

HB 366 -- MISSOURI NATIONAL GUARD AND ACTIVE GUARD RESERVES

SPONSOR: Sommer

This bill expands the federal protections of the Servicemembers Civil Relief Act (SCRA) and Uniformed Services Employment and Reemployment Rights Act (USERRA) to all members of the Missouri Active Guard Reserves with 30 or more consecutive days of service and to all members of the Missouri National Guard who are called to active duty by an executive order from the Governor.

Additionally, this bill requires the Department of Labor and Industrial Relations to make available a notice which every employer will post in employment establishments that covers certain employment rights, reemployment rights, and civil relief rights that apply to members of the Missouri National Guard.

This bill allows members of the Missouri Active Guard Reserves or Missouri National Guard who believes his or her rights were violated to bring suit in any court of competent jurisdiction and appropriate venue. The office of the Attorney General may also bring suit against an employer who violates the provisions of this bill (Section 41.952 RSMo).

Also, this bill allows active and reserve members of the United States Armed Forces and the Missouri National Guard the right to cancel contracts for telecommunications services, Internet service, satellite or streaming television services, athletic club or gym memberships, satellite radio service, and other similar services without penalty if ordered to a duty location for more than 30 days and the duty location does not support the contract (Section 41.953).