

FIRST REGULAR SESSION

# HOUSE BILL NO. 1407

## 103RD GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVE SHARP (37).

2844H.011

JOSEPH ENGLER, Chief Clerk

### AN ACT

To amend chapter 290, RSMo, by adding thereto one new section relating to employer reimbursement for certain employee expenses.

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

Section A. Chapter 290, RSMo, is amended by adding thereto one new section, to be known as section 290.185, to read as follows:

**290.185. 1. As used in this section, the following terms mean:**

(1) "Employer", any person or entity employing any person for hire within the state of Missouri, including a public employer, but shall not include the United States government;

(2) "High-speed internet access", adequate bandwidth and connectivity to accommodate the needs and requirements of an employee to conduct work-related activities;

(3) "Hybrid work", a flexible work arrangement where employees split time between work at the employer's work site and remote work;

(4) "Remote work", a flexible employment arrangement in which an employee is scheduled to perform work at an alternative work site and is not expected to perform work at the employer's physical work site on a regular and recurring basis;

(5) "Work-related internet expenses", the costs of installation, maintenance, monthly payments for internet service, router fees, and other costs or fees associated with the employee's high-speed internet access and Wi-Fi service. If an employee is required to obtain a higher tier of high-speed internet that exceeds the average cost of high-speed internet access for the area in which the employee lives, due to the nature

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.

18 and demands of the work the remote or hybrid employee is engaged in, this shall also be  
19 taken into consideration for the total expense reimbursement.

20       2. Every employer in this state shall reimburse the costs of purchasing and  
21 maintaining high-speed internet access for all individuals employed by such employer as  
22 a full-time employee engaged in a remote work arrangement on a fully remote work  
23 schedule or a hybrid work schedule, regardless of whether such arrangement was  
24 voluntary or not.

25       3. An employer shall only be required to reimburse an employee under this  
26 section for the prorated portion of the work-related internet expenses equivalent to the  
27 hours such employee is required to work each month while carrying out work-related  
28 duties remotely. The reimbursement amount may be reduced for employees engaged in  
29 a hybrid work schedule, prorated based on the number of days such hybrid employee is  
30 working remotely for each month.

31       4. An employer may require reasonable and appropriate supporting  
32 documentation of work-related internet expenses in order to verify expenditures and  
33 calculate reimbursements in compliance with the provisions of this section.

34       5. Notwithstanding any other requirements under this chapter, general law, or  
35 federal law, to the extent allowed by the Fair Labor Standards Act of 1938, as amended,  
36 and its accompanying regulations and guidelines, the provisions of this section shall be  
37 in addition to any state or federal requirements relating to business expenses or  
38 compensable work activities and expenses. If a more stringent requirement or higher  
39 federal rate of reimbursement for work-related internet expenses is greater than or  
40 hereafter increased beyond the requirements or rates in effect under this section, the  
41 federal requirements shall control so long as such requirements remain more stringent  
42 or higher than the requirements provided under this section.

43       6. This section shall not be construed to affect the terms of a valid collective  
44 bargaining agreement or other written agreement between an employer and employee  
45 in force on the effective date of this section.

46       7. This section shall not preempt an employer from covering a greater portion of  
47 high-speed internet costs; providing remote work stipends on a monthly, quarterly, or  
48 annual basis that adequately meet the minimum requirements of this section; or  
49 providing high-speed internet access to employees for the purpose of remote work  
50 through other means including, but not limited to, an employer-provided mobile  
51 internet hotspot.

52       8. The department of labor and industrial relations may promulgate all  
53 necessary rules and regulations for the administration of this section, including rules  
54 relating to the calculations of work-related internet expenses, timetables for

55 reimbursement, and documentation of expenses. Any rule or portion of a rule, as that  
56 term is defined in section 536.010, that is created under the authority delegated in this  
57 section shall become effective only if it complies with and is subject to all of the  
58 provisions of chapter 536 and, if applicable, section 536.028. This section and chapter  
59 536 are nonseverable and if any of the powers vested with the general assembly  
60 pursuant to chapter 536 to review, to delay the effective date, or to disapprove and annul  
61 a rule are subsequently held unconstitutional, then the grant of rulemaking authority  
62 and any rule proposed or adopted after August 28, 2025, shall be invalid and void.

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