

FIRST REGULAR SESSION

# SENATE BILL NO. 69

99TH GENERAL ASSEMBLY

INTRODUCED BY SENATOR SCHUPP.

Pre-filed December 1, 2016, and ordered printed.

ADRIANE D. CROUSE, Secretary.

0501S.02I

## AN ACT

To repeal section 143.121, RSMo, and to enact in lieu thereof ten new sections relating to leave from employment, with a referendum clause.

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

Section A. Section 143.121, RSMo, is repealed and ten new sections  
2 enacted in lieu thereof, to be known as sections 143.121, 285.400, 285.405,  
3 285.410, 285.411, 285.412, 285.413, 285.414, 285.415, and 285.416, to read as  
4 follows:

143.121. 1. The Missouri adjusted gross income of a resident individual  
2 shall be the taxpayer's federal adjusted gross income subject to the modifications  
3 in this section.

4 2. There shall be added to the taxpayer's federal adjusted gross income:

5 (1) The amount of any federal income tax refund received for a prior year  
6 which resulted in a Missouri income tax benefit;

7 (2) Interest on certain governmental obligations excluded from federal  
8 gross income by Section 103 of the Internal Revenue Code. The previous sentence  
9 shall not apply to interest on obligations of the state of Missouri or any of its  
10 political subdivisions or authorities and shall not apply to the interest described  
11 in subdivision (1) of subsection 3 of this section. The amount added pursuant to  
12 this subdivision shall be reduced by the amounts applicable to such interest that  
13 would have been deductible in computing the taxable income of the taxpayer  
14 except only for the application of Section 265 of the Internal Revenue Code. The  
15 reduction shall only be made if it is at least five hundred dollars;

16 (3) The amount of any deduction that is included in the computation of  
17 federal taxable income pursuant to Section 168 of the Internal Revenue Code as  
18 amended by the Job Creation and Worker Assistance Act of 2002 to the extent the

19 amount deducted relates to property purchased on or after July 1, 2002, but  
20 before July 1, 2003, and to the extent the amount deducted exceeds the amount  
21 that would have been deductible pursuant to Section 168 of the Internal Revenue  
22 Code of 1986 as in effect on January 1, 2002;

23 (4) The amount of any deduction that is included in the computation of  
24 federal taxable income for net operating loss allowed by Section 172 of the  
25 Internal Revenue Code of 1986, as amended, other than the deduction allowed by  
26 Section 172(b)(1)(G) and Section 172(i) of the Internal Revenue Code of 1986, as  
27 amended, for a net operating loss the taxpayer claims in the tax year in which the  
28 net operating loss occurred or carries forward for a period of more than twenty  
29 years and carries backward for more than two years. Any amount of net  
30 operating loss taken against federal taxable income but disallowed for Missouri  
31 income tax purposes pursuant to this subdivision after June 18, 2002, may be  
32 carried forward and taken against any income on the Missouri income tax return  
33 for a period of not more than twenty years from the year of the initial loss; and

34 (5) For nonresident individuals in all taxable years ending on or after  
35 December 31, 2006, the amount of any property taxes paid to another state or a  
36 political subdivision of another state for which a deduction was allowed on such  
37 nonresident's federal return in the taxable year unless such state, political  
38 subdivision of a state, or the District of Columbia allows a subtraction from  
39 income for property taxes paid to this state for purposes of calculating income for  
40 the income tax for such state, political subdivision of a state, or the District of  
41 Columbia.

