

HB 1315 -- LEAVE OF ABSENCE FOR UNITED STATES COAST GUARD  
AUXILIARY MEMBERS

This bill specifies that any state employee who is or may become a member of the United States Coast Guard Auxiliary may be granted a leave of absence without loss of time, pay, regular leave, impairment of efficiency rating, or of any other rights or benefits to which the person is otherwise entitled when he or she is performing United States Coast Guard or United States Coast Guard Auxiliary duties, including travel relating to the duties when authorized by the appropriate United States Coast Guard order issuing authority or the person's designated representative. The leave may not exceed 15 working days in any fiscal year or can be without regard to length of time when responding to a state or nationally declared emergency or disaster in Missouri or upon any navigable waterway within or adjacent to the state. The employee must be released from work upon request from the member's appropriate guard authority or designated representative. Before any salary is paid for the leave period, the employee must file with the appointing authority or supervisory agency evidence of his or her emergency participation. The state employee cannot be discharged from state employment due to being a member or to his or her service in the United States Coast Guard Auxiliary or otherwise be discriminated against or dissuaded from joining or continuing service in the auxiliary.

The bill also requires any employee of an employer with 50 or more workers who is or may become a member of the United States Coast Guard Auxiliary to be granted a leave of absence to perform United States Coast Guard or United States Coast Guard Auxiliary duties, including travel, when authorized by the Director of Auxiliary or other appropriate guard authority. The employee will not lose time, regular leave, or any other rights or benefits to which the employee would otherwise be entitled as a result of the leave of absence. The leave cannot be for more than 15 working days in any year or can be without regard to the length of time when responding to a state or nationally declared emergency in Missouri or upon any navigable waterway within or adjacent to the state. The employer cannot be required to pay a salary to the employee during this leave of absence. The employer has the right to request that the employee be exempted from responding to a specific mission and the request must be honored.

The Attorney General is required to enforce these rights.