

SECOND REGULAR SESSION

# HOUSE BILL NO. 1541

98TH GENERAL ASSEMBLY

---

INTRODUCED BY REPRESENTATIVE WEBBER.

4900H.011

D. ADAM CRUMBLISS, Chief Clerk

---

## AN ACT

To amend chapter 42, RSMo, by adding thereto one new section relating to veterans' employment leave.

---

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

Section A. Chapter 42, RSMo, is amended by adding thereto one new section, to be known as section 42.028, to read as follows:

**42.028. 1. Any veteran, National Guard person, or reservist receiving medical treatment or care at a veterans' facility or from another person or entity under an order of the Veterans Administration or other medical or health care professional under contract with the Veterans Administration may use annual or sick leave or shall, upon request, be given leave without pay from the veteran's, National Guard person's, or reservist's employer for the purpose of receiving the medical treatment or care for health problems or issues that stem from the employee's connection to military service. However, an employer shall not require a veteran to use more than one-half of any accumulated annual or sick leave before utilizing leave without pay.**

**2. A veteran, National Guard person, or reservist requesting leave without pay shall give the veteran's, National Guard person's, or reservist's employer sufficient notice of the treatment day or days and shall provide the employer proof of the required medical treatment or care at the employer's request. The requirement to provide proof of any required medical treatment or care shall not be deemed a violation of the Health Insurance Portability and Accountability Act.**

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.

16           **3. Veterans', National Guard persons', or reservists' rights under this section shall**  
17 **be posted at all National Guard facilities, and the commission shall provide a poster giving**  
18 **notice of this right to any employer who requests one.**

✓