42 3. There shall be subtracted from the taxpayer's federal adjusted gross  
43 income the following amounts to the extent included in federal adjusted gross  
44 income:

45 (1) Interest or dividends on obligations of the United States and its  
46 territories and possessions or of any authority, commission or instrumentality of  
47 the United States to the extent exempt from Missouri income taxes pursuant to  
48 the laws of the United States. The amount subtracted pursuant to this  
49 subdivision shall be reduced by any interest on indebtedness incurred to carry the  
50 described obligations or securities and by any expenses incurred in the production  
51 of interest or dividend income described in this subdivision. The reduction in the  
52 previous sentence shall only apply to the extent that such expenses including  
53 amortizable bond premiums are deducted in determining the taxpayer's federal  
54 adjusted gross income or included in the taxpayer's Missouri itemized

55 deduction. The reduction shall only be made if the expenses total at least five  
56 hundred dollars;

57 (2) The portion of any gain, from the sale or other disposition of property  
58 having a higher adjusted basis to the taxpayer for Missouri income tax purposes  
59 than for federal income tax purposes on December 31, 1972, that does not exceed  
60 such difference in basis. If a gain is considered a long-term capital gain for  
61 federal income tax purposes, the modification shall be limited to one-half of such  
62 portion of the gain;

63 (3) The amount necessary to prevent the taxation pursuant to this chapter  
64 of any annuity or other amount of income or gain which was properly included in  
65 income or gain and was taxed pursuant to the laws of Missouri for a taxable year  
66 prior to January 1, 1973, to the taxpayer, or to a decedent by reason of whose  
67 death the taxpayer acquired the right to receive the income or gain, or to a trust  
68 or estate from which the taxpayer received the income or gain;

69 (4) Accumulation distributions received by a taxpayer as a beneficiary of  
70 a trust to the extent that the same are included in federal adjusted gross income;

71 (5) The amount of any state income tax refund for a prior year which was  
72 included in the federal adjusted gross income;

73 (6) The portion of capital gain specified in section 135.357 that would  
74 otherwise be included in federal adjusted gross income;

75 (7) The amount that would have been deducted in the computation of  
76 federal taxable income pursuant to Section 168 of the Internal Revenue Code as  
77 in effect on January 1, 2002, to the extent that amount relates to property  
78 purchased on or after July 1, 2002, but before July 1, 2003, and to the extent that  
79 amount exceeds the amount actually deducted pursuant to Section 168 of the  
80 Internal Revenue Code as amended by the Job Creation and Worker Assistance  
81 Act of 2002;

82 (8) For all tax years beginning on or after January 1, 2005, the amount  
83 of any income received for military service while the taxpayer serves in a combat  
84 zone which is included in federal adjusted gross income and not otherwise  
85 excluded therefrom. As used in this section, "combat zone" means any area which  
86 the President of the United States by Executive Order designates as an area in  
87 which Armed Forces of the United States are or have engaged in combat. Service  
88 is performed in a combat zone only if performed on or after the date designated  
89 by the President by Executive Order as the date of the commencing of combat  
90 activities in such zone, and on or before the date designated by the President by

91 Executive Order as the date of the termination of combatant activities in such  
92 zone;

93 (9) For all tax years ending on or after July 1, 2002, with respect to  
94 qualified property that is sold or otherwise disposed of during a taxable year by  
95 a taxpayer and for which an additional modification was made under subdivision  
96 (3) of subsection 2 of this section, the amount by which additional modification  
97 made under subdivision (3) of subsection 2 of this section on qualified property  
98 has not been recovered through the additional subtractions provided in  
99 subdivision (7) of this subsection; and

100 (10) **The amount contributed to the Missouri earned family and**  
101 **medical leave fund established under Section 285.415;**

102 (11) For all tax years beginning on or after January 1, 2014, the amount  
103 of any income received as payment from any program which provides  
104 compensation to agricultural producers who have suffered a loss as the result of  
105 a disaster or emergency, including the:

- 106 (a) Livestock Forage Disaster Program;
- 107 (b) Livestock Indemnity Program;
- 108 (c) Emergency Assistance for Livestock, Honeybees, and Farm-Raised  
109 Fish;
- 110 (d) Emergency Conservation Program;
- 111 (e) Noninsured Crop Disaster Assistance Program;
- 112 (f) Pasture, Rangeland, Forage Pilot Insurance Program;
- 113 (g) Annual Forage Pilot Program;
- 114 (h) Livestock Risk Protection Insurance Plan; and
- 115 (i) Livestock Gross Margin insurance plan.

