

**Title 8—DEPARTMENT OF
LABOR AND INDUSTRIAL RELATIONS
Division 60—Missouri Commission on Human Rights
Chapter 3—Guidelines and Interpretations of Employment Anti-Discrimination Laws**

PROPOSED AMENDMENT

8 CSR 60-3.010 Preservation of Records and Posting of Posters and Interpretations. The commission proposes to amend section (7), rescind section (8) and renumber the remaining section.

PURPOSE: The amendment to Section (7) updates language to comport with new statutory language. Section (8) is rescinded as the statutory definition of “Employer” has changed, and a repetition of that definition in the regulation is unnecessary. The final amendment renumbers the remaining section of the rule.

(7) [Section 213.010(8),] **Sections 213.065.1 and 213.065.2**, RSMo [is] **are** interpreted to mean that any structure built after the effective date of these rules which is a place of public accommodation as covered by this statute must provide access for handicapped persons unless it can be shown this accommodation would cause undue hardship.

[(8) Employer. A person is an employer subject to the provisions of Chapter 213, RSMo if at the time of the alleged discrimination that person employs six (6) or more persons within the state, whether these persons are temporary, part-time or permanent employees.]

[(9)] (8) A corporation or association must be one hundred percent (100%) owned and operated by a religious or sectarian group and being a member of that religion or sect must be a requirement for employment for that corporation or association to be exempt as an employer under section 213.010(5), RSMo (1986).

*AUTHORITY: section 213.030[(6)], RSMo [1986] 2016. This rule was previously filed as 4 CSR 180-3.010. Original rule filed Oct. 31, 1973, effective Nov. 10, 1973. For intervening history, please consult the **Code of State Regulations**. Amended: Filed April 27, 2018.*

PUBLIC COST: This proposed amendment will not cost state agencies or political subdivisions more than five hundred dollars (\$500) in the aggregate.

PRIVATE COST: This proposed amendment will not cost private entities more than five hundred dollars (\$500) in the aggregate.

*NOTICE TO SUBMIT COMMENTS: Anyone may file a statement in support of or in opposition to this proposed amendment with the Missouri Commission on Human Rights, Attn: Dr. Alisa Warren, Executive Director, PO Box 1129, Jefferson City, MO 65102-1129. To be considered, comments must be received within thirty (30) days after publication of this notice in the **Missouri Register**. No public hearing is scheduled.*