

House _____ Amendment NO. _____

Offered By

1 AMEND House Committee Substitute for Senate Substitute for Senate Bill No. 24, Page 4, Section
2 287.245, Line 35, by inserting after said section and line the following:

3
4 "320.336. 1. No public or private employer shall terminate an employee for joining any fire
5 department or fire protection district, including but not limited to any municipal, volunteer, rural, or
6 subscription fire department or organization or any volunteer fire protection association, as a
7 volunteer firefighter, or the Missouri-1 Disaster Medical Assistance Team, Missouri Task Force
8 One, or Urban Search and Rescue Team, or being activated to a national disaster response by the
9 Federal Emergency Management Agency (FEMA).

10 2. No public or private employer shall terminate an employee who is a volunteer firefighter,
11 a member of Missouri-1 Disaster Medical Assistance Team, Missouri Task Force One, or Urban
12 Search and Rescue Team because the employee, when acting as a volunteer firefighter, or as a
13 member of Missouri-1 Disaster Medical Assistance Team, Missouri Task Force One, Urban Search
14 and Rescue Team, or FEMA is absent from or late to his or her employment in order to respond to
15 an emergency before the time the employee is to report to his or her place of employment.

16 3. An employer may charge against the employee's regular pay any employment time lost by
17 an employee who is a volunteer firefighter, or a member of Missouri-1 Disaster Medical Assistance
18 Team, Missouri Task Force One, Urban Search and Rescue Team, or FEMA because of the
19 employee's response to an emergency in the course of performing his or her duties as a volunteer
20 firefighter, or a member of Missouri-1 Disaster Medical Assistance Team, Missouri Task Force One,
21 Urban Search and Rescue Team, or FEMA.

22 4. In the case of an employee who is a volunteer firefighter, or a member of Missouri-1
23 Disaster Medical Assistance Team, Missouri Task Force One, Urban Search and Rescue Team, or
24 FEMA and who loses time from his or her employment in order to respond to an emergency in the
25 course of performing his or her duties as a volunteer firefighter, or a member of Missouri-1 Disaster
26 Medical Assistance Team, Missouri Task Force One, Urban Search and Rescue Team, or FEMA, the
27 employer has the right to request the employee to provide the employer with a written statement
28 from the supervisor or acting supervisor of the volunteer fire department or the commander of
29 Missouri-1 Disaster Medical Assistance Team or the FEMA supervisor stating that the employee
30 responded to an emergency and stating the time and date of the emergency.

Action Taken _____ Date _____

1 5. An employee who is a volunteer firefighter, or a member of Missouri-1 Disaster Medical
2 Assistance Team, Missouri Task Force One, Urban Search and Rescue Team, or FEMA and who
3 may be absent from or late to his or her employment in order to respond to an emergency in the
4 course of performing his or her duties as a volunteer firefighter, or a member of Missouri-1 Disaster
5 Medical Assistance Team, Missouri Task Force One, Urban Search and Rescue Team, or FEMA
6 shall make a reasonable effort to notify his or her employer that he or she may be absent or late.

7 6. Any member of Missouri Task Force One shall be entitled to the initial employment
8 rights, reemployment rights, retention in employment rights, promotion rights, and discrimination
9 protections provided by Title 38 of the United States Code, the Revised Statutes of Missouri, and all
10 amendments thereto. The attorney general shall enforce the rights and protections contained in this
11 subsection for members of Missouri Task Force One."; and

12
13 Further amend said bill by amending the title, enacting clause, and intersectional references
14 accordingly.