116 4. There shall be added to or subtracted from the taxpayer's federal  
117 adjusted gross income the taxpayer's share of the Missouri fiduciary adjustment  
118 provided in section 143.351.

119 5. There shall be added to or subtracted from the taxpayer's federal  
120 adjusted gross income the modifications provided in section 143.411.

121 6. In addition to the modifications to a taxpayer's federal adjusted gross  
122 income in this section, to calculate Missouri adjusted gross income there shall be  
123 subtracted from the taxpayer's federal adjusted gross income any gain recognized  
124 pursuant to Section 1033 of the Internal Revenue Code of 1986, as amended,  
125 arising from compulsory or involuntary conversion of property as a result of  
126 condemnation or the imminence thereof.

127           7. (1) As used in this subsection, "qualified health insurance premium"  
128 means the amount paid during the tax year by such taxpayer for any insurance  
129 policy primarily providing health care coverage for the taxpayer, the taxpayer's  
130 spouse, or the taxpayer's dependents.

131           (2) In addition to the subtractions in subsection 3 of this section, one  
132 hundred percent of the amount of qualified health insurance premiums shall be  
133 subtracted from the taxpayer's federal adjusted gross income to the extent the  
134 amount paid for such premiums is included in federal taxable income. The  
135 taxpayer shall provide the department of revenue with proof of the amount of  
136 qualified health insurance premiums paid.

137           8. (1) Beginning January 1, 2014, in addition to the subtractions provided  
138 in this section, one hundred percent of the cost incurred by a taxpayer for a home  
139 energy audit conducted by an entity certified by the department of natural  
140 resources under section 640.153 or the implementation of any energy efficiency  
141 recommendations made in such an audit shall be subtracted from the taxpayer's  
142 federal adjusted gross income to the extent the amount paid for any such activity  
143 is included in federal taxable income. The taxpayer shall provide the department  
144 of revenue with a summary of any recommendations made in a qualified home  
145 energy audit, the name and certification number of the qualified home energy  
146 auditor who conducted the audit, and proof of the amount paid for any activities  
147 under this subsection for which a deduction is claimed. The taxpayer shall also  
148 provide a copy of the summary of any recommendations made in a qualified home  
149 energy audit to the department of natural resources.

150           (2) At no time shall a deduction claimed under this subsection by an  
151 individual taxpayer or taxpayers filing combined returns exceed one thousand  
152 dollars per year for individual taxpayers or cumulatively exceed two thousand  
153 dollars per year for taxpayers filing combined returns.

154           (3) Any deduction claimed under this subsection shall be claimed for the  
155 tax year in which the qualified home energy audit was conducted or in which the  
156 implementation of the energy efficiency recommendations occurred. If  
157 implementation of the energy efficiency recommendations occurred during more  
158 than one year, the deduction may be claimed in more than one year, subject to the  
159 limitations provided under subdivision (2) of this subsection.

160           (4) A deduction shall not be claimed for any otherwise eligible activity  
161 under this subsection if such activity qualified for and received any rebate or  
162 other incentive through a state-sponsored energy program or through an electric

163 corporation, gas corporation, electric cooperative, or municipally owned utility.

164 9. The provisions of subsection 8 of this section shall expire on December  
165 31, 2020.

285.400. 1. The provisions of sections 285.400 to 285.416 shall be  
2 known and may be cited as the "Missouri Earned Family and Medical  
3 Leave Act".

