

House _____ Amendment NO. _____

Offered By

1 AMEND House Committee Substitute for Senate Committee Substitute for Senate Bill No. 336,
2 Page 1, in the Title, Line 3, by deleting "income tax withholding on tips" and inserting in lieu thereof
3 "employers"; and
4

5 Further amend said bill, Page 3, Section 143.191, Line 60, by inserting the following after all of said
6 line:
7

8 "285.530. 1. No business entity or employer, public or private, shall knowingly employ, hire
9 for employment, or continue to employ an unauthorized alien to perform work within the state of
10 Missouri.

11 2. [As a condition for the award of any contract or grant in excess of five thousand dollars by
12 the state or by any political subdivision of the state to a business entity, or for any business entity
13 receiving a state-administered or subsidized tax credit, tax abatement, or loan from the state, the
14 business entity shall, by sworn affidavit and provision of documentation, affirm its enrollment and
15 participation in a federal work authorization program with respect to the employees working in
16 connection with the contracted services. Every such business entity shall also sign an affidavit
17 affirming that it does not knowingly employ any person who is an unauthorized alien in connection
18 with the contracted services. Any entity contracting with the state or any political subdivision of the
19 state shall only be required to provide the affidavits required in this subsection to the state and any
20 political subdivision of the state with which it contracts, on an annual basis. During or immediately
21 after an emergency, the requirements of this subsection that a business entity enroll and participate in
22 a federal work authorization program shall be suspended for fifteen working days. As used in this
23 subsection, "emergency" includes the following natural and manmade disasters: major snow and ice
24 storms, floods, tornadoes, severe weather, earthquakes, hazardous material incidents, nuclear power
25 plant accidents, other radiological hazards, and major mechanical failures of a public utility facility.

26 3.] All [public] employers, public or private, or business entities shall enroll and actively
27 participate in a federal work authorization program.

28 [4.] 3. An employer [may enroll and participate in a federal work authorization program and]
29 or business entity shall verify the employment eligibility of every employee in the employer's or
30 business entity's hire whose employment commences after the employer or business entity enrolls in
31 a federal work authorization program. The employer or business entity shall retain a copy of the

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1 dated verification report received from the federal government. [Any] A business entity [that
2 participates] enrolling and participating in such program shall have an affirmative defense that such
3 business entity has not violated subsection 1 of this section.

4 [5.] 4. A general contractor or subcontractor of any tier shall not be liable under sections
5 285.525 to 285.550 when such general contractor or subcontractor contracts with its direct
6 subcontractor who violates subsection 1 of this section, if the contract binding the contractor and
7 subcontractor affirmatively states that the direct subcontractor is not knowingly in violation of
8 subsection 1 of this section and shall not henceforth be in such violation and the contractor or
9 subcontractor receives a sworn affidavit under the penalty of perjury attesting to the fact that the
10 direct subcontractor's employees are lawfully present in the United States.

11 285.535. 1. The attorney general shall enforce the requirements of sections 285.525 to
12 285.550.

13 2. An enforcement action shall be initiated by means of a written, signed complaint under
14 penalty of perjury as defined in section 575.040 to the attorney general submitted by any state
15 official, business entity, or state resident. A valid complaint shall include an allegation which
16 describes the alleged violator as well as the actions constituting the violation, and the date and
17 location where such actions occurred. A complaint which alleges a violation solely or primarily on
18 the basis of national origin, ethnicity, or race shall be deemed invalid and shall not be enforced.

19 3. Upon receipt of a valid complaint, the attorney general shall, within fifteen business days,
20 request identity information from the business entity regarding any persons alleged to be
21 unauthorized aliens. Such request shall be made by certified mail. The attorney general shall direct
22 the applicable municipal or county governing body to suspend any applicable license, permit, or
23 exemptions of any business entity which fails, within fifteen business days after receipt of the
24 request, to provide such information.

