# MISSOURI

★ ★ ★ ★ ★ ★ LABOR LAW POSTER ★ ★ ★ ★ ★ ★

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## VICTIMS OF DOMESTIC AND SEXUAL VIOLENCE LEAVE TIME ALLOWED

# VICTIMS OF DOMESTIC OR SEXUAL VIOLENCE

## LEAVE TIME ALLOWED

*See **Section 285.630, RSMo.,** and refer to **Sections 285.625 to 285.670 RSMo** for definitions.*

**EMPLOYEES who are victims of domestic or sexual violence, or have a family or household member who is a victim of domestic or sexual violence, may take unpaid leave from work to address such violence by:**

- Seeking medical attention for, or recovering from, physical or psychological injuries caused by such violence.
- Obtaining services from a victim services organization.
- Obtaining psychological or other counseling.
- Participating in safety planning, temporarily or permanently relocating, or taking other actions to increase the safety of the employee or employee's family or household.
- Seeking legal assistance or remedies to ensure health and safety.

In the case of domestic or sexual violence as defined by statute, an individual who works for a business with 50 or more employees is entitled to up to two workweeks of unpaid leave within any 12-month period to address the related matters above. An individual who works for a business employing 20 to 49 employees is entitled to up to one workweek of unpaid leave within any 12-month period to address such matters.

***Leave may be taken intermittently or on a reduced work schedule. The employee shall provide to the employer 48 hours notice unless such notice is not practicable.***

**EMPLOYER:**

- May request certification that the employee or member of family or household is a victim as described above.
- Must restore the employee to the position of employment held prior to the reporting of domestic or sexual violence or an equivalent position.
- Must maintain coverage for the employee and any family or household member under any group health plan for the duration of such leave at the level and under the conditions coverage would have been provided had the employee continued in the employment previously held.
- May, under many circumstances, recover from the employee the premium paid for maintaining coverage if the employee fails to return from leave after the leave period has expired.

DIVISION OF LABOR STANDARDS

*Missouri Department of Labor and Industrial Relations is an equal opportunity employer/program.*
*TDD/TTY: 800-735-2966 Relay Missouri: 711*

LS -112 (01-23) AI

## CHILD LABOR LAWS

DIVISION OF LABOR STANDARDS

MISSOURI DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
**REQUIRED POSTER: EMPLOYERS EMPLOYING WORKERS UNDER THE AGE OF 16**

### Youth Employment List

***Employers are required to post this list of employed youth under the age of 16 in the workplace.***

| Name of Worker | School Term Shift *(7 a.m. – 7 p.m.)* | Non-School Shift *(7 a.m. – 9 p.m.)* |
|---|---|---|
| 1) | | |
| 2) | | |
| 3) | | |
| 4) | | |
| 5) | | |
| 6) | | |
| 7) | | |
| 8) | | |
| 9) | | |
| 10) | | |

**Work certificates** are required for youth 14 to 15 years of age before they start employment at any job (other than in the entertainment industry) during the school year. No child under the age of 14 may be employed in any capacity (other than in the entertainment industry or in newspaper delivery, babysitting, occasional yard or farm work with parental consent, or some youth sporting events). Work certificates are issued by school officials or their designees (or a parent of a home-schooled child) only upon application requested in person by the child with the written consent of his/her parent, legal custodian or guardian or, if deemed necessary, by the issuing officer, the child shall be accompanied by his parent, guardian or custodian. The school official has the right to deny a certificate if deemed not in the best interest of the youth. School officials should keep copies of certificates issued, and cancellation notices.

**Unacceptable Types of Work and Workplaces for All Youth Under 16**

- Door-to-door sales (excluding churches, schools, scouts)
- Operating hazardous equipment: ladders, scaffolding, freight elevators, cranes, hoisting machines, man lifts, etc.
- Handling/maintaining power-driven machinery (with the exception of lawn/garden machinery in a domestic setting) (RSMo 294.011(7)(c), and RSMo 294.040(1))
- Mining, quarrying, or stone cutting/polishing (except in jewelry stores)
- Transporting or handling Type A and B explosives or ammunition
- Operation of any motor vehicle
- Metal-producing industries including stamping, punching, cold rolling, shearing, or heating
- Saw mills or cooperage stock (barrel) mills or where woodworking machinery is used
- Jobs involving ionizing or non-ionizing radiation or radioactive substances
- Jobs in hotels, motels, or resorts unless the work performed is physically separated from the sleeping accommodations
- Jobs in any establishment in which alcoholic beverages are sold, manufactured, bottled or stored unless 50 percent of the workplace sales are generated from other goods
- Any job dangerous to the life, limb, health, or morals of youth

