

FIRST REGULAR SESSION

HOUSE BILL NO. 376

99TH GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVE NEWMAN.

0220H.011

D. ADAM CRUMBLISS, Chief Clerk

AN ACT

To amend chapter 213, RSMo, by adding thereto one new section relating to employees' reproductive health care decisions.

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

Section A. Chapter 213, RSMo, is amended by adding thereto one new section, to be known as section 213.063, to read as follows:

213.063. 1. An employer shall not:

(1) Take any adverse employment action against an employee based on the use of any drug, device, or medical service related to reproductive health by the employee or employee's dependent; or

(2) Require an employee to sign a waiver or other document that purports to deny the employee the right to make his or her own reproductive health care decisions, including use of a particular drug, device, or medical service.

2. An employer that provides an employee handbook to its employees shall include in the handbook notice of employees' rights and remedies under this section.

3. An employer shall not retaliate against an employee for asserting rights or remedies under this section.

4. For purposes of this section, "adverse employment action" includes, but is not limited to, termination, demotion, refusal to promote or advance, loss of career specialty, reassignment to a different shift, reduction of wages or benefits, refusal to provide training opportunities, transfer to a different department, adverse administrative action, or any other penalty or disciplinary or retaliatory action.

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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.