



Missouri Posting Requirements

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Missouri Department of Labor and Industrial Relations
DIVISION OF LABOR STANDARDS
www.labor.mo.gov/DLS/minimumwage

Missouri Minimum Wage

In Effect for 2013

\$7.35

Missouri's current minimum wage rate is \$7.35 per hour. All businesses are required to pay at minimum, the \$7.35 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 may increase on January 1, 2014, if the cost of living as measured by the Consumer Price Index (CPI) rises (see Section 290.502 RSMo). It will not decrease on January 1, 2013 because the minimum wage rate as adjusted under Missouri law cannot be lower than the federal minimum wage rate (currently \$7.25 per hour).

The Missouri Minimum Wage Law does not apply to exempt employees/employers, and does not supersede more favorable laws or interfere with collective bargaining agreement rights.

TIPPED EMPLOYEES

Compensation for tipped employees must total at least \$7.35 per hour. Employers of tipped employees are required to pay tipped employees at least 50 percent of the minimum wage, or \$3.725 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 \$7.35 per hour.

Please visit www.labor.mo.gov/DLS/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:

Missouri Division of Labor Standards
P.O. Box 449, Jefferson City, MO 65102
Phone: 573-751-3403 Fax: 573-751-3721
E-mail: minimumwage@labor.mo.gov
Website: www.labor.mo.gov/DLS/minimumwage

RECORDS TO BE KEPT AND RETENTION PERIOD

Employers must keep a record of the name, address and job description of each employee, the rate of pay, the amount paid each period, and the number of hours worked each day and each workweek (see Section 290.520, RSMo). These records must be kept for a period not less than three years. The records shall be open for inspection by the Missouri Division of Labor Standards.

PENALTIES

Any employer who hinders the Division of Labor Standards' performance of duties in the enforcement of the law by any of the acts listed in Section 290.525, RSMo, is guilty of a class C misdemeanor.

An employer may bring any legal action necessary to collect wages owed. An employer who pays an employee wages less than what is due under the law shall be liable for the full amount of the wage rate and an additional equal amount as liquidated damages, less any amount actually paid, and for costs and such reasonable attorney fees as may be allowed by the court or jury (see Section 290.527, RSMo).

COMPLAINTS

A Minimum Wage complaint form can be printed from the website www.labor.mo.gov/DLS/minimumwage. The form may be sent to the Division using the contact information below. The Division of Labor Standards only will act on complaints filed by an affected employee. Anonymous or third party complaints will not be accepted. Once the investigation is complete, the employer and employee will be informed of the findings.

Discrimination in Housing is Prohibited

www.labor.mo.gov/mohumanrights

The Missouri Human Rights Act makes it illegal to discriminate in any aspect of housing because of an individual's race, color, religion, national origin, ancestry, sex, familial status (children under the age of 18 living with parents or legal custodians, pregnant women, and people securing custody of children under the age of 18), or disability, including:

- Refusal to rent or sell housing;
- Lying about the availability of housing;
- Evicting someone from housing;
- Sexually harassing tenants;
- Discriminating in the terms of housing; such as amount of rent or security deposits; house sale prices; the use of facilities; financing; or maintenance;
- Refusing to make a mortgage loan or purchase a loan;
- Refusing to provide information regarding loans;
- Imposing different terms or conditions on a loan, such as different interest rates, points, or fees;
- Discriminating in appraising a property;
- Advertising or making any statement that indicates a limitation or preference based on race, color, religion, national origin, ancestry, sex, familial status, or disability; or
- Refusing to allow an individual with a disability to make reasonable modifications to a dwelling to accommodate the disability.

Take Action – File a Complaint

If you believe that you have been discriminated against in regard to housing, you can file a complaint of discrimination by calling one of the numbers below or e-mailing mchr@labor.mo.gov (Note: complaints must be filed within 180 days of the alleged discrimination).

Missouri Commission on Human Rights (MCHR) Offices

3315 W. Truman Blvd., Suite 212
Jefferson City, MO 65102-1129
573-751-3325

111 N. 7th Street, Suite 903
St. Louis, MO 63101-2142
314-340-7590

Toll-Free Discrimination Complaint Hotline: 877-781-4236

Relay Missouri: 711

"The mission of MCHR is to develop, recommend and implement ways to prevent and eliminate discrimination, and to provide equitable and timely resolutions of discrimination claims through enforcement of the Missouri Human Rights Act."

STATE REGULATION 8 CSR 60-3.010 REQUIRES THAT THIS NOTICE BE POSTED IN ALL PLACES OF BUSINESS OR ESTABLISHMENTS WHICH ARE SUBJECT TO CHAPTER 213, RSMO.

MCHR-6 A1

Discrimination in Employment is Prohibited

www.labor.mo.gov/mohumanrights

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). Discriminatory employment practices can 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.

The Missouri Human Rights Act applies to:

- Private employers with six or more employees
- All apprenticeship or training programs
- All labor organizations
- All employment agencies, public or private
- All state and local government agencies

Discriminatory employment practices under the Act also include:

- 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 an investigation or hearing, or opposing discriminatory practices;
- Denying employment opportunities to a person because of association with, for instance, marriage to, an individual of a particular race, color, religion, national origin, ancestry, age or an individual with a disability; and
- Making pre-employment inquiries that are designed to elicit information concerning membership in any of the categories protected by the Act. Learn more about questions that are appropriate to ask during job interviews or on job applications at http://www.labor.mo.gov/mohumanrights/Discrimination/pre_employ_inquiries.asp.

Take Action – File a Complaint

If you believe that you have been discriminated against by an employer and/or another employee, you can file a complaint of discrimination by calling one of the numbers below or e-mailing mchr@labor.mo.gov (Note: complaints must be filed within 180 days of the alleged discrimination).

Missouri Commission on Human Rights (MCHR)

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Jefferson City, MO 65102-1129
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MCHR-9 A1

Discrimination in Places of Public Accommodation is Prohibited

www.labor.mo.gov/mohumanrights

The Missouri Human Rights Act makes it illegal for "places of public accommodation" to discriminate because of an individual's race, color, religion, national origin, ancestry, sex, or disability.

"Places of public accommodation" are "all 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 accommodation" include but are not limited to restaurants, bars, retail stores, movie theaters, gas stations, schools, sports stadiums, hotel, motels, and state, county or city facilities.

The types of discrimination prohibited by the Missouri Human Rights Act in places of public accommodation include:

- Refusing to provide service;
- Being inaccessible 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 him/her to use and enjoy the place of public accommodation;
- Failing to provide adequate disabledaccessible parking spaces;
- Failing to provide an accessible public restroom; and
- Failing to provide an accessible entrance.

It is illegal for anyone, for any of the above reasons, to deny access to or treat someone unequally in "places of public accommodation."

The accessibility requirements for places of public accommodations can be found at www.access-board.gov/ada/.

Take Action – File a Complaint

If you believe that you have been discriminated against by a place of public accommodation, you can file a complaint of discrimination by calling one of the numbers below or e-mailing mchr@labor.mo.gov (Note: complaints must be filed within 180 days of the alleged discrimination).

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MCHR-7 A1