**Acceptable Work Hours for 14 and 15 year olds**

- Between 7 a.m. and 7 p.m. during school term
- Between 7 a.m. and 9 p.m. during non-school term
- No more than three hours a day on school days
- No more than eight hours a day on non-school days
- No more than six days or 40 hours in a week

Please contact the Missouri Division of Labor Standards at 573-751-3403, or email us at YouthEmployment@labor.mo.gov or go to www.labor.mo.gov/DLS if you have questions or need additional copies of this list.

*Missouri Department of Labor and Industrial Relations is an equal opportunity employer/program.*
*TDD/TTY: 800-735-2966 Relay Missouri: 711*

LS-43 (05-16) AI

## MISSOURI MINIMUM WAGE

# $15.00 MISSOURI MINIMUM WAGE IN EFFECT FOR 2026

Beginning August 28, 2025, the minimum wage will be based on the provisions set forth by HB 567 (2025), signed into law on July 10, 2025.

**at least $7.50 per hour**

**TIPPED EMPLOYEES**
Employers are required to pay tipped employees at least 50 percent of the minimum wage, $7.50 per hour, plus any amount necessary to bring the employee's total compensation to a minimum of $15.00 per hour.

**at least 1.5X rate**

**OVERTIME COMPENSATION**
Overtime compensation must also be paid at a rate of at least one and one-half times a covered employee's regular rate for all hours worked over 40 in a workweek.

**EXCEPTIONS**
**All non-exempt employers are required to pay, at minimum, the $15.00 per hour rate, except retail and service businesses whose annual gross sales are less than $500,000.**

The law does not apply to certain exempt employees/employers defined in Section 290.500(3), RSMo, and employees/employers engaged to agriculture in Section 290.507, RSMo, nor does it supersede more favorable laws or interfere with collective bargaining agreement rights.

**EMPLOYEE RIGHTS**
**An employee not being paid the correct wages can file a minimum wage complaint at labor.mo.gov/DLS/MinimumWage and is entitled to pursue a private legal right of action to collect any wages due.**

An employer who unlawfully pays sub-minimum wages will be liable for the full amount of wages due (plus twice the amount left unpaid as liquidated damages) less any amount actually paid. The employer is also liable for costs and reasonable attorney fees as may be allowed by the court or jury.

DIVISION OF LABOR STANDARDS
421 East Dunklin Street
P.O. Box 449
Jefferson City, MO 65102-0449
573-751-3403
Fax: 573-751-3721
laborstandards@labor.mo.gov

**LEARN MORE AT LABOR.MO.GOV/DLS/MINIMUMWAGE**

*If you have served on active duty in the Armed Forces of the United States and would like information about veteran's services and benefits, please complete the survey here: mvc.dps.mo.gov/MoVeteransInformation/Survey/DOLIR*
*Missouri Department of Labor and Industrial Relations is an equal opportunity employer/program.*
*TDD/TTY: 800-735-2966 Relay Missouri: 711*

LS-52 (10-25) AI

## DISCRIMINATION

MISSOURI COMMISSION ON HUMAN RIGHTS

# DISCRIMINATION IN EMPLOYMENT IS PROHIBITED

**TAKE ACTION FILE A COMPLAINT**

If you believe you have been discriminated against in regard to employment, you may contact us about filing a complaint of discrimination using the information below.

*Note: complaints must be filed within 180 days of the alleged discrimination.*

**CONTACT US**

***MISSOURI COMMISSION ON HUMAN RIGHTS***
**Email: mchr@labor.mo.gov**
**421 East Dunklin Street**
**P.O. Box 1129**
**Jefferson City, MO 65102-1129**
**573-751-3325**
**Toll-free Discrimination Complaint Hotline: 877-781-4236**
**TDD/TTY: 800-735-2966**
**Relay Missouri: 711**

The statutory purpose of the Missouri Commission on Human Rights is to prevent and eliminate discrimination based on protected categories under the Missouri Human Rights Act (Act) in employment, housing, and places of public accommodations through education and the enforcement of the Act.

