



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2940		DATE: 2/24/2026	
COMMITTEE: Veterans and Armed Forces			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: ARNIE C. "HONEST-ABE" DIENOFF-STATE PUBLIC ADVOCAT		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE: In-Person	SUBMIT DATE: 2/24/2026 11:28 PM	

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

I am in Support of this Bill and allowing more days to Public Employees who are Federally Deployed from 120-Hours and 38-Days. The Cost to State Department is \$2.3-Million Dollars Annually.



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WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: BRUCE A BECKER		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL:	ATTENDANCE: Written	SUBMIT DATE: 2/22/2026 4:13 PM
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As a retired member of the National Guard and Reserve, security in your job is important. The increased demand placed on service members requires them to train for their mission the United States requires of them. They need to know they will have a job when they return home and that they will it be discriminated against for their service.



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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: GREGORY		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE: Written	SUBMIT DATE: 2/23/2026 1:56 PM	

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

My name is Gregory M. Wuestling. I am currently a member of the Missouri National Guard and the Independence, MO Fire Department, collectively serving my community, State, and Country for over 14 years. As a Senior ranking NCO (Non-Commissioned Officer), my responsibilities and obligations have increased due to the Guard and Reserve Components of our armed forces growing. The term "one weekend a month, two weeks a year" no longer apply. Looking at my current military schedule for this fiscal year, my unit has several mandatory "drill weekends" that are more than the typical Saturday and Sunday. For example, my unit has a mandatory drill in March that consists of Friday, Saturday, and Sunday. We also have mandatory drill in April that consists of Thursday, Friday, Saturday and Sunday. Come August, our drill weekend is Friday, Saturday, and Sunday. Again, the National Guard and Reserve Components are changing due to meet the high demands of our Nation's Defense.

Not only has the typical mandatory drill schedule changed, the requirements for promotion has changed as well. The military, to include the Guard and Reserve Components, have made attending Military Schooling a priority for developing leaders. For example, to promote to my current rank, I had to attend a five week, full time course last year while still fulfilling my obligation to attend all required drill weekends and my unit's two week summer training.

As a fulltime firefighter, I do not work a typical 40-hour per week schedule. We currently work 24 hours on and 48 hours off, as well as having shift days that fall on Saturdays and Sundays. The current military leave I receive of 120 hours per year, I typically use within the first few months of the federal fiscal year to cover my duty shifts, I am now using personal vacation as well as personal sick leave to assure that my military obligation does not affect my income.

I am very grateful for the opportunity to serve my community as well as my country. This proposed change within this bill will significantly reduce the stress of losing personal benefits as vacation and sick leave to cover the high demands of my military obligation.



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WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: JEWELL PATEK		PHONE NUMBER: 573-690-3573	
REPRESENTING: MISSOURI NATIONAL GUARD ASSOCIATION		TITLE:	
ADDRESS: PO BOX 1933			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65102
EMAIL: jewell@patekandassociates.com	ATTENDANCE: Written	SUBMIT DATE: 2/24/2026 11:31 AM	
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WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: JOSEPH CLARKSON		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL:	ATTENDANCE: Written	SUBMIT DATE: 2/22/2026 9:18 AM

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This bill is definitely needed. It is a shame it is needed but I personally witnessed this at the VA in St. Louis . One supervisor stated he would not hire anyone in the Guard or Reserve because they may get deployed. we had a painter that was a load master in the Air National Guard and was deployed frequently for Federal service. Another supervisor spoke about him in a negative manner all the time which harmed his reputation and potential ability for advancement. I had a wonderful , smart hard working soldier in my maintenance section that anyone should want to hire. He worked for a local hospital and they would not schedule him off for his Reserve drills or allow him 8 hours of sleep following his drill for safety reasons. He was told to take it to the Department of Labor which he did and won the judgement but they actually told him he need to seek other employment because they would be searching for any reason to fire him in the future. This does not directly apply because this bill is for Public employees but it does demonstrate the discrimination against those in the Guard and Reserve. The State of Mo should be a leader in showing this is wrong. SFC (Ret.) Joseph Clarkson



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WITNESS NAME		
BUSINESS/ORGANIZATION:		
WITNESS NAME: STEPHEN DAVIS		PHONE NUMBER: 816-309-9103
BUSINESS/ORGANIZATION NAME: MISSOURI STATE COUNCIL OF FIRE FIGHTERS		TITLE: SECRETARY-TREASURER
ADDRESS: 6320 MANCHESTER AVE., STE. 42A		
CITY: KANSAS CITY		STATE: MO
		ZIP: 64133
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/24/2026 12:00 AM
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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: SARAH BERRY		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE: Written	SUBMIT DATE: 2/24/2026 9:23 AM	

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I support military service members and recognize the importance of protecting their employment rights. However, I oppose HB 2940 as drafted due to structural concerns.

First, the expansion from 120 hours to 38 working days of paid leave per fiscal year creates a substantial fiscal obligation on political subdivisions without providing any reimbursement mechanism or state funding offset. This may constitute an unfunded mandate and create operational strain on smaller jurisdictions.

Second, the bill uses the term “extended and indefinite period” without definition, creating ambiguity that will likely result in inconsistent application and litigation.

If the state chooses to expand paid leave protections beyond federal USERRA requirements, it should do so with fiscal clarity and definitional precision.

For these reasons, I respectfully oppose the bill unless amended to address funding and definitional concerns.

Legislative Notice:

The General Assembly is on notice that HB 2940 materially expands paid military leave obligations for political subdivisions without providing state reimbursement or fiscal safeguards. This structure foreseeably creates unfunded mandate concerns under Article X of the Missouri Constitution and potential litigation arising from undefined duration standards.