

FIRST REGULAR SESSION

# HOUSE BILL NO. 426

## 93RD GENERAL ASSEMBLY

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INTRODUCED BY REPRESENTATIVES CHAPPELLE-NADAL (Sponsor), BAKER (25), LOW (39),  
BROWN (50), HUGHES, RUCKER, KRATKY, OXFORD, PARKER, WALSH,  
HUBBARD AND VILLA (Co-sponsors).

Read 1<sup>st</sup> time February 2, 2005 and copies ordered printed.

STEPHEN S. DAVIS, Chief Clerk

1098L.011

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### AN ACT

To amend chapter 292, RSMo, by adding thereto one new section relating to workplace violence with penalty provisions.

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

Section A. Chapter 292, RSMo, is amended by adding thereto one new section, to be  
2 known as section 292.670, to read as follows:

**292.670. 1. In order to protect the safety and identity of employees and members  
2 of the public, no employer shall:**

3 **(1) Transmit an employee's or customer's full name on any address system that is  
4 used to announce information to the general public;**

5 **(2) Provide an employee's work schedule to any person other than the employee or  
6 the employee's designee;**

7 **(3) Provide an employee's personal information such as a home address or  
8 telephone number to any person not working for the employer without the employee's  
9 previous consent.**

10 **2. Any person or entity that violates the provisions of this section is guilty of a class  
11 B misdemeanor and shall be civilly liable for any damages incurred as a direct result of the  
12 violation.**

13 **3. No owner, employer, or management personnel of a business or establishment  
14 subject to the provisions of this section who directs or exercises any authority in a facility**

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.

15 **shall evict, harass, dismiss, or retaliate against an employee or patron of the business or**  
16 **establishment because such employee or patron has made a report of any violation or**  
17 **suspected violation of this section which the employee or patron has reasonable cause to**  
18 **believe has been committed or occurred.**