

House _____ Amendment NO. _____

Offered By

1 AMEND House Committee Substitute for Senate Substitute No. 2 for Senate Bill No. 997, Page 69,
2 Section 186.080, Line 55, by inserting after all of said section and line the following:

3
4 "285.575. 1. This section shall be known and may be cited as the "Whistleblower's
5 Protection Act".

6 2. As used in this section, the following terms shall mean:

7 (1) "Because" or "because of", as it relates to the adverse decision or action, the person's
8 status as a protected person was the motivating factor;

9 (2) "Employer", an entity that has six or more employees for each working day in each of
10 twenty or more calendar weeks in the current or preceding calendar year. "Employer" shall not
11 include ~~[the state of Missouri or its agencies, instrumentalities, or political subdivisions, including~~
12 ~~but not limited to any public institution of higher education, a corporation wholly owned by the state~~
13 ~~of Missouri, an individual employed by an employer, or]~~ corporations and associations owned or
14 operated by religious or sectarian organizations;

15 (3) "Proper authorities", a governmental or law enforcement agency, an officer of an
16 employee's employer, the employee's supervisor employed by the employer, or the employee's
17 human resources representative employed by the employer;

18 (4) "Protected person", an employee of an employer who has reported to the proper
19 authorities an unlawful act of his or her employer; an employee of an employer who reports to his or
20 her employer serious misconduct of the employer that violates a clear mandate of public policy as
21 articulated in a constitutional provision, statute, or regulation promulgated under statute; or an
22 employee of an employer who has refused to carry out a directive issued by his or her employer that
23 if completed would be a violation of the law. An employee of an employer is not a protected person
24 if:

25 (a) The employee is a supervisory, managerial, or executive employee or an officer of his or
26 her employer and the unlawful act or serious misconduct reported concerns matters upon which the
27 employee is employed to report or provide professional opinion; or

28 (b) The proper authority or person to whom the employee makes his or her report is the
29 person whom the employee claims to have committed the unlawful act or violation of a clear
30 mandate of public policy;

31 (5) "The motivating factor", the employee's protected classification actually played a role in
32 the adverse decision or action and had a determinative influence on the adverse decision or action.

33 3. This section is intended to codify the existing common law exceptions to the at-will
34 employment doctrine and to limit their future expansion by the courts. This section, in addition to
35 chapter 213 and chapter 287, shall provide the exclusive remedy for any and all claims of unlawful
36 employment practices.

Action Taken _____ Date _____

1 4. It shall be an unlawful employment practice for an employer to discharge an individual
2 defined as a protected person in this section because of that person's status as a protected person.

3 5. A protected person aggrieved by a violation of this section shall have a private right of
4 action for actual damages for violations of this section but not for punitive damages. However, if a
5 private right of action for damages exists under another statutory or regulatory scheme, whether
6 under state or federal law, no private right of action shall exist under this statute.

7 6. Any party to any action initiated under this section may demand a trial by jury.

8 7. A protected person aggrieved by a violation of this section shall have a private right of
9 action that may be filed in a court of competent jurisdiction. The only remedies available in such an
10 action shall be:

11 (1) Back pay;

12 (2) Reimbursement of medical bills directly related to a violation of this section; and

13 (3) Additionally, if a protected person proves, by clear and convincing evidence, that the
14 conduct of the employer was outrageous because of the employer's evil motive or reckless
15 indifference to the rights of others, then, such person may receive double the amount awarded under
16 subdivisions (1) and (2) of this subsection, as liquidated damages. In applying this subdivision, the
17 provisions of section 510.263 shall be applied as though liquidated damages were punitive damages
18 and as though the amounts referenced in subdivisions (1) and (2) of this subsection were
19 compensatory damages.

20 8. The court, in addition to the damages set forth in subsection 7 of this section, may award
21 the prevailing party court costs and reasonable attorney fees; except that a prevailing respondent
22 may be awarded reasonable attorney fees only upon a showing that the case was without
23 foundation"; and.

24
25 Further amend said bill by amending the title, enacting clause, and intersectional references
26 accordingly.