



**Missouri Department of
Labor and Industrial Relations**

DIVISION OF LABOR STANDARDS

www.dolir.mo.gov/ls/minimumwage

Missouri Minimum Wage \$6.65

Effective January 1, 2008

Missouri's current minimum wage rate is \$6.65 per hour. All businesses are required to pay a minimum of the \$6.65 per hour rate, except retail and service businesses whose annual gross sales are less than \$500,000. There also are certain classes of employees under the definition of "employee" in Section 290.500(3), RSMo, and pertaining to agriculture in Section 290.507, RSMo, to which Missouri's law does not apply. In addition, overtime compensation must be paid at a rate not less than one and one-half times a covered employee's regular rate for all hours worked over 40 in a workweek.

The minimum wage rate will increase or decrease on January 1, 2008 and on January 1 of successive years based on the increase or decrease in the cost of living as measured by the Consumer Price Index (CPI) (see Section 290.502, RSMo). The Missouri Minimum Wage Law does not apply to exempt employees/employers, and does not supersede more favorable law or interfere with collective bargaining agreement rights.

Tipped Employees

Compensation for tipped employees must total at least \$6.65 per hour. Employers of tipped employees are required to pay tipped employees at least 50% of the minimum wage, or \$3.325 per hour. Employers of tipped employees must pay more than half of the minimum wage to tipped employees if it is necessary to bring the employee's total compensation up to \$6.65 per hour.

Learners and Apprentices

Any individual under 20 years of age may be deemed a learner or apprentice and paid the applicable training wage (not less than 90 cents less than the minimum wage) for a period of three consecutive calendar months. For example, an employee who began working on June 1st can be paid a lesser rate until s/he has completed training or until August 30th.

Please visit www.dolir.mo.gov/ls/minimumwage to answer many of your questions, find additional resources or print a complaint form. As always, feel free to contact the Division directly for assistance at:

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