

HOUSE SUBSTITUTE AMENDMENT NO. \_\_\_\_\_

for

HOUSE \_\_\_\_\_ AMENDMENT NO. \_\_\_\_\_

Offered By

1 AMEND House Bill No. 1512, Page 3, Section 435.440, Line 12, by inserting after all of said  
2 section and 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 injured as a result of any  
21 violation or threatened violation of this section may recover any and all damages of any character  
22 resulting from such violation or threatened violation including costs and reasonable attorney's fees.  
23 Such remedies shall be independent of and in addition to the other penalties and remedies  
24 proscribed under this section. This section shall not apply to any agreement contained in a  
25 collective bargaining agreement, or any agreement entered into before the effective date of this  
26 section but shall apply to any such agreement upon its renewal, extension, amendment, or  
27 modification in any respect after the effective date of this section."; and

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

31 THIS AMENDMENT IS A SUBSTITUTE FOR AMENDMENT 4940H.01.07H.

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