

# HOUSE BILL NO. 1978

## 98TH GENERAL ASSEMBLY

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INTRODUCED BY REPRESENTATIVE NEWMAN.

5068H.011

D. ADAM CRUMBLISS, Chief Clerk

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### AN ACT

To amend chapter 213, RSMo, by adding thereto one new section relating to employees' reproductive health care decisions.

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

Section A. Chapter 213, RSMo, is amended by adding thereto one new section, to be known as section 213.063, to read as follows:

**213.063. 1. An employer shall not:**

**(1) Take any adverse employment action against an employee based on the use of any drug, device, or medical service related to reproductive health by an employee or employee's dependent; or**

**(2) Require an employee to sign a waiver or other document that purports to deny the employee the right to make his or her own reproductive health care decisions, including use of a particular drug, device, or medical service.**

**2. An employer that provides an employee handbook to its employees shall include in the handbook notice of employees' rights and remedies under this section.**

**3. An employer shall not retaliate against an employee for asserting rights or remedies under this section.**

**4. For purposes of this section, "adverse employment action" includes, but is not limited to, termination, demotion, refusal to promote or advance, loss of career specialty, reassignment to a different shift, reduction of wages or benefits, refusal to provide training opportunities, transfer to a different department, adverse administrative action, or any other penalty or disciplinary or retaliatory action.**

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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.