Missouri State Postings

Insurance ompany, Third

Phone

Company, Third Party Administrator, Service Company or Designated Individual If Self-Insured



\$13.75

MINIMUM WAGE

IN EFFECT FOR PRIVATE EMPLOYERS

-co-prime January 1, 2025, the minimum wage rate for all private and nen-entrop trustinescent will be based on the private since the second second second second second second values on Networks 5, 2024. Mission Minimum Wage tax datas a minimum beta constrained by the second second status is minimum second second second second infinitum wage rate.

TIPPED EMPLOYEES Employers are required to pay tipped employees at least 50 percent of the minimum wage, \$6.875 per hour, plus any amount necessary to bring the employee's total compensation to a minimum of \$13.75 per hour.

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

OVERTIME COMPENSATION

All businesses are required to pay, at minimum, the \$13.75 per hour rate, except retail and service businesses whose annual gross sales are less than \$500,000.

re less than \$500,000. The law does not apply to certain exempt employees/employees define n Section 290.500(3), RSMo, and employees/employees pertaining to gridulture in Section 290.507, RSMo, nor does it supersede more worable laws or interfere with collective bargaining agreement 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 ensployer who unlawfully pays sub-minimum wapes will be liable for the full amount of wapes due (stus twice the amount field unpaid as liquidated damages) less any amount actually paid. The employer is also liable for cets and reasonable attorney fees as may be allowed by the court or juny.

LEARN MORE AT

LABOR.MO.GOV/DLS/MINIMUMWAGE

CONSIGNO OF 421 East Dunklin Street P.O. Box 449 STANDARDS Jefferson City, M0 65102-0449

573-751-3403 • Fax: 573-751-3721 • Jahorstandards@lahor.mo.org

If you have served on active duty in the Anned Forces of the United States and would the information about velocaris services and benefits, please complete the surve here: mcre daw. mcgawite/divelamatidematismics:resrevp004R. Missecuri Department of Labor and Industrial Relations is an equal opportunity

employer/program. TDD/TTY: 800-735-2966 Relay Missouri: 711

(01-08-25)

MISSOURI

FOR 2025

at least \$6.875 per hour

1.5 X rate

EMPLOYEE RIGHTS

Workers' Compensation Law

Roles and Responsibilities for Employers and Employees DIVISION OF WORKERS' Missouri Division of Workers' Compensation P.O. Box 58, Jefferson City, MO 65102 573-751-4231

COIN	PENS	ATION

Employee Information

Missauri Division of Workers' Compensation (DWC) administers programs for workers who have been injured on the job or exposed to an occupational disease arising out 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 replayer's entilement to benefits.

Steps to Take When Injured on the Job

ce must be provided within 30 days of the accident/or 30 days after the diagnosis of any occupational disease or rep Notify your employer in trauma) by contacting

employer representative phone number
"Faillur to to do so may incogrardize your ability to neceive benefits
Ask your employer to provide medical treatment your employerimsurer is responsible for providing medical treatment and paying the medical fees and
charges unless you choose to treat with another doctor to your own exponene without your employer/insurer's approval).
Get more information about the benefits exeluable under the Workers' Compensation Program or about the steps you may take to get the benefits you need. Visit

Get more information about the benefits available under the Workers' Compe www.labor.mo.gov/DWC or call 800-775-COMP. Benefits for Injured Employees

Medical Care: The employee or hexare is required to provide medical freatment and care that is reasonably required to care and relives the effects of the Injury. This includes all costs for biototical medical treatment, prescriptions, and medical devices. There is no deductible, and all costs are paid by the employeer or its vortices' compensation insurance company. If you recoine a bit, exploring the treatment company. The employment has the right to choose the healthcare provider or their physics. Now you less a different treatment provider or their hyperball, but it you do e, it may be all your own explore. Payment for Lost Wages

ymeni or lost weges. If a doctor susys 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 suys 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 suys our aneturn to work, or when your retaining is conducid 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. anent 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 urvivor Benefits

Sar mice benefits In 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, joakes with www.shorm.co.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

EMPLOYER INFORMATION

regions, all employees with like or more employees, and construction includity employees will once or more employees, are required to insure the incontent stability, either by proceedings applied or ordinaring eall' insurance authority (Worker, compresention insurance provides barelles) to exertism injuried on the jub are required to post this notice in this workplace for employees to view. This poster is required by section 287.127, R5Ms, and is available to employees and charge by containing the Division at 800-778 Comp.