25 4. The attorney general, after receiving the requested identity information from the business
26 entity, shall submit identity data required by the federal government to verify, under 8 U.S.C. 1373,
27 the immigration status of such persons, and shall provide the business entity with written notice of
28 the results of the verification request:

29 (1) If the federal government notifies the attorney general that an employee is authorized to
30 work in the United States, the attorney general shall take no further action on the complaint;

31 (2) If the federal government notifies the attorney general that an employee is not authorized
32 to work in the United States, the attorney general shall proceed on the complaint as provided in
33 subsection 5 of this section;

34 (3) If the federal government notifies the attorney general that it is unable to verify whether
35 an employee is authorized to work in the United States, the attorney general shall take no further
36 action on the complaint until a verification from the federal government concerning the status of the
37 individual is received. At no point shall any state official attempt to make an independent
38 determination of any alien's legal status without verification from the federal government.

39 5. [(1) If the federal government notifies the attorney general that an employee is not
40 authorized to work in the United States, and the employer of the unauthorized alien participates in a
41 federal work authorization program, there shall be a rebuttable presumption that the employer has

1 met the requirements for an affirmative defense under subsection 4 of section 285.530, and the
2 employer shall comply with subsection 6 of this section.

3 (2) If the federal government notifies the attorney general that an employee is not
4 authorized to work in the United States, the attorney general shall bring a civil action in the circuit
5 court of Cole County if the attorney general reasonably believes the business entity [knowingly]
6 violated subsection 1 of section 285.530[:

7 (a) If the court finds that a business entity did not knowingly violate subsection 1 of section
8 285.530, the employer shall have fifteen business days to comply with subdivision (1) and paragraph
9 (a) of subdivision (2) of subsection 6 of this section. If the entity fails to do so, the court shall direct
10 the applicable municipal or county governing body to suspend the business permit, if such exists, and
11 any applicable licenses or exemptions of the entity until the entity complies with subsection 6 of this
12 section;

13 (b) If the court finds that a business entity knowingly violated subsection 1 of section
14 285.530, the court shall direct the applicable municipal or county governing body to suspend the
15 business permit, if such exists, and any applicable licenses or exemptions of such business entity for
16 fourteen days. Permits, licenses, and exemptions shall be reinstated for entities who comply with
17 subsection 6 of this section at the end of the fourteen-day period].

18 (1) Upon a finding of a first violation of section 285.530 by an employer or business entity,
19 the court shall order the suspension of all licenses that are held by the business entity for a minimum
20 of one day and a maximum of thirty days;

21 (2) Upon a finding of a second violation of section 285.530 by an employer or business
22 entity, the court shall order the suspension of all licenses that are held by the business entity for a
23 minimum of thirty days and a maximum of one year;

24 (3) Upon a finding of a third violation of section 285.530 by an employer or business entity,
25 the court shall order the permanent suspension of all licenses that are held by the business entity as
26 well as the revocation of the business entity's registration as a corporation, limited liability company,
27 or limited partnership in the state of Missouri, if applicable.

28 6. [The correction of a violation with respect to the employment of an unauthorized alien
29 shall include the following actions:

30 (1) (a) The business entity terminates the unauthorized alien's employment. If the business
31 entity attempts to terminate the unauthorized alien's employment and such termination is challenged
32 in a court of the state of Missouri, the fifteen-business-day period for providing information to the
33 attorney general referenced in subsection 3 of this section shall be tolled while the business entity
34 pursues the termination of the unauthorized alien's employment in such forum; or

35 (b) The business entity, after acquiring additional information from the employee, requests a
36 secondary or additional verification by the federal government of the employee's authorization,
37 under the procedures of a federal work authorization program. While this verification is pending,
38 the fifteen-business-day period for providing information to the attorney general referenced in
39 subsection 3 of this section shall be tolled; and

40 (2) A legal representative of the business entity submits, at an office designated by the
41 attorney general, the following:

1 (a) A sworn affidavit stating that the violation has ended that shall include a description of
2 the specific measures and actions taken by the business entity to end the violation, and the name,
3 address, and other adequate identifying information for any unauthorized aliens related to the
4 complaint; and

5 (b) Documentation acceptable to the attorney general which confirms that the business entity
6 has enrolled in and is participating in a federal work authorization program.

7 7. The suspension of a business license or licenses under subsection 5 of this section shall
8 terminate one business day after a legal representative of the business entity submits the affidavit and
9 other documentation required under subsection 6 of this section following any period of restriction
10 required under subsection 5 of this section.