4 2. As used in sections 285.400 to 285.416, the following terms shall  
5 mean:

6 (1) "Average weekly pay", the total wages earned by an employee  
7 in the past twelve months, divided by the number of weeks worked by  
8 the employee in such twelve month period, or the weekly salary of the  
9 employee at the time that family or medical leave is taken, whichever  
10 is greater provided that the average weekly pay shall never exceed the  
11 average state weekly pay;

12 (2) "Average state weekly pay", the total wages earned by all  
13 employees who have contributed to the fund in the past twelve months,  
14 divided by the total number of such employees, the quotient of which  
15 is divided by the average number of weeks worked by all employees  
16 who have contributed to the fund in the last twelve months;

17 (3) "Care", includes, but is not limited to, physical care, emotional  
18 support, visitation, assistance in treatment, transportation, arranging  
19 for a change in care, assistance with essential daily living matters, and  
20 personal attendant services;

21 (4) "Child", a biological, adopted, or foster son or daughter, a  
22 stepson or stepdaughter, a legal ward, a son or daughter of a domestic  
23 or civil union partner, or the person to whom the employee stands in  
24 loco parentis who is under nineteen years of age or nineteen years of  
25 age or older but incapable of self-care because of mental or physical  
26 impairment;

27 (5) "Department", the department of labor and industrial  
28 relations;

29 (6) "Employee", any person performing service performed for  
30 remuneration unless it is shown to the satisfaction of the department  
31 that such services were performed by an independent contractor. In  
32 determining the existence of the independent contractor relationship,  
33 the common law of agency right to control shall be applied. The  
34 common law of agency right to control test shall include but not be

35 limited to: if the alleged employer retains the right to control the  
36 manner and means by which the results are to be accomplished, the  
37 person who performs the service is an employee. If only the results are  
38 controlled, the person performing the service is an independent  
39 contractor;

40 (7) "Employer", any person acting directly or indirectly in the  
41 interest of an employer in relation to an employee;

42 (8) "Family member", a child, parent, grandparent, grandchild,  
43 sibling, spouse, domestic or civil union partner, or household member,  
44 or any ward as that term is defined in section 475.020;

45 (9) "Family or medical leave", any of the following:

46 (a) Leave to bond with a minor child within the first year of the  
47 child's birth or placement in connection with foster care or adoption;

48 (b) Leave to care for a family member who has a serious health  
49 condition;

50 (c) Leave due to an employee's own serious health condition; or

51 (d) Leave to assume any familial responsibility because a spouse,  
52 child, or parent of an employee is on, or has been notified of an  
53 impending call to active duty in the uniformed services;

54 (10) "Fund", the Missouri earned family and medical leave fund  
55 established in section 285.415;

56 (11) "Grandchild", a child of the employee's child;

57 (12) "Grandparent", a parent of the employee's parent;

58 (13) "Health care provider", any physician, hospital, health  
59 maintenance organization, ambulatory surgical center, long-term care  
60 facility including those licensed under chapter 198, dentist, registered  
61 or licensed practical nurse, optometrist, podiatrist, pharmacist,  
62 chiropractor, professional physical therapist, psychologist,  
63 physician-in-training, and any other person or entity that provides  
64 health care services under the authority of a license or certificate of  
65 this state or any other state or foreign country;

66 (14) "Parent", a biological, foster, or adoptive parent, a parent-in-  
67 law, a stepparent, a legal guardian, or other person who stood in loco  
68 parentis to the employee when the employee was a child;

69 (15) "Parent-in-law", the parent of a spouse or domestic or civil  
70 union partner;

71           **(16) "Serious health condition", an illness, injury, impairment, or**  
72 **physical or mental condition that involves inpatient care in a hospital,**  
73 **hospice, or residential health care facility, or continuing medical**  
74 **treatment or continuing supervision by a health care provider. The**  
75 **term shall include medical attention, services, or counseling for victims**  
76 **of stalking, domestic violence, abuse, or sexual assault, as such terms**  
77 **are defined in section 455.010, or victims of trafficking for the purpose**  
78 **of sexual exploitation as described in section 566.209;**

79           **(17) "Sibling", a person related to another person by blood,**  
80 **adoption, or affinity through a common legal or biological parent;**

81           **(18) "Spouse", a partner to a lawful marriage;**

82           **(19) "Uniformed services":**

83           **(a) Active and reserve components of the Army, Navy, Air Force,**  
84 **Marine Corps, or Coast Guard of the United States;**

85           **(b) The Merchant Marine, the commissioned corps of the Public**  
86 **Health Service, or the commissioned corps of the National Oceanic and**  
87 **Atmospheric Administration of the United States; or**

