

FIRST REGULAR SESSION

# HOUSE BILL NO. 1068

103RD GENERAL ASSEMBLY

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INTRODUCED BY REPRESENTATIVE OVERCAST.

2413H.011

JOSEPH ENGLER, Chief Clerk

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## AN ACT

To amend chapter 285, RSMo, by adding thereto one new section relating to the employer-employee relationship.

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

Section A. Chapter 285, RSMo, is amended by adding thereto one new section, to be  
2 known as section 285.075, to read as follows:

**285.075. 1. Notwithstanding any voluntary agreement entered into between the  
2 United States Department of Labor and a franchisee or a franchisor, neither a  
3 franchisee nor a franchisee's employee shall be deemed to be an employee of the  
4 franchisor for any purpose, unless the franchisor exercises direct and immediate control  
5 over the hiring, termination, discipline, and direction of the franchisee's employees.**

**6 2. For purposes of this section, the terms "franchisee" and "franchisor" shall  
7 have the same meaning as in 16 CFR 436.1.**

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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.