

HB 443 -- EMPLOYMENT

SPONSOR: Gallick

Currently, the state minimum wage law preempts political subdivisions from establishing or enforcing a minimum or living wage or requiring employment benefits that exceed State laws, rules, or regulations. This bill adds that political subdivision policies, ordinances, and resolutions may not be enacted on those topics, and extends the topics to include:

- (1) Regulating the information an employer or potential employer can require or exclude on an employment application from an employee or prospective employee;
- (2) Requiring an employer to provide paid or unpaid leave time to an employee;
- (3) Regulating employee hours and scheduling that an employer is required to provide; and
- (4 ) Restricting or prohibiting an employer's utilization of contractor work as defined in Section 285.525, RSMo.

A political subdivision may regulate employment discrimination.

This bill is similar to HCS HB 2866 (2024).