

House \_\_\_\_\_ Amendment NO. \_\_\_\_\_

Offered By

1 AMEND House Committee Substitute for House Bill No. 1465, Page 1, In the Title, Line 3, by  
2 deleting all of said line and inserting in lieu thereof the words "relating to health care."; and

3  
4 Further amend said bill and page, Section A, Line 2, by inserting after all of said line the following:

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6 "192.2490. 1. After an investigation and a determination has been made to place a person's  
7 name on the employee disqualification list, that person shall be notified in writing mailed to his or  
8 her last known address that:

9 (1) An allegation has been made against the person, the substance of the allegation and that  
10 an investigation has been conducted which tends to substantiate the allegation;

11 (2) The person's name will be included in the employee disqualification list of the  
12 department;

13 (3) The consequences of being so listed including the length of time to be listed; and

14 (4) The person's rights and the procedure to challenge the allegation.

15 2. If no reply has been received within thirty days of mailing the notice, the department may  
16 include the name of such person on its list. The length of time the person's name shall appear on the  
17 employee disqualification list shall be determined by the director or the director's designee, based  
18 upon the criteria contained in subsection 9 of this section.

19 3. If the person so notified wishes to challenge the allegation, such person may file an  
20 application for a hearing with the department. The department shall grant the application within  
21 thirty days after receipt by the department and set the matter for hearing, or the department shall  
22 notify the applicant that, after review, the allegation has been held to be unfounded and the  
23 applicant's name will not be listed.

24 4. If a person's name is included on the employee disqualification list without the  
25 department providing notice as required under subsection 1 of this section, such person may file a  
26 request with the department for removal of the name or for a hearing. Within thirty days after  
27 receipt of the request, the department shall either remove the name from the list or grant a hearing  
28 and set a date therefor.

29 5. Any hearing shall be conducted in the county of the person's residence by the director of  
30 the department or the director's designee. The provisions of chapter 536 for a contested case except  
31 those provisions or amendments which are in conflict with this section shall apply to and govern the  
32 proceedings contained in this section and the rights and duties of the parties involved. The person  
33 appealing such an action shall be entitled to present evidence, pursuant to the provisions of chapter  
34 536, relevant to the allegations.

35 6. Upon the record made at the hearing, the director of the department or the director's  
36 designee shall determine all questions presented and shall determine whether the person shall be

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1 listed on the employee disqualification list. The director of the department or the director's designee  
2 shall clearly state the reasons for his or her decision and shall include a statement of findings of fact  
3 and conclusions of law pertinent to the questions in issue.

4 7. A person aggrieved by the decision following the hearing shall be informed of his or her  
5 right to seek judicial review as provided under chapter 536. If the person fails to appeal the  
6 director's findings, those findings shall constitute a final determination that the person shall be  
7 placed on the employee disqualification list.

8 8. A decision by the director shall be inadmissible in any civil action brought against a  
9 facility or the in-home services provider agency and arising out of the facts and circumstances  
10 which brought about the employment disqualification proceeding, unless the civil action is brought  
11 against the facility or the in-home services provider agency by the department of health and senior  
12 services or one of its divisions.

13 9. The length of time the person's name shall appear on the employee disqualification list  
14 shall be determined by the director of the department of health and senior services or the director's  
15 designee, based upon the following:

16 (1) Whether the person acted recklessly or knowingly, as defined in chapter 562;

17 (2) The degree of the physical, sexual, or emotional injury or harm; or the degree of the  
18 imminent danger to the health, safety or welfare of a resident or in-home services client;

19 (3) The degree of misappropriation of the property or funds, or falsification of any  
20 documents for service delivery of an in-home services client;

21 (4) Whether the person has previously been listed on the employee disqualification list;

22 (5) Any mitigating circumstances;

23 (6) Any aggravating circumstances; and

24 (7) Whether alternative sanctions resulting in conditions of continued employment are  
25 appropriate in lieu of placing a person's name on the employee disqualification list. Such conditions  
26 of employment may include, but are not limited to, additional training and employee counseling.  
27 Conditional employment shall terminate upon the expiration of the designated length of time and  
28 the person's submitting documentation which fulfills the department of health and senior services'  
29 requirements.

30 10. The removal of any person's name from the list under this section shall not prevent the  
31 director from keeping records of all acts finally determined to have occurred under this section.