88           **(c) The Missouri National Guard.**

**285.405. 1. There is hereby established the "Missouri Earned**  
2 **Family and Medical Leave Program" to provide up to six weeks of wage**  
3 **replacement benefits to employees who take time off work for family or**  
4 **medical leave. The department shall administer and implement the**  
5 **program and the provisions of sections 285.400 to 285.416, and shall pay**  
6 **Missouri family or medical leave benefits as specified in such sections.**

7           **2. An employee shall be eligible to receive Missouri earned**  
8 **family or medical leave program benefits equal to one hundred percent**  
9 **of his or her average weekly pay for each full week during which he or**  
10 **she has taken family or medical leave. An employee may take family or**  
11 **medical leave for a partial week and shall only be eligible to receive**  
12 **the fraction of the average weekly pay which is equal to the number of**  
13 **days of leave taken divided by the number of days for which such**  
14 **employee would have otherwise worked in the respective week had the**  
15 **employee not taken family or medical leave. Any leave taken shall be**  
16 **in full-day increments.**

17           **3. No more than six weeks of Missouri earned family and medical**  
18 **leave benefits shall be paid to an employee within any fifty-two week**  
19 **period.**



20           4. An employee shall file a claim for Missouri earned family and  
21 medical leave benefits with the department not later than the forty-first  
22 consecutive day following the first compensable day with respect to  
23 which the claim is made for benefits, which time shall be extended by  
24 the department upon a showing of good cause. If a first claim is not  
25 complete, the claim form shall be returned to the employee for  
26 completion, and it shall be completed and returned not later than the  
27 tenth consecutive day after the date it was verifiably sent by the  
28 department to the employee, except that such time shall be extended by  
29 the department upon a showing of good cause.

30           5. No employee shall be eligible for Missouri earned family and  
31 medical leave program benefits with respect to any day:

32           (1) That he or she is eligible to receive unemployment  
33 compensation benefits under chapter 288 or under an unemployment  
34 compensation act of any other state or of the federal government; or

35           (2) That he or she has received, or is entitled to receive, any  
36 other benefits under chapter 287.

37           6. No employee shall be eligible for Missouri earned family and  
38 medical leave benefits until such employee has paid into the Missouri  
39 earned family and medical leave fund for fifty-two weeks.

40           7. An employee who is entitled to leave under the Missouri  
41 earned family and medical leave act and the Family and Medical Leave  
42 Act (FMLA) under 29 U.S.C. Section 2601 et seq. shall take family or  
43 medical leave under this act concurrent with leave taken under the  
44 FMLA.

45           8. The first payment of Missouri family leave benefits shall be  
46 made to an employee within two weeks after the completed claim is  
47 received by the department or the day the family or medical leave  
48 began, whichever is later. Subsequent payments shall be made  
49 bimonthly.

285.410. 1. (1) An employee shall establish eligibility for each  
2 uninterrupted family or medical care leave period by filing a first claim  
3 for benefits supported by the certificate of a treating physician or  
4 health care provider that establishes the serious health condition of the  
5 family member that warrants the care of the employee, or that  
6 establishes the serious health condition of the employee. For

7 subsequent periods of uninterrupted leave after the period covered by  
8 the initial certificate or any preceding continued claim, a claimant  
9 shall file a continued claim for those benefits supported by the  
10 certificate of a treating physician or health care provider.

11 (2) For employees seeking leave in order to assume a familial  
12 responsibility due to a spouse, child, or parent being on active duty in  
13 the uniformed services, eligibility for leave shall be established by  
14 providing, in a manner satisfactory to the department, proof of the  
15 family member being on active duty.

