

House _____ Amendment NO. _____

Offered By

1 AMEND Senate Committee Substitute for Senate Bill No. 315, Page 3, Section 162.481, Line 62,
2 by inserting the following after all of said line:

3
4 "Section 1. 1. As used in this section, the following terms shall mean:

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

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

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

14 (4) "Political subdivision", any county, city, town, or village.

15 2. No political subdivision shall establish, mandate, or otherwise require an employer to
16 provide to an employee:

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

18 (2) Employment benefits;

19
20 that exceed the requirements of federal or state laws, rules, or regulations.

21 3. No political subdivision shall prohibit an employer from inquiring into or considering an
22 applicant for employment's criminal history on an initial employment application.

23 4. The state auditor, when auditing political subdivisions, shall have the authority to verify
24 that the political subdivision is complying with the provisions of this section."; and

25
26 Further amend said bill by amending the title, enacting clause, and intersectional references
27 accordingly.
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Action Taken _____ Date _____

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