*Missouri Commission on Human Rights is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.*

**The Missouri Human Rights Act makes it illegal to discriminate in any aspect of employment because of an individual's race, color, religion, national origin, ancestry, sex, disability, or age (40 through 69).**

An employment agency includes any person or agency, public or private, regularly undertaking with or without compensation to procure employees for an employer or to procure for employees opportunities to work for an employer.

***THE MISSOURI HUMAN RIGHTS ACT APPLIES TO:***

- Private employers with six or more employees.
- All employment agencies.
- All apprenticeship or training programs.
- All state and local government agencies.
- All labor organization.

***DISCRIMINATORY PRACTICES PROHIBITED BY THE MISSOURI HUMAN RIGHTS ACT INCLUDE:***

- Hiring and firing; compensation, assignment, or classification of employees; transfer, promotion, layoff, or recall; job advertisements, recruitment, testing, use of company facilities, training, and apprenticeship programs; fringe benefits, pay, retirement plans, or disability leave; or other terms and conditions of employment.
- Harassment on the basis of race, color, religion, national origin, ancestry, sex, disability, or age.
- Retaliating against an individual for filing a complaint of discrimination, participating in a discrimination investigation or hearing, or opposing discriminatory practices.
- Discriminating in any aspect or employment against an individual because of the individual's association with a person in one of the protected categories.

MISSOURI DEPARTMENT OF LABOR & INDUSTRIAL RELATIONS

State regulation 8 CSR 60-3.010 requires this notice be posted in all places of business or establishments which are subject to the Missouri Human Rights Act.

VISIT US

MCHR-9 (10-21) AI

## DISCRIMINATION

MISSOURI COMMISSION ON HUMAN RIGHTS

# DISCRIMINATION IN PLACES OF PUBLIC ACCOMMODATION IS PROHIBITED

**TAKE ACTION FILE A COMPLAINT**

If you believe you have been discriminated against in regard to employment, you may contact us about filing a complaint of discrimination using the information below.

*Note: complaints must be filed within 180 days of the alleged discrimination.*

**CONTACT US**

***MISSOURI COMMISSION ON HUMAN RIGHTS***
**Email: mchr@labor.mo.gov**
**421 East Dunklin Street**
**P.O. Box 1129**
**Jefferson City, MO 65102-1129**
**573-751-3325**
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*Missouri Commission on Human Rights is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.*

**The Missouri Human Rights Act makes it illegal for places of public accommodation to deny access to or treat someone unequally because of an individual's race, color, religion, national origin, ancestry, sex, or disability.**

Places of public accommodation include places or businesses offering or holding out to the general public goods, services, privileges, facilities, advantages, or accommodations for the peace, comfort, health, welfare, and safety of the general public or such public places providing food, shelter, recreation, and amusement. - Section 213.010(15), RSMo.

***PLACES OF PUBLIC ACCOMMODATIONS INCLUDE BUT ARE NOT LIMITED TO:***

- Restaurants
- Bars
- Retail
- Movies Theaters
- Gas Stations
- Schools
- Sports Stadiums
- Hotels/Motels
- State, County, or City Facilities

***DISCRIMINATORY PRACTICES PROHIBITED BY THE MISSOURI HUMAN RIGHTS ACT INCLUDE:***

- Refusing to provide service
- Being inaccesible to a person with a disability.
- Setting different terms or conditions for services or facilities.
- Failing to reasonably accommodate an individual's disability to allow the individual to use and enjoy the place of public accommodation.
- If parking is provided, failing to provide adequate accessible parking spaces.
- If a public restroom is provided, failing to provide an accessible public restroom.
- Failing to provide an accessible entrance.

MISSOURI DEPARTMENT OF LABOR & INDUSTRIAL RELATIONS

State regulation 8 CSR 60-3.010 requires this notice be posted in all places of business or establishments which are subject to the Missouri Human Rights Act.

VISIT US

MCHR-7 (10-21) AI

## UNEMPLOYMENT INSURANCE

# UNEMPLOYMENT INSURANCE BENEFITS NOTICE TO WORKERS

Your employer is subject to the Missouri Employment Security Law and pays tax contributions to cover unemployment insurance (UI) benefits in case you become unemployed through no fault of your own.

***Nothing is deducted from your pay to cover its cost.***

**WHEN TO APPLY FOR UI BENEFITS**

- If you are unemployed, laid off or working less than full time; or
- If you lose your job through no fault of your own or quit for a valid reason related to the work or the employer; and
- If you are able to work, available for work and actively seeking employment.

