

SECOND REGULAR SESSION

SENATE BILL NO. 978

100TH GENERAL ASSEMBLY

INTRODUCED BY SENATOR WALLINGFORD.

Read 1st time February 5, 2020, and ordered printed.

ADRIANE D. CROUSE, Secretary.

5321S.011

AN ACT

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

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 2020, describing the progress made by the state of Missouri 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 reports, 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;

(4) The percentage of employees in the state workforce who

22 disclose disabilities at the time of the compiling of the annual reports,
23 and statistics providing the size of any increase or decrease in such
24 percentages since the initiative began and since the compiling of any
25 previous annual report;

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

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

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

42 (1) Setting annual goals;

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

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

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

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

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

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

59 **(8) Providing periodic training to human resources and hiring**
60 **managers in disability rights, hiring, and workplace policies designed**
61 **to promote a diverse and inclusive workforce; and**

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

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