

FIRST REGULAR SESSION

HOUSE BILL NO. 569

97TH GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVES SMITH (85) (Sponsor), ELLINGER, WALTON GRAY,
MORGAN AND GARDNER (Co-sponsors).

0928L.011

D. ADAM CRUMBLISS, Chief Clerk

AN ACT

To amend chapter 213, RSMo, by adding thereto one new section relating to unfair employment advertisements.

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
2 known as section 213.056, to read as follows:

**213.056. 1. There is hereby established the "Employment Advertisement Fairness
2 Act".**

**3 2. No employer, employment agency, labor organization, or their agent or
4 representative shall publish in print or on the internet an advertisement for any job
5 vacancy that contains one or more of the following:**

**6 (1) Any provision stating or suggesting that the qualifications for a job include
7 current employment;**

**8 (2) Any provision stating or suggesting that the employer, employment agency,
9 labor organization, or their agent or representative will not consider or review applications
10 for employment submitted by a job applicant currently unemployed; or**

**11 (3) Any provision stating or suggesting that the employer, employment agency,
12 labor organization, or their agent or representative will only consider or review
13 applications for employment submitted by job applicants who are currently employed.**

**14 3. An employer who violates this section is subject to a civil penalty not to exceed
15 five thousand dollars for the first violation and ten thousand dollars for each subsequent**

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 violation, collectible by the department of labor and industrial relations in a proceeding
17 under rules adopted by the department.

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