

HOUSE BILL NO. 2294

102ND GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVE RIGGS.

4071H.011

DANA RADEMAN MILLER, Chief Clerk

AN ACT

To amend chapter 292, RSMo, by adding thereto one new section relating to COVID-19 vaccination.

Be it enacted by the General Assembly of the state of Missouri, as follows:

Section A. Chapter 292, RSMo, is amended by adding thereto one new section, to be known as section 292.645, to read as follows:

292.645. 1. For purposes of this section, the following terms mean:

(1) "Employee", any person performing work or service of any kind or character for an employer;

(2) "Employer", any individual, sole proprietorship, partnership, limited liability company, corporation, or other entity that is legally doing business in this state.

2. An employer shall not use a failure to receive or prove receipt of any dose or doses of a COVID-19 vaccine, including any updated version of a COVID-19 vaccine, as the basis for:

(1) Refusing to hire a prospective employee;

(2) Terminating an employee; or

(3) Refusing to promote an employee.

3. An employee or prospective employee may bring a civil action in circuit court against an employer who violates the provisions of this section. The court may grant as relief, as it deems appropriate, any injunction or other order. The court shall award actual and punitive damages and reasonable costs, including court costs and attorney's fees, to a plaintiff who prevails in an action brought under this section.

EXPLANATION — Matter enclosed in bold-faced brackets **[thus]** in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.

17 **4. Any party to any action brought under this section has a right to a trial by**
18 **jury.**

19 **5. Any action brought under this section may be maintained as a class action if**
20 **the requirements of Missouri rule of civil procedure 52.08 for maintaining class actions**
21 **have been satisfied.**

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