11 8. For an entity that violates subsection 1 of section 285.530 for a second time, the court
12 shall direct the applicable municipal or county governing body to suspend, for one year, the business
13 permit, if such exists, and any applicable license or exemptions of the business entity. For a
14 subsequent violation, the court shall direct the applicable municipal or county governing body to
15 forever suspend the business permit, if such exists, and any applicable license or exemptions of the
16 business entity.

17 9.] In addition to the penalties in [subsections] subsection 5 [and 8] of this section:

18 (1) Upon the first violation of subsection 1 of section 285.530 by any business entity
19 awarded a state contract or grant or receiving a state-administered tax credit, tax abatement, or loan
20 from the state, the business entity shall be deemed in breach of contract and the state may terminate
21 the contract and suspend or debar the business entity from doing business with the state for a period
22 of three years. Upon such termination, the state may withhold up to twenty-five percent of the total
23 amount due to the business entity;

24 (2) Upon a second or subsequent violation of subsection 1 of section 285.530 by any
25 business entity awarded a state contract or grant or receiving a state-administered tax credit, tax
26 abatement, or loan from the state, the business entity shall be deemed in breach of contract and the
27 state may terminate the contract and permanently suspend or debar the business entity from doing
28 business with the state. Upon such termination, the state may withhold up to twenty-five percent of
29 the total amount due to the business entity.

30 [10.] 7. Sections 285.525 to 285.550 shall not be construed to deny any procedural
31 mechanisms or legal defenses included in a federal work authorization program.

32 [11.] 8. Any business entity subject to a complaint and subsequent enforcement under
33 sections 285.525 to 285.540, or any employee of such a business entity, may challenge the
34 enforcement of this section with respect to such entity or employee in the courts of the state of
35 Missouri.

36 [12.] 9. If the court finds that any complaint is frivolous in nature or finds no probable cause
37 to believe that there has been a violation, the court shall dismiss the case. For purposes of this
38 subsection, "frivolous" shall mean a complaint not shown by clear and convincing evidence to be
39 valid. Any person who submits a frivolous complaint shall be liable for actual, compensatory, and
40 punitive damages to the alleged violator for holding the alleged violator before the public in a false
41 light. If the court finds that a complaint is frivolous or that there is not probable cause to believe

1 there has been a violation, the attorney general shall issue a public report to the complainant and the
2 alleged violator stating with particularity its reasons for dismissal of the complaint. Upon such
3 issuance, the complaint and all materials relating to the complaint shall be a public record as defined
4 in chapter 610.

5 [13.] 10. The determination of whether a worker is an unauthorized alien shall be made by
6 the federal government. A determination of such status of an individual by the federal government
7 shall create a rebuttable presumption as to that individual's status in any judicial proceedings brought
8 under this section or section 285.530. The court may take judicial notice of any verification of an
9 individual's status previously provided by the federal government and may request the federal
10 government to provide automated or testimonial verification.

11 [14.] 11. Compensation, whether in money or in kind or in services, [knowingly] provided to
12 any unauthorized alien shall not be allowed as a business expense deduction from any income or
13 business taxes of this state.

14 [15.] 12. Any business entity which terminates an employee in accordance with this section
15 shall not be liable for any claims made against the business entity under chapter 213 for the
16 termination.

17 13. Any costs incurred by the business entity for participating in a federal work authorization
18 program may be deducted from the business entity's income or business taxes in this state.

19 285.555. Should the federal government discontinue or fail to authorize or implement any
20 federal work authorization program, then subsections 2 and 3 of section 285.530 [and paragraph (b)
21 of subdivision (1) of subsection 6 of section 285.535 and paragraph (b) of subdivision (2) of
22 subsection 6 of section 285.535] shall not apply after the date of discontinuance or failure to
23 authorize or implement, and the general assembly shall review sections 285.525 to 285.555 for the
24 purpose of determining whether the sections are no longer applicable and should be repealed.

25 Section B. The provisions of sections 285.530, 285.535, and 285.555 of this act shall
26 become effective January 1, 2016."; and

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28 Further amend said bill by amending the title, enacting clause, and intersectional references
29 accordingly.