

HB 429 -- Tax Credit for Workplace Violence Safety and Education Programs

Sponsor: Chappelle-Nadal

This bill authorizes a tax credit to offset the employer's costs for participation in workplace violence safety and education programs. Effective January 1, 2006, employers are eligible to receive a tax credit in an amount equal to 40% of the costs paid or incurred during the tax year for program participation. Any amount of the tax credit exceeding the taxpayer's liability for the year cannot be carried forward or back to other tax years. Employer costs for implemented workplace violence safety and education programs must be certified by the Department of Labor and Industrial Relations in order to qualify for a tax credit. Eligible costs, subject to certification by the department, include additional safety equipment and personnel, personnel training, employee education, and implementation of employee leave and transfer policies for domestic violence related purposes.

The bill also establishes the Workplace Domestic Violence Safety and Education Program Act. The Department of Labor and Industrial Relations in consultation with the Department of Health and Senior Services, State Highway Patrol, Missouri Coalition Against Domestic Violence, and other interested entities will develop the program. The program will provide businesses with the best practices, policies, and procedures available to promote domestic violence awareness in the workplace, assist affected employees, and create a safe workplace.

An employer is prohibited from:

- (1) Transmitting an employee's or customer's full name on a public address system; and
- (2) Providing unauthorized persons with an employee's work schedule or other personal information.

Any person or entity in violation is guilty of a class B misdemeanor and is civilly liable for any resulting damages.

An employee or customer that reports a violation or suspected violation is not to be retaliated against by the owner or management of the business provided there is reasonable cause to believe a violation has occurred.