16 (3) For employees seeking leave due to a serious health condition  
17 related to seeking medical attention, services, or counseling for victims  
18 of stalking, domestic violence, abuse, or sexual assault, as such terms  
19 are defined in section 455.010, or victims of trafficking for purposes of  
20 sexual exploitation as described in section 566.209, the certificate  
21 required by subdivision (1) of this section may be provided by any of  
22 the following:

23 (a) A treating physician;

24 (b) A health care provider;

25 (c) A court which has jurisdiction over a judicial proceeding  
26 relating to the serious health condition of the employee or the serious  
27 health condition of the family member of the employee; or

28 (d) A law enforcement officer with knowledge of the serious  
29 health condition of the employee or the serious health condition of the  
30 family member of the employee.

31 2. The certificates required under subsection 1 of this section  
32 shall be developed by the department. In order to establish medical  
33 eligibility of the serious health condition of the family member that  
34 warrants the care of the employee, or to establish medical eligibility of  
35 the serious health condition of the employee, the information on the  
36 certificate shall be within the physician's or health care provider's  
37 knowledge and shall be based on a physical examination and  
38 documented medical history of the family member or employee. The  
39 certificate shall contain all of the following:

40 (1) A diagnosis and diagnostic code prescribed in the  
41 International Classification of Diseases or, if no diagnosis has yet been  
42 obtained, a detailed statement of symptoms;

43 (2) The date, if known, on which the condition commenced;

44           **(3) The probable duration of the condition;**

45           **(4) An estimate of the amount of time that the physician or**  
46 **health care provider believes the employee needs to care for the family**  
47 **member or himself or herself; and**

48           **(5) If applicable, a statement that the serious health condition**  
49 **warrants the participation of the employee to provide care for his or**  
50 **her family member.**

51           **3. The department shall develop a certificate form that is**  
52 **separate and distinct from the certificate required in subsection 1 of**  
53 **this section for an employee taking leave to bond with a minor child**  
54 **within the first year of the child's birth or placement in connection**  
55 **with foster care or adoption.**

56           **4. Any claim of an individual who obtains care and treatment**  
57 **outside the state shall be supported by a certificate of a treating**  
58 **physician or health care provider duly licensed or certified by the state**  
59 **or foreign country in which the claimant is receiving care and**  
60 **treatment.**

61           **5. Nothing in this section shall be construed to preclude the**  
62 **department from requesting additional medical evidence to supplement**  
63 **any claim. Any cost incurred for procuring additional medical evidence**  
64 **shall be paid by the employee. The department may require that the**  
65 **additional evidence include any or all of the following:**

66           **(1) Identification of diagnoses;**

67           **(2) Identification of symptoms;**

68           **(3) A statement setting forth the facts of the serious health**  
69 **condition of the employee or such employee's family member, which**  
70 **shall be completed by any of the following individuals:**

71           **(a) The physician or health care provider treating the employee**  
72 **or family member of the employee;**

73           **(b) The registrar, authorized medical officer, or other duly**  
74 **authorized official of the hospital or health care facility treating the**  
75 **employee or family member of the employee; or**

76           **(c) An examining physician or other representative of the**  
77 **department;**

78           **(4) An affidavit from an employee averring that the employee or**  
79 **such employee's spouse gave birth to a child or has adopted or received**

80 a child in connection with foster care.

285.411. Employees shall provide at least thirty days advance  
2 notice to their employer before family and medical leave is to begin if  
3 the need for the leave is foreseeable. If thirty days notice is not  
4 practicable, notice shall be given to the employer as soon as  
5 practicable.

285.412. 1. Except as provided in subsection 4 of this section, an  
2 employee may file a notice of appeal from any determination of  
3 eligibility for benefits made by the department by mail or in person  
4 within thirty days after the date on which a copy of the department's  
5 decision was received by the employee. Upon receipt of the notice of  
6 appeal, the department shall request the assignment of an  
7 administrative law judge in accordance with chapter 536 to conduct a  
8 hearing and issue a proposed decision and order. The hearing shall be  
9 conducted in accordance with chapter 536.

10 2. The administrative law judge's proposed decision and order  
11 shall be final and not subject to further appeal, unless within thirty  
12 days after the decision is served on the interested parties, a party files  
13 a petition for judicial review as provided in chapter 536.

