

HB 3404 -- REEMPLOYMENT RIGHTS OF CERTAIN INDIVIDUALS IN THE MILITARY

SPONSOR: Schulte

Currently, there are existing statutes regarding the rights of members of the Armed Forces, National Guard, and any reserve component. Those protections include:

- (1) No one can discriminate against a person because he or she is a member of the military or a reserve component;
- (2) Businesses offering public entertainment or amusement cannot deny entry to service members because they are wearing their military uniforms;
- (3) Employers may not:
  - (a) Fire someone for being in the National Guard or reserves;
  - (b) Interfere with their required military service; or
  - (c) Threaten their job or business prospects to discourage enlistment;
- (4) Missouri National Guard and reserve members ordered to active duty are entitled to the same reemployment rights provided under federal law (Title 38, U.S. Code). The Missouri Attorney General enforces these rights for stateordered duty.
- (5) State and local government employees called to extended, indefinite military duty retain:
  - (a) Their position and seniority;
  - (b) Accrued leave;
  - (c) Performance appraisal standing;
  - (d) Pay status;
  - (e) Work schedule; and
  - (f) All other employment rights. Retirement and life insurance benefits cannot be reduced, though employees must pay any required insurance premiums.

(6) State and local government employees on extended military duty receive up to 120 hours of paid military leave per federal fiscal year, without losing other leave. Leave is charged only for hours they would have worked.

This bill combines those provisions into one new section.