**HOW TO APPLY FOR UI BENEFITS**

- To apply, visit uinteract.labor.mo.gov to create a new user account and file your initial claim; or
- If you do not have Internet access, call a Regional Claims Center during normal business hours, Monday through Friday from 8 a.m. to 5 p.m.

| | | | | | |
|---|---|---|---|---|---|
| Jefferson City | 573-751-9040 | Springfield | 417-895-6851 | Kansas City | 816-889-3101 |
| St. Louis | 314-340-4950 | Outside Local Calling Area | | | 800-320-2519 |

**If you believe someone is fraudulently collecting unemployment benefits, email ReportUIFraud@labor.mo.gov or call 573-751-0057.**

**PROPER WORKER CLASSIFICATION**

Missouri law defines who is considered an employee or an independent contractor. Businesses that improperly treat workers as independent contractors have an unfair competitive advantage. Improperly classified workers miss out on unemployment benefits, workers' compensation coverage and employer tax contributions.

**If you think you may be improperly classified or suspect a business of improperly classifying workers, visit labor.mo.gov/offthebooks or call 573-751-1099, option 5.**

DIVISION OF EMPLOYMENT SECURITY

**P.O. Box 59**
**Jefferson City, MO 65104-0059**

**Fax: 573-751-9730**
**labor.mo.gov/claimant-form**

**LEARN MORE AT LABOR.MO.GOV/UNEMPLOYED-WORKERS**

***IMPORTANT:*** *If needed, call 573-751-9040 for assistance in the translation and understanding of the information in this document.*

***¡IMPORTANTE!:*** *Si es necesario, llame el 573-751-9040 para asistencia en la traducción y entendimiento de la información en este documento.*
*Missouri Division of Employment Security is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.*
*TDD/TTY: 800-735-2966 Relay Missouri: 711*

MODES-B-2 (11-20) AI Benefits

## WORKERS' COMPENSATION

DIVISION OF WORKERS' COMPENSATION

**Missouri Division of Workers' Compensation**
P.O. Box 58, Jefferson City, MO 65102
573-751-4231

**Insurance Company, Third Party Administrator, Service Company, or Designated Individual If Self-Insured**
Name: _____
Address: _____
Phone: _____

**EMPLOYEE INFORMATION**

The Missouri Division of Workers' Compensation (DWC) administers programs for workers who have been injured on the job or exposed to an occupational disease arising out of and in the course of employment. The Division's Administrative Law Judges have the authority to approve settlements or issue awards after a hearing relating to an injured employee's entitlement to benefits.

**Steps to Take When Injured on the Job**

1. Notify your employer immediately (written notice must be provided within 30 days of the accident/or 30 days after the diagnosis of any occupational disease or repetitive trauma) by contacting

_____ , _____
*employer representative* *phone number*

***Failure to do so may jeopardize your ability to receive benefits***

2. **Ask your employer to provide medical treatment (your employer/insurer is responsible for providing medical treatment and paying the medical fees and charges unless you choose to treat with another doctor at your own expense without your employer/insurer's approval).**
3. Get more information about the benefits available under the Workers' Compensation Program or about the steps you may take to get the benefits you need. **Visit www.labor.mo.gov/DWC or call 800-775-COMP.**

**Benefits for Injured Employees**

**Medical Care:**
The employer or insurer is required to provide medical treatment and care that is reasonably required to cure and relieve the effects of the injury. This includes all costs for authorized medical treatment, prescriptions, and medical devices. There is no deductible, and all costs are paid by the employer or its workers' compensation insurance company. If you receive a bill, **contact your employer or the insurance company immediately**. The employer/insurer has the right to choose the healthcare provider or treating physician. You may select a different healthcare provider or treating physician, but if you do so, it may be at your own expense.

**Payment for Lost Wages:**
- If a doctor says you are unable to work due to your injuries or recovery from a surgery, you may be entitled to **temporary total disability** (TTD) benefits. If a doctor says that you can perform light or modified duty work and your employer offers you such work, you may not be eligible for TTD benefits. TTD benefits should be continued until the doctor says you can return to work, or when your treatment is concluded because your condition has reached "maximum medical improvement," whichever occurs first.
- If you return to light or modified duty at less than full pay, you may be entitled to **temporary partial disability** benefits.

**Permanent Disability Benefits:**
If the injury or illness results in a permanent disability, you may be entitled to receive either permanent partial or permanent total disability benefits.

