

SENATE BILL NO. 334

103RD GENERAL ASSEMBLY

INTRODUCED BY SENATOR BRATTIN.

1264S.01I

KRISTINA MARTIN, Secretary

AN ACT

To repeal section 290.528, RSMo, and to enact in lieu thereof one new section relating to employment benefits provided to employees.

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

Section A. Section 290.528, RSMo, is repealed and one new
2 section enacted in lieu thereof, to be known as section 290.528,
3 to read as follows:

290.528. 1. As used in this section, the following
2 terms shall mean:

3 (1) "Employee", an individual employed in this state
4 by an employer;

5 (2) "Employer", any individual, sole proprietorship,
6 partnership, limited liability company, corporation, or any
7 other entity that is legally doing business in this state;
8 except that, the term "employer" shall not include any
9 public employer, as defined in section 285.525;

10 (3) "Employment benefits", anything of value that an
11 employee may receive from an employer in addition to wages
12 and salary. The term includes, but is not limited to,
13 health, disability, retirement, profit-sharing, and death
14 benefits; group accidental death and dismemberment benefits;
15 paid or unpaid days off from work for holidays, sick leave,
16 vacation, and personal necessity; and terms of employment,
17 attendance, or leave policies;

EXPLANATION-Matter enclosed in bold-faced brackets [thus] in this bill is not enacted and is intended to be omitted in the law.

18 (4) "Political subdivision", any municipality, special
19 district, local governmental body, county, city, town, or
20 village.

21 2. Notwithstanding any other provisions of law to the
22 contrary, no political subdivision shall establish, mandate,
23 or otherwise require an employer to provide to an employee:

24 (1) A minimum or living wage rate; or

25 (2) Employment benefits;

26 that exceed state laws, rules, or regulations. Sections
27 290.500 to 290.530 shall preempt and nullify all political
28 subdivision ordinances, rules, and regulations currently in
29 effect or later enacted relating to the establishment or
30 enforcement of a minimum or living wage [or]. **A political**
31 **subdivision shall not require** the provision of employment
32 benefits that exceed state laws, rules, or regulations. **If**
33 **state law, rule, or regulation does not require the**
34 **provision of a particular employment benefit, a political**
35 **subdivision shall not enact any ordinance, rule, or**
36 **regulation mandating employers provide such employment**
37 **benefit.**

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