



Samantha Shadrach
Director of Human Resources

TO: Members of the County Council
Steve Ehlmann, County Executive

CC: Donna Vogt, Executive Assistant to the County Council
Joann Leykam, Director of Administration
Jennifer George, Assistant Director of Administration
Rory O'Sullivan, County Counselor

FROM: Samantha Shadrach, Director of Human Resources

DATE: October 6, 2021

SUBJECT: Missouri Victims Economic Safety and Security Act adoption and Expanded EML

Effective August 28, 2021 the General Assembly enacted the Missouri Victims Economic Safety and Security Act (VESSA) which requires Missouri employers with at least 20 employees to provide two weeks of unpaid leave and reasonable safety accommodations to employees who are victims of domestic or sexual violence or whose family or household members are victims of domestic or sexual violence. Further, all covered employers have until October 27, 2021 to comply with this new bill.

VESSA allows for employees who are victims of domestic or sexual violence or whose family or household members are victims of domestic or sexual violence to take up to two weeks within a twelve-month period of unpaid time off (either consecutively or intermittently) for the following reasons, not to exceed leave time permitted under the Family Medical Leave Act (FMLA):

- Seeking medical attention for, or recovering from, physical or psychological injuries caused by domestic or sexual violence to the employee or the employee's family or household member
- Obtaining services from a victim services organization for the employee or the employee's family or household member
- Obtaining psychological or other counseling for the employee or employee's family or household member
- Participating in safety planning, temporarily or permanently relocating, or taking other actions to increase the safety of the employee or the employee's family or household member from future domestic or sexual violence or to ensure economic security
- Seeking legal assistance or remedies to ensure the health and safety of the employee or the employee's family or household member, including preparing for or participating in any civil or criminal legal proceeding related to or derived from the domestic or sexual violence.

It is therefore recommended by the St. Charles County Human Resources Department that a new policy be implemented to ensure compliance with the requirements as set forth under the Missouri Victims Economic Safety and Security Act.

This bill also expands use of employee accrued Extended Medical Leave for employees who are under orders of quarantine or isolation.

The Merit Commission will review this matter at its October meeting