Survivor Benefits:
If a work-related injury causes an employee's death, the surviving dependents may receive weekly death benefits paid at 66 2/3% of the deceased employee's average weekly wage along with funeral expenses up to $5,000 from the employer/insurer. For additional information relating to survivor's benefits, including college scholarship opportunities for surviving children, please visit www.labor.mo.gov/DWC.

**Additional Benefits for Occupational Diseases Due to Toxic Exposure - Permanent Total Disability and/or Death:**
For Information relating to additional benefits available, please refer to the Division's website at www.labor.mo.gov/DWC/Injured_Workers/benefits_available.

**Make sure your data is turned on and scan the QR Code with your smartphone's camera to go to the Division of Workers Compensation's Website for more information. If you are not redirected, you may need to update your smartphone's operating system or download a QR Code reader app.

# Workers' Compensation Law

***Roles and Responsibilities for Employers and Employees***

**EMPLOYER INFORMATION**

With some exceptions, all employers with five or more employees, and construction industry employers with one or more employees, are required to insure their workers' compensation liability, either by purchasing a policy or obtaining selfinsurance authority. Workers' compensation insurance provides benefits to workers injured on the job. Employers also are required to post this notice in the workplace for employees to view. This poster is required by section 287.127, RSMo, and is available to employers and insurers free of charge by contacting the Division at 800-775-Comp.

**Steps to Take When an Injury Occurs**

1. Be sure first aid is administered and the employee is taken to a physician or hospital for further medical care, if necessary.
2. Report the injury to the insurance company or Third Party Administrator (TPA) within five days of the date of injury or within five days of the date on which the injury was reported to the employer by the employee, whichever is later. The insurer, TPA, or Division approved self-insurer is responsible for filing a First Report of Injury with the Division of Workers' Compensation **within 30 days** of knowledge of the injury.
3. Pay medical bills related to the work injury to cure and relieve the employee of the effects of the injury. This includes all costs for authorized medical treatment, prescriptions, and medical devices. The employer has the right to choose the healthcare provider or treating physician. (The employee may select a different healthcare provider or treating physician, but if the employee does so, it may be at his/her own expense.)
4. For more liability and insurance information relating to the Workers' Compensation Program, visit www.labor.mo.gov/ DWC or call 800-775-COMP.

**Workplace Safety**

Developing and implementing a comprehensive safety and health program can reduce occupational injuries and help lower workers' compensation costs. Insurance carriers in the state of Missouri must provide safety assistance at the request of the insured employer. The Missouri Department of Labor evaluates these services and provides additional assistance through its Missouri Workers' Safety Program.

Visit www.labor.mo.gov/MWSP or call 573-751-4231 for more information about these programs or for a registry of independent consultants who are certified in the state of Missouri to provide safety assistance.

**Fraud/Noncompliance**

**Employee Fraud** – knowingly making a claim for workers' compensation benefits to which an employee knows he/she is not entitled or knowingly presenting multiple claims for the same occurrence with intent to defraud is a class E felony, punishable by a fine of up to $10,000, or double the value of the fraud, whichever is greater. A subsequent violation is a class D felony.

**Employer Fraud** – knowingly misrepresenting an employee's job classification to obtain insurance at less than the proper rate is a class A misdemeanor. A subsequent violation is a class E felony. An employer who knowingly makes a false or fraudulent statement regarding an employee's entitlement to benefits to discourage the worker from making a legitimate claim or who knowingly makes a false or fraudulent material statement or material representation to deny benefits to a worker is guilty of a class A misdemeanor punishable by a fine of up to $10,000. A subsequent violation is a class D felony.

**Insurer Fraud** – knowingly and intentionally refusing to comply with workers' compensation obligations to which an insurance company or self-insurer knows an employee is entitled is a class E felony, punishable by a fine of up to $10,000 or double the value of the fraud, whichever is greater. A subsequent violation is a class D felony.

**Employer Noncompliance** – knowingly failing to insure workers' compensation liability under the law is a class A misdemeanor punishable by a fine of up to three times the annual premium the employer would have paid had it beeninsured or up to $50,000, whichever is greater. A subsequent violation is a class E felony. An employer who willfully fails to post the notice of workers' compensation at the workplace is guilty of a class A misdemeanor punishable by a fine of $50 to $1,000 or by imprisonment or both fine and imprisonment.

Missouri Division of Workers' Compensation is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.
TDD/TTY: 800-735-2966 Relay Missouri: 711

WC-106 (07-19) AI

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