

SECOND REGULAR SESSION

# HOUSE BILL NO. 1500

100TH GENERAL ASSEMBLY

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INTRODUCED BY REPRESENTATIVE BECK.

3628H.011

DANA RADEMAN MILLER, Chief Clerk

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## AN ACT

To amend chapter 290, RSMo, by adding thereto one new section relating to compensation owed to discharged employees.

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

Section A. Chapter 290, RSMo, is amended by adding thereto one new section, to be known as section 290.115, to read as follows:

**290.115. 1. Whenever an employer ends an employment arrangement with an employee, with or without cause, and whenever an employee resigns or otherwise formally ends an employment arrangement with an employer, the employer shall, within a reasonable amount of time, pay to the employee an amount which represents full compensation for all of the employee's accrued but unused vacation leave and annual leave. This amount shall be in addition to all other wages and amounts owed to the employee.**

**2. (1) If an employee is compensated by hourly wage, the compensation amount described under subsection 1 of this section shall be equivalent to the employee's hourly wage multiplied by the total number of hours of accrued but unused vacation leave and annual leave. If vacation or annual leave is accrued in days rather than hours, one day of leave shall be equivalent to eight hours for the purpose of making this calculation.**

**(2) If an employee is salaried, the compensation amount described under subsection 1 of this section shall be calculated to reflect an amount that is proportionally equivalent to the employee's annual salary for the employee's total number of hours or days of accrued but unused vacation leave and annual leave. For the purpose of making this calculation, one day shall be equivalent to eight hours and one week shall be equivalent to forty hours.**

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.

18           **3. (1) In lieu of paying the compensation amount described in subsection 1 of this**  
19 **section, an employer may allow an employee to utilize accrued but unused vacation leave**  
20 **and annual leave as paid time off to be taken at the end of employment.**

21           **(2) The provisions of this subsection shall not in any way restrict or limit the ability**  
22 **of any employer or employee to terminate the employment arrangement.**

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