14 3. A determination of the amount of benefits payable under  
15 sections 285.400 to 285.416 shall not serve as a basis for appeal under  
16 this section. However, the determination shall be subject to request by  
17 the employee on family or medical leave for redetermination by the  
18 department at any time within one year from the date of delivery or  
19 mailing of such determination, or any redetermination thereof. A  
20 redetermination shall be furnished to the individual in writing.

21 4. A denial of benefits shall become final in the absence of timely  
22 appeal therefrom. The department may redetermine a denial of  
23 benefits at any time within one year from delivery or mailing of such  
24 denial to correct an error in identity, omission of fact, or  
25 misapplication of law with respect to the facts.

26 5. A determination of allowance of benefits shall become final in  
27 the absence of timely appeal therefrom. The department may  
28 redetermine such allowance at any time within two years following the  
29 application year in which such allowance was made in order to recover  
30 any benefits for which recovery is provided under this section.

31 6. A redetermination of benefits may be made at any time for any

32 of the following reasons:

33 (1) To conform to a final court decision applicable to either an  
34 initial determination or a determination of denial or allowance of  
35 benefits;

36 (2) In the event of a back pay award or settlement affecting the  
37 allowance of benefits; or

38 (3) In the case of misrepresentation or willful failure to report  
39 a material fact.

40 Written notice of any such redetermination shall be promptly given by  
41 mail or delivered to such interested parties as were notified of the  
42 initial determination of denial or allowance of benefits and any new  
43 interested party or parties who, under such rule as the department may  
44 adopt, would be an interested party.

285.413. 1. It shall be unlawful for any person to discharge or in  
2 any other manner discriminate against an employee because the  
3 employee has made a claim for, indicated an intent to make a claim for,  
4 or received Missouri earned family and medical leave benefits.

5 2. (1) Any person who violates the provisions of subsection 1 of  
6 this section shall be liable to any employee of such person who is  
7 affected by the violation for such equitable relief as may be appropriate  
8 including employment, reinstatement, or promotion and for damages  
9 equal to the sum of:

10 (a) The amount of:

11 a. Any wages, salary, employment benefits, or other  
12 compensation denied or lost to such individual by reason of the  
13 violation; or

14 b. In a case in which wages, salary, employment benefits, or  
15 other compensation have not been denied or lost to the individual, any  
16 actual monetary losses sustained by the individual as a direct result of  
17 the violation, such as the cost of providing care, up to a sum equal to  
18 sixty calendar days of wages or salary for the individual;

19 (b) The interest on the amount described in paragraph (a) of this  
20 subdivision, such interest rate being equal to the market rate as  
21 determined by the director of the division of finance under section  
22 408.030; and

23 (c) An additional amount as liquidated damages equal to the sum

24 of the amount described in paragraph (a) of this subdivision and the  
25 interest described in paragraph (b) of this subdivision, except that if a  
26 person who has violated subsection 1 of this section proves to the  
27 satisfaction of the court that the act or omission was in good faith and  
28 that the person had reasonable grounds for believing that the act or  
29 omission was not a violation, such court may reduce the amount of such  
30 liquidated damages.

31 (2) The court may additionally require reasonable attorney's  
32 fees, expert witness fees, and other courts costs to be paid by a  
33 defendant.

34 3. An action to recover the relief prescribed in subsection 2 of  
35 this section may be maintained against any person in any court of  
36 competent jurisdiction by the employee affected.

37 4. The department may bring an action seeking relief on behalf  
38 of an employee under this section. The right to bring an action  
39 provided under subsection 3 of this section shall terminate upon the  
40 filing of a complaint by the department. If any damages are recovered  
41 in such action, such damages shall be held in a special deposit account  
42 and paid directly to each employee affected.

43 5. An action may be brought under this section not later than  
44 three years after the date of the alleged violation for which the action  
45 is brought. An action brought under this section shall be considered to  
46 be commenced on the date when the complaint is filed.