32 11. The department shall provide the list maintained pursuant to this section to other state  
33 departments upon request and to any person, corporation, organization, or association who:

34 (1) Is licensed as an operator under chapter 198;

35 (2) Provides in-home services under contract with the department of social services or its  
36 divisions;

37 (3) Employs [nurses and nursing assistants] health care providers as defined in section  
38 376.1350 for temporary or intermittent placement in health care facilities;

39 (4) Is approved by the department to issue certificates for nursing assistants training;

40 (5) Is an entity licensed under chapter 197;

41 (6) Is a recognized school of nursing, medicine, or other health profession for the purpose  
42 of determining whether students scheduled to participate in clinical rotations with entities described  
43 in subdivision (1), (2), or (5) of this subsection are included in the employee disqualification list; or

44 (7) Is a consumer reporting agency regulated by the federal Fair Credit Reporting Act that  
45 conducts employee background checks on behalf of entities listed in [subdivisions (1), (2), (5), or  
46 (6) of] this subsection. Such a consumer reporting agency shall conduct the employee  
47 disqualification list check only upon the initiative or request of an entity described in [subdivisions  
48 (1), (2), (5), or (6) of] this subsection when the entity is fulfilling its duties required under this

1 section.

2  
3 The information shall be disclosed only to the requesting entity. The department shall inform any  
4 person listed above who inquires of the department whether or not a particular name is on the list.  
5 The department may require that the request be made in writing. No person, corporation,  
6 organization, or association who is entitled to access the employee disqualification list may disclose  
7 the information to any person, corporation, organization, or association who is not entitled to access  
8 the list. Any person, corporation, organization, or association who is entitled to access the  
9 employee disqualification list who discloses the information to any person, corporation,  
10 organization, or association who is not entitled to access the list shall be guilty of an infraction.

11 12. No person, corporation, organization, or association who received the employee  
12 disqualification list under subdivisions (1) to (7) of subsection 11 of this section shall knowingly  
13 employ any person who is on the employee disqualification list. Any person, corporation,  
14 organization, or association who received the employee disqualification list under subdivisions (1)  
15 to (7) of subsection 11 of this section, or any person responsible for providing health care service,  
16 who declines to employ or terminates a person whose name is listed in this section shall be immune  
17 from suit by that person or anyone else acting for or in behalf of that person for the failure to  
18 employ or for the termination of the person whose name is listed on the employee disqualification  
19 list.

20 13. Any employer or vendor as defined in sections 197.250, 197.400, 198.006, 208.900, or  
21 192.2400 required to deny employment to an applicant or to discharge an employee, provisional or  
22 otherwise, as a result of information obtained through any portion of the background screening and  
23 employment eligibility determination process under section 210.903, or subsequent, periodic  
24 screenings, shall not be liable in any action brought by the applicant or employee relating to  
25 discharge where the employer is required by law to terminate the employee, provisional or  
26 otherwise, and shall not be charged for unemployment insurance benefits based on wages paid to the  
27 employee for work prior to the date of discharge, pursuant to section 288.100, if the employer  
28 terminated the employee because the employee:

29 (1) Has been found guilty, pled guilty or nolo contendere in this state or any other state of a  
30 crime as listed in subsection 6 of section 192.2495;

31 (2) Was placed on the employee disqualification list under this section after the date of hire;

32 (3) Was placed on the employee disqualification registry maintained by the department of  
33 mental health after the date of hire;

34 (4) Has a disqualifying finding under this section, section 192.2495, or is on any of the  
35 background check lists in the family care safety registry under sections 210.900 to 210.936; or

36 (5) Was denied a good cause waiver as provided for in subsection 10 of section 192.2495.

37 14. Any person who has been listed on the employee disqualification list may request that  
38 the director remove his or her name from the employee disqualification list. The request shall be  
39 written and may not be made more than once every twelve months. The request will be granted by  
40 the director upon a clear showing, by written submission only, that the person will not commit  
41 additional acts of abuse, neglect, misappropriation of the property or funds, or the falsification of  
42 any documents of service delivery to an in-home services client. The director may make conditional  
43 the removal of a person's name from the list on any terms that the director deems appropriate, and  
44 failure to comply with such terms may result in the person's name being relisted. The director's  
45 determination of whether to remove the person's name from the list is not subject to appeal.

46 192.2495. 1. For the purposes of this section, the term "provider" means any person,  
47 corporation or association who:

48 (1) Is licensed as an operator pursuant to chapter 198;

1 (2) Provides in-home services under contract with the department of social services or its  
2 divisions;

3 (3) Employs [nurses or nursing assistants] health care providers as defined in section  
4 376.1350 for temporary or intermittent placement in health care facilities;

5 (4) Is an entity licensed pursuant to chapter 197;

6 (5) Is a public or private facility, day program, residential facility or specialized service  
7 operated, funded or licensed by the department of mental health; or

8 (6) Is a licensed adult day care provider.

9 2. For the purpose of this section "patient or resident" has the same meaning as such term is  
10 defined in section 43.540.

