

HB 1397 -- EMPLOYEE SCHEDULING

SPONSOR: Shaul (113)

COMMITTEE ACTION: Voted "Do Pass" by the Standing Committee on Economic Development by a vote of 7 to 2. Voted "Do Pass" by the Rules- Legislative Oversight Committee by a vote of 8 to 1.

This bill prohibits a political subdivision from requiring an employer to alter or adjust an employee's schedule unless required by state or federal law. The employer cannot be fined or penalized for altering or adjusting an employee's schedule, nor be required to pay an employee additional wages or pay for adjusting an employee's schedule.

This bill is the same as HB 1048 (2017).

PROPONENTS: Supporters say that neighboring states have enacted similar legislation to ensure that the rules of commerce are set on a state-wide basis. Employee work schedules should be negotiated by an employer and an employee, and not have the involvement of a political subdivision.

Testifying for the bill were Representative Shaul; Missouri Retailers Association; Missouri Tire Industry; Missouri Grocers Association; Brad James, National Federation of Independent Business; Missouri Restaurant Association; and Missouri Chamber of Commerce and Industry.

OPPONENTS: Those who oppose the bill say that the bill impedes local control considerations. Certain political subdivisions may wish to encourage certain business behaviors, while discouraging on-call employee scheduling that inconveniences retail and restaurant workers. Predicting scheduling is crucial when parenting, and employers should be held to a predictive scheduling standard.

Testifying against the bill were United Steelworkers District 11; Missouri AFL-CIO; Jake Johnson; Clark Brown, Missouri State Council of Service Employees Intl. Union(SEIU); Robert H. Constanz "Cob"; and Margaretta Bell Green.