285.414. 1. The department shall develop and implement an  
2 outreach program to ensure that employees who may be eligible to  
3 receive Missouri earned family and medical leave benefits under  
4 sections 285.400 to 285.416 are made aware of such benefits. Outreach  
5 information shall easily explain eligibility requirements, the claims  
6 process, weekly benefit amounts, maximum benefits payable, notice and  
7 medical certification requirements, reinstatement and  
8 nondiscrimination rights, confidentiality, and the relationship between  
9 employment protection, leave from employment, wage replacement  
10 benefits, and other laws, collective bargaining agreements, and  
11 employer policies.

12 2. Not later than three years after the effective date of sections  
13 285.400 to 285.416, the state auditor shall submit to the general  
14 assembly a report on the Missouri earned family and medical leave

15 benefits paid for any month during the one-year period beginning on  
16 the effective date of sections 285.400 to 285.416. The report shall  
17 include the following:

18 (1) An identification of the total number of applications for such  
19 benefits filed, and the average number of days between when an  
20 application is received and when a determination is made;

21 (2) An identification of the total number of requests for review  
22 of an initial adverse determination of eligibility for such benefits made,  
23 and the average number of days between when such review is  
24 requested and when a final determination of eligibility is made; and

25 (3) An identification of the total number of monthly benefit claim  
26 reports for such benefits filed, and the average number of days between  
27 the date such report is received and the date on which the initial  
28 determination of eligibility with respect to the claim report is made.

285.415. 1. (1) There is hereby created in the state treasury the  
2 "Missouri Earned Family and Medical Leave Fund", which shall consist  
3 of money collected under this section. The state treasurer shall be  
4 custodian of the fund. In accordance with sections 30.170 and 30.180,  
5 the state treasurer may approve disbursements. The fund shall be a  
6 dedicated fund and money in the fund shall be used solely by the  
7 department of labor and industrial relations for the purpose of  
8 distributing Missouri earned family and medical leave program  
9 benefits.

10 (2) The state treasurer shall invest moneys in the fund in the  
11 same manner as other funds are invested. Any interest and moneys  
12 earned on such investments shall be credited to the fund.

13 2. (1) In order to provide funding to implement the provisions  
14 of sections 285.400 to 285.410, employees shall contribute one quarter  
15 of one percent of their average weekly pay to the Missouri earned  
16 family and medical leave fund beginning January 1, 2019.

17 (2) For purposes of this section, in determining the average  
18 weekly pay of an employee, the total wages of an employee shall not  
19 exceed the contribution and benefit base established by the  
20 Commissioner of Social Security Administration under 42 U.S.C. 430.

21 (3) Notwithstanding the provisions of section 285.405 to the  
22 contrary, if there is not sufficient resources in the fund, the director

23 may, at his or her discretion, reduce the benefit amount each employee  
24 is eligible to receive. If the benefit amount is reduced, each employee  
25 shall receive the same percent of his or her average weekly wage.

26 (4) No employee shall receive benefits from the fund until  
27 January 1, 2020.

285.416. Any rule or portion of a rule, as that term is defined in  
2 section 536.010 that is created under the authority delegated in sections  
3 285.400 to 285.415 shall become effective only if it complies with and is  
4 subject to all of the provisions of chapter 536, and, if applicable, section  
5 536.028. This section and chapter 536 are nonseverable and if any of  
6 the powers vested with the general assembly pursuant to chapter 536,  
7 to review, to delay the effective date, or to disapprove and annul a rule  
8 are subsequently held unconstitutional, then the grant of rulemaking  
9 authority and any rule proposed or adopted after August 28, 2017, shall  
10 be invalid and void.

Section B. This act is hereby submitted to the qualified voters of this state  
2 for approval or rejection at an election which is hereby ordered and which shall  
3 be held and conducted on Tuesday next following the first Monday in November,  
4 2018, pursuant to the laws and constitutional provisions of this state for the  
5 submission of referendum measures by the general assembly, and this act shall  
6 become effective when approved by a majority of the votes cast thereon at such  
7 election and not otherwise.

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