11 3. Prior to allowing any person who has been hired as a full-time, part-time or temporary  
12 position to have contact with any patient or resident the provider shall, or in the case of temporary  
13 employees hired through or contracted for an employment agency, the employment agency shall  
14 prior to sending a temporary employee to a provider:

15 (1) Request a criminal background check as provided in section 43.540. Completion of an  
16 inquiry to the highway patrol for criminal records that are available for disclosure to a provider for  
17 the purpose of conducting an employee criminal records background check shall be deemed to  
18 fulfill the provider's duty to conduct employee criminal background checks pursuant to this section;  
19 except that, completing the inquiries pursuant to this subsection shall not be construed to exempt a  
20 provider from further inquiry pursuant to common law requirements governing due diligence. If an  
21 applicant has not resided in this state for five consecutive years prior to the date of his or her  
22 application for employment, the provider shall request a nationwide check for the purpose of  
23 determining if the applicant has a prior criminal history in other states. The fingerprint cards and  
24 any required fees shall be sent to the highway patrol's central repository. The first set of fingerprints  
25 shall be used for searching the state repository of criminal history information. If no identification  
26 is made, the second set of fingerprints shall be forwarded to the Federal Bureau of Investigation,  
27 Identification Division, for the searching of the federal criminal history files. The patrol shall notify  
28 the submitting state agency of any criminal history information or lack of criminal history  
29 information discovered on the individual. The provisions relating to applicants for employment  
30 who have not resided in this state for five consecutive years shall apply only to persons who have no  
31 employment history with a licensed Missouri facility during that five-year period. Notwithstanding  
32 the provisions of section 610.120, all records related to any criminal history information discovered  
33 shall be accessible and available to the provider making the record request; and

34 (2) Make an inquiry to the department of health and senior services whether the person is  
35 listed on the employee disqualification list as provided in section 192.2490.

36 4. When the provider requests a criminal background check pursuant to section 43.540, the  
37 requesting entity may require that the applicant reimburse the provider for the cost of such record  
38 check. When a provider requests a nationwide criminal background check pursuant to subdivision  
39 (1) of subsection 3 of this section, the total cost to the provider of any background check required  
40 pursuant to this section shall not exceed five dollars which shall be paid to the state. State funding  
41 and the obligation of a provider to obtain a nationwide criminal background check shall be subject  
42 to the availability of appropriations.

43 5. An applicant for a position to have contact with patients or residents of a provider shall:

44 (1) Sign a consent form as required by section 43.540 so the provider may request a  
45 criminal records review;

46 (2) Disclose the applicant's criminal history. For the purposes of this subdivision "criminal  
47 history" includes any conviction or a plea of guilty to a misdemeanor or felony charge and shall  
48 include any suspended imposition of sentence, any suspended execution of sentence or any period of

1 probation or parole; [and]

2 (3) Disclose if the applicant is listed on the employee disqualification list as provided in  
3 section 192.2490; and

4 (4) Disclose if the applicant is listed on any of the background checks in the family care  
5 safety registry established under section 210.903. A provider not otherwise prohibited from  
6 employing an individual listed on such background checks may deny employment to an individual  
7 listed on any of the background checks in such registry.

8 6. An applicant who knowingly fails to disclose his or her criminal history as required in  
9 subsection 5 of this section is guilty of a class A misdemeanor. A provider is guilty of a class A  
10 misdemeanor if the provider knowingly hires or retains a person to have contact with patients or  
11 residents and the person has been found guilty in this state or any other state or has been found  
12 guilty of a crime, which if committed in Missouri would be a class A or B felony violation of  
13 chapter 565, 566 or 569, or any violation of subsection 3 of section 198.070 or section 568.020.

14 7. Any in-home services provider agency or home health agency shall be guilty of a class A  
15 misdemeanor if such agency knowingly employs a person to provide in-home services or home  
16 health services to any in-home services client or home health patient and such person either refuses  
17 to register with the family care safety registry or is listed on any of the background check lists in the  
18 family care safety registry pursuant to sections 210.900 to 210.937.

19 8. The highway patrol shall examine whether protocols can be developed to allow a  
20 provider to request a statewide fingerprint criminal records review check through local law  
21 enforcement agencies.

22 9. A provider may use a private investigatory agency rather than the highway patrol to do a  
23 criminal history records review check, and alternatively, the applicant pays the private investigatory  
24 agency such fees as the provider and such agency shall agree.

25 10. Except for the hiring restriction based on the department of health and senior services  
26 employee disqualification list established pursuant to section 192.2490, the department of health and  
27 senior services shall promulgate rules and regulations to waive the hiring restrictions pursuant to  
28 this section for good cause. For purposes of this section, "good cause" means the department has  
29 made a determination by examining the employee's prior work history and other relevant factors  
30 that such employee does not present a risk to the health or safety of residents."; and

31  
32 Further amend said bill by amending the title, enacting clause, and intersectional references  
33 accordingly.

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