

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

Offered By

1 AMEND House Bill No. 1512, Page 3, Section 435.440, Line 12, by inserting immediately after  
2 said Line the following:

3 "Section 1. No person shall be required as a condition or continuation of employment  
4 to sign or make any agreement to waive their constitutional rights under:

5 1. Article I, sections 14 or 22(a) of the Missouri Constitution or the Seventh  
6 Amendment to the United States Constitution; or

7 2. Article I, section 8 of the Missouri Constitution or the freedoms of speech or to  
8 petition the government for a redress of grievances under the First Amendment to the United  
9 States Constitution to the extent such activity is related to speech or otherwise constitutionally  
10 protected activity relating to controversies thereafter arising between the parties associated  
11 with allegations or actions of:

12 (1) Sexual harassment, assault, rape, or other alleged crimes;

13 (2) Discrimination on the basis of religion or religious belief or practice, age,  
14 disability, race, gender, national origin, or familial status; or

15 (3) Violations of section 197.032 prohibiting an employer from forcing employees to  
16 participate in an abortion.

17  
18 Any agreement, understanding, or practice, written or oral, implied or expressed, between any  
19 employer and an employee that violates the rights of employees as guaranteed under this section is  
20 declared to be unlawful, null and void, and of no legal effect. Any person who directly or indirectly  
21 violates any provision of this section shall be guilty of a class C misdemeanor. Any person injured  
22 as a result of any violation or threatened violation of this section may recover any and all damages  
23 of any character resulting from such violation or threatened violation including costs and reasonable  
24 attorney's fees. Such remedies shall be independent of and in addition to the other penalties and  
25 remedies proscribed under this section."; and

26  
27 Further amend said bill by amending the title, enacting clause, and intersectional references  
28 accordingly.

Action Taken \_\_\_\_\_ Date \_\_\_\_\_