

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 immediately after said Line  
2 the following:

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

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

8 2. Article I, section 8 of the Missouri Constitution or the freedoms of speech or to petition the  
9 government for a redress of grievances under the First Amendment to the United States Constitution  
10 to the extent such activity is related to speech or otherwise constitutionally protected activity relating  
11 to controversies thereafter arising between the parties associated 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, disability, race,  
14 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 employer and  
19 an employee that violates the rights of employees as guaranteed under this section is declared to be unlawful,  
20 null and void, and of no legal effect. Any person injured as a result of any violation or threatened violation  
21 of this section may recover any and all damages of any character resulting from such violation or threatened  
22 violation including costs and reasonable attorney's fees. Such remedies shall be independent of and in  
23 addition to the other penalties and remedies proscribed under this section. This section shall not apply to any  
24 agreement contained in a collective bargaining agreement, or any agreement entered into before the effective  
25 date of this section but shall apply to any such agreement upon its renewal, extension, amendment, or  
26 modification in any respect after the effective date of this section."; and

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

29  
30 THIS SUBSTITUTES AMENDMENT 4940H01.14H

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