

QUICK Q&A

Answers to not-so-common questions

Even the most experienced HR pros have questions from time to time. Our monthly Quick Q&A series provides answers to not-so-common questions and links to helpful resources.

Q. We employ 20 employees and are subject to the new Victims Economic Safety and Security Act (VESSA). Does our business have an obligation to notify employees of the new law?

A. Yes. The Missouri Division of Labor Standards has released a [notice](#) employers with at least 20 employees must post by October 27, 2021. Going forward, new hires must receive the notice on the first day of hire. The notice could be included in a new-hire information packet or included in other onboarding communications. The law provides unpaid leave, job protection and accommodations to employees who are victims of domestic and sexual violence or the employee's family or household member is a victim of domestic or sexual violence.

Unpaid leave, including intermittent leave, will be provided to any employee or family or household member in situations of domestic or sexual violence when the victim is

- seeking medical attention for, or recovering from, physical or psychological injuries,
- obtaining services from a victim services organization,
- receiving psychological or other counseling,
- participating in safety planning or relocation efforts, or
- seeking legal assistance or remedies.

The length of unpaid, job-protected leave is based on employee size. VESSA leave is administered similar to leave under the Family and Medical Leave Act (FMLA). Advance notification, certification and job accommodation are all VESSA requirements. For questions on VESSA leave and administration requirements, contact HRconsulting@bukaty.com.

Number of employees	Amount of leave during any 12-month period
1 - 19	No leave entitlement
20 - 49	1 week
50-plus	2 weeks

Helpful Resources

[VESSA notification poster](#)

[VESSA statute summary](#)

