



THE MISSOURI LABOR LAW POSTER SERVICE
4600 CHIPPEWA BOULEVARD N., #207
ST. LOUIS, MISSOURI 63116-1600

**For compliance assistance
you may call us at: 1-877-321-4144**

FAX: 1-888-442-4144

**Notice Date: FX-08
Key Code:**

ATTENTION ALL EMPLOYERS!

New Minimum Wage
Effective January 1st 2008

Dear Employer,

State and Federal Law requires **Missouri** employers to post the following notices at most work sites. Investigations may be conducted by State inspectors. An employer found to be in violation of State or Federal Laws by willfully failing to post up-to-date OSHA posters may be subject to **monetary penalties** of up to **\$7000**, as well as exposure to **civil liability actions**. The Missouri Labor Law Poster Service is a non-governmental organization providing mandatory workplace posters and does not have a contract with any government agency. Certain posters may also be available free from the issuing governmental agencies. Compliance with State and Federal posting requirements may be achieved by responding to the order form below. **PLEASE RESPOND TODAY TO THE ENCLOSED.**

STATE POSTING REQUIREMENTS

**Wages, Hours and Dismissal Rights
(MO Revised Statutes § 290.522)**

Every employer subject to any provision of sections 290.500 to 290.530 or of any regulations issued under sections 290.500 to 290.530 shall keep a summary of sections 290.500 to 290.530, approved by the director, and copies of any applicable wage regulations issued under sections 290.500 to 290.530, or a summary of the wage regulations posted in a conspicuous and accessible place in or about the premises wherein any person subject thereto is employed.

**Notice to Workers Concerning Unemployment Benefits
(MO Revised Statutes § 288.130)**

"Each employer shall post and maintain in places readily accessible to the employer's workers printed statements concerning benefit rights, claims for benefits and such other matters related to the administration of this law..."

**Workers' Compensation
(MO Revised Statutes § 287.127)**

"Beginning January 1, 1993, all employers shall post a notice at their place of employment, in a sufficient number of places on the premises to assure that such notice will reasonably be seen by all employees.... The notice shall include:*** That the employer is operating under and subject to the provisions of the Missouri worker's compensation law."

**Discrimination in Employment
(8 CSR 60-3.010(1))**

"Every employer, labor organization, employment agency or other business or establishment...shall post a commission equal employment poster in a place where other employee notices are posted or in a conspicuous place where employees will have access to it."

Discrimination in Public Accommodations (8 CSR 60-3.010(3))

"Every person subject to the jurisdiction of the commission...shall post the commission public accommodations poster in all places of business and establishments subject to this statute."

Missouri Minimum Wage Law (MO Revised Statutes § 290.522)

"Every employer...shall keep a summary...and copies of any applicable wage regulations issued...or a summary of the wage regulations posted in a conspicuous and accessible place in or about the premises wherein any person subject thereto is employed."

Child Labor (MO Revised Statutes § 290.060.1)

"The employer shall keep the work certificate or work permit on file and shall post in a conspicuous place in the employer's place of business a list of all children who are employed and under the age of sixteen."

FEDERAL POSTING REQUIREMENTS

Federal Minimum Wage Act (29 CFR § 516.4) (NEW)

Pursuant to **29 USC §206(a)(1)**, as amended by P.L. 110-28, H.R. 2206, effective July 24, 2007, the federal minimum wage increases from \$5.85 an hour to \$6.55 an hour.

"Every employer ... shall post and keep posted a notice explaining the Act ... in conspicuous places in every establishment where such employees are employed so as to permit them to observe readily a copy."

Uniform Services Employment and Reemployment Rights Act (38 USCA § 433(a))

"Each employer shall provide to persons entitled to rights and benefits under this chapter a notice of the rights, benefits, and obligations of such persons and such employers under this chapter. The requirement for the provision of notice under this section may be met by the posting of the notice where employers place notices for employees."

Employee Polygraph Protection Act (29 CFR § 801.6)

"Every employer subject to the EPPA shall post and keep posted on its premises a notice explaining the Act, as prescribed by the Secretary. Such notice must be posted in a prominent and conspicuous place in every establishment of the employer where it can be readily observed by employees and applicants for employment." Under 29 CFR § 801.42(7) a civil penalty not to exceed **\$10,000** may be assessed against any employer for violating any provision of this Act.

Equal Employment Opportunity is the Law (29 CFR § 1601.30)

"Every employer ... shall post and keep posted in conspicuous places upon its premises notice in an accessible format ... describing the applicable provisions of title VII and the ADA. Such notice must be posted in prominent and accessible places where notices to employees...are customarily maintained...[F]ailure to comply with this section is punishable by a fine of not more than **\$110** for each separate offense."

Family and Medical Leave Act (29 USC § 2619(a)(b))

"Each employer shall post and keep posted, in conspicuous places on the premises of the employer where notices to employees and applicants for employment are customarily posted, a notice ... setting forth excerpts from, or summaries of, the pertinent provisions of this subchapter and information pertaining to the filing of a charge...Any employer that willfully violates this section may be assessed a civil money penalty not to exceed **\$100** for each separate offense."

Occupational Safety and Health Act (29 CFR § 1903.2(a)(1))

"Each employer shall post and keep posted a notice or notices ... informing employees of the protections and obligations provided for in the Act ... in a conspicuous place or places where notices to employees are customarily posted. Each employer shall take steps to insure that such notices are not altered, defaced, or covered by other material."

**PLEASE MAIL THIS FORM WITH YOUR
CHECK, PAYABLE TO:**

**THE MISSOURI LABOR LAW
POSTER SERVICE**

4600 CHIPPEWA BOULEVARD N., #207
ST. LOUIS, MISSOURI 63116-1600
1-877-321-4144 (phone orders)

Please send the following posters:

Complete Set(s) of Federal and State

____ 1st set..... **\$59.50** \$
____ Add'l. set(s) **\$52.50** \$

Separate Posters

____ Federal Only..... **\$24.50** each \$
____ State Set **\$49.50** each \$

(1st set **\$7.75**; **Shipping** \$
add'l sets and Individual
posters **\$5.75** each;) **TOTAL** \$

Please Call for Large Order Discounts.

FX-08 Key Code:

A complete set is made up of three large posters, one Federal and two State.
Posters are 18" x 24" in full color and laminated in plastic.

Posters also available in Spanish – please call.

PLEASE FAX CREDIT CARD ORDERS TO: 1-888-442-4144 – FAX

Enclosed: **Check** **Money Order** **Automatic Annual Renewal**

Credit Card: **VISA** **MC** **AmEx** **Discover**

Credit Card #: _____ / _____ / _____ / _____ **Exp.** _____ / _____

Signature _____

Ship to: (please print clearly) _____ **Attention:** _____

Company: _____

Address: _____

City: _____ **State** _____ **Zip** _____

Phone: (_____) _____