

# SENATE BILL NO. 853

101ST GENERAL ASSEMBLY

INTRODUCED BY SENATOR BECK.

4001S.01H

ADRIANE D. CROUSE, Secretary

## AN ACT

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

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

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

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

10 2. (1) If an employee is compensated by hourly wage,  
11 the compensation amount described under subsection 1 of this  
12 section shall be equivalent to the employee's hourly wage  
13 multiplied by the total number of hours of accrued but  
14 unused vacation leave and annual leave. If vacation or  
15 annual leave is accrued in days rather than hours, one day  
16 of leave shall be equivalent to eight hours for the purpose  
17 of making this calculation.

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

26           3. (1) In lieu of paying the compensation amount  
27 described in subsection 1 of this section, an employer may  
28 allow an employee to utilize accrued but unused vacation  
29 leave and annual leave as paid time off to be taken at the  
30 end of employment.

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

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