certified by the
6 department of elementary and secondary education;

7 (2) "Employer", any individual, sole proprietorship, partnership, limited liability company,
8 corporation, or any other entity that is legally doing business in this state; except that, the term
9 "employer" shall not include any public employer, as defined in section 285.525;

10 (3) "Employment benefits", anything of value that an employee may receive from an
11 employer in addition to wages and salary. The term includes, but is not limited to, health, disability,
12 retirement, profit-sharing, and death benefits; group accidental death and dismemberment benefits;
13 paid or unpaid days off from work for holidays, sick leave, vacation, and personal necessity; and
14 terms of employment, attendance, or leave policies;

15 (4) "Political subdivision", any municipality, special district, local governmental body,
16 county, city, town, or village.

17 2. No political subdivision shall establish, mandate, or otherwise require an employer to
18 provide to an employee:

19 (1) A minimum or living wage rate; or

20 (2) Employment benefits

21
22 that exceed state laws, rules, or regulations. This section shall preempt and nullify all political
23 subdivision ordinances, rules, and regulations currently in effect or later enacted relating to the
24 establishment or enforcement of a minimum or living wage or the provisions of employee
25 benefits."; and

26
27 Further amend said bill by amending the title, enacting clause, and intersectional references
28 accordingly.

Action Taken _____ Date _____