

HB 862 -- LABOR RIGHTS AND BENEFITS

SPONSOR: Roden

This bill specifies that public employees can donate their accrued sick leave into a shared pool, to be administered by the Commissioner of Administration, for use by other public employees who have exhausted their own personal sick leave balances. No employee can donate his or her leave to the pool in an amount that would reduce the employee's balance to 80 hours or the standard hours worked by the employee in a two-week period (Section 105.261, RSMo).

This bill also specifies that any public employee who has exhausted all available leave granted under the Family Medical Leave Act in connection with a cancer diagnosis for the employee's spouse or child shall be granted an extension of the leave up to one year (Section 105.263).

Currently, the law provides that certain diseases of the respiratory and cardiovascular systems, including carcinoma, may be recognized as occupational diseases if a paid firefighter is exposed to certain substances. This bill includes volunteer firefighters in this definition of occupational disease. In addition, psychological stress or mental disorder of a paid, volunteer, or retired firefighter, paramedic, or emergency medical technician shall be presumed as an occupational disease contracted in the course and scope of employment.

The bill also provides for a rebuttable presumption that a paid or volunteer firefighter who contracts cancer has a compensable occupational disease under certain circumstances. The presumption arises if the firefighter was exposed to a known or probable carcinogen and has been assigned to at least five years of hazardous duty as a paid firefighter, or at least 10 years of hazardous duty as a volunteer firefighter (Section 287.067).

This bill is similar to HB 1641 (2018).