

FIRST REGULAR SESSION

# HOUSE BILL NO. 116

101ST GENERAL ASSEMBLY

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INTRODUCED BY REPRESENTATIVE WALSH MOORE.

0291H.011

DANA RADEMAN MILLER, Chief Clerk

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## AN ACT

To amend chapter 37, RSMo, by adding thereto one new section relating to responsibilities of the office of administration.

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

Section A. Chapter 37, RSMo, is amended by adding thereto one new section, to be known as section 37.980, to read as follows:

**37.980. 1. The office of administration shall submit a report to the general assembly before December thirty-first of each year, beginning in 2021, describing the progress made by the state with respect to the directives issued as part of the "Missouri as a Model Employer" initiative described in executive order 19-16.**

**2. The report shall include, but not be limited to, the data described in the following subdivisions, which shall be collected through voluntary self-disclosure. To the extent possible, for each subdivision, the report shall include general data for all relevant employees, in addition to data comparing the employees of each agency within the state workforce:**

**(1) The baseline number of employees in the state workforce who disclosed disabilities when the initiative began;**

**(2) The number of employees in the state workforce who disclose disabilities at the time of the compiling of the annual report, and statistics providing the size and percentage of any increase or decrease in such numbers since the initiative began and since the compiling of any previous annual report;**

**(3) The baseline percentage of employees in the state workforce who disclosed disabilities when the initiative began;**

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.

18           (4) The percentage of employees in the state workforce who disclose disabilities at  
19 the time of the compiling of the annual report, and statistics providing the size of any  
20 increase or decrease in such percentages since the initiative began and since the compiling  
21 of any previous annual report;

22           (5) A description and analysis of any disparity that may exist from the time the  
23 initiative began and the time of the compiling of the annual reports, and of any disparity  
24 that may exist from the time of the most recent previous annual report, if any, and the time  
25 of the current annual report, between the percentage of individuals in the state of working  
26 age who disclose disabilities and the percentage of individuals in the state workforce who  
27 disclose or have disabilities; and

28           (6) A description and analysis of any pay differential that may exist in the state  
29 workforce between individuals who disclose disabilities and individuals who do not disclose  
30 disabilities.

31           3. The report shall also include descriptions of specific efforts made by state  
32 agencies to recruit, hire, advance, and retain individuals with disabilities including, but not  
33 limited to, individuals with the most significant disabilities, as defined in 5 CSR 20-500.160.  
34 Such descriptions shall include, but not be limited to, best, promising, and emerging  
35 practices related to:

36           (1) Setting annual goals;

37           (2) Analyzing barriers to recruiting, hiring, advancing, and retaining individuals  
38 with disabilities;

39           (3) Establishing and maintaining contacts with entities and organizations that  
40 specialize in providing education, training, or assistance to individuals with disabilities in  
41 securing employment;

42           (4) Using internships, apprenticeships, and job shadowing;

43           (5) Using supported employment, individual placement with support services,  
44 customized employment, telework, mentoring and management training, stay-at-work and  
45 return-to-work programs, and exit interviews;

46           (6) Adopting, posting, and making available to all job applicants and employees  
47 reasonable accommodation procedures in written and accessible formats;

48           (7) Providing periodic disability awareness training to employees to build and  
49 sustain a culture of inclusion in the workplace, including rights to reasonable  
50 accommodation in the workplace;

51           (8) Providing periodic training to human resources and hiring managers in  
52 disability rights, hiring, and workplace policies designed to promote a diverse and inclusive  
53 workforce; and

54           **(9) Making web-based hiring portals accessible to and usable by applicants with**  
55 **disabilities.**

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