- Insurem there of change by containing the Division at 800-775-Comp.
 Steps to Take When an Injury Occure
 1. Be user fint 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 Parky Administrator (TRA) within five days of the date of injury or within five days of the date on which the injury was
 responded to the employee by the employee. The date that the injury was
 responded to the readows of the date of the model and the injury the tempore, which there is a date. The insure, TRA or Division and Wrister's Compensation within a ddays of indexide of the date of an injury or within five days of the date on the injury the tempore, which there is a date to the set of the injury the tempore of the injury to the instrumence condecide of the injury.
 3. Pay medical take related to the work hulps for transment reasonably required to curve and relative the ordpose of the elision of which the injury the implexity of the administrator of the elision of the intervence of the elision of the date of the intervence of the elision of the date of the injury. This includes all costs for
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 for more liability and insuance information relating to the Worker's Compensation Program, wist <u>www.hibor.mo.gov.tWw</u> or call 800-775-COMP

Workers' Safety

Trunces outery 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 engineer. The Missouri Department of Labor evaluates these services and provides additional assistance through the Missouri must provide matching and the many service and provides additional Visit <u>www.labor.mc.gov/MWSP</u> 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 and 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 felory, purishable by a fine of up to \$10,000, or double the value of the fraud, whichever is great A subsequent volation is a class. D felory,
- A subsequent volation is a class D locry, Employee Fraud theoroing/b misergenerating an employee's job classification or any other facts to obtain insurance at least hart the proper rate is a class A moderney discourses the worker from making a legitimate claim or who knowing/b makes a table or finaution maker at least or material subsection of the subsection of the
- ployer Monompliance knowing's laing to insure workers' componsation liability under the law is a class A midemeanor punishable by a fine of up to three times the annual premum the employer works have paid had the been insured or up to 55000, whichever is greater A subsequent violation is a class. E found, an employe who willfully tails 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 service are available upon request to individuals with disabilities TDD/TTY: 800-735-2966 Relay Missouri: 711

**Make sure your data is turned on and scan the OR 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 OR Code reador app.

UNEMPLOYMENT DISCRIMINATION VICTIMS OF 9) IN EMPLOYMENT **INSURANCE BENEFITS** DOMESTIC OR 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 action) years. To other than the entertainment industry of an employed and the age of 14 may be employed in any capacity (other than in the entertainment industry or in newspaper parental consent, or some youth sporting events). Work contributes are studied with sporting events). Work contributes are studied with a point and the sport application requested by school official or their designed application requested in periors by the othig within a consent, of his/her parent, legal custodian or neitheast are steased in periors by the othig within a consent of within consent, or a some parent, legal custodian or neitheast is descompanied by the parent, parentain custodian. The school official has the right to dary a cutificate is descompanied by the parent, parent and cancellation notices. **IS PROHIBITED** SEXUAL **NOTICE TO WORKERS** Metal-producing industries including stam punching, cold rolling, shearing, or heating The Mitsouri Human Rights Act makes it lingual to discriminate in any aspect of concentration of the second second second concentration of the second second second second second second second second second aspects paties of provide, registry undertaking with or without compensation to process e employees that an employer of the process for an employee. VIOLENCE Saw mills or cooperage stock (barrel) mills or where woodworking machinery is used
 Jobs involving ionizing or non-ionizing radiation or radioactive substances Your employer is subject to the Missouri Employment Security Law and pays tax contributions to cover unemployment insurance (U) benefits in case you become unemployed through no fault of your own. () LEAVE TIME ALLOWED Nothing is deducted from your pay to cover its cost radiation or radioactive substances Jobe in holes, motels, or resorts unless the work performed is physically separated from the eleoping account of the set of the set of the Jobe 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 TAKE ACTION WHEN TO APPLY FOR UI HOW TO APPLY FOR UI BENEFITS See Section 285.630, RSMo., and refer to Sec 285.625 to 285.670 RSMo, for definitions FILE A COMPLAINT BENEFITS • To apply, visit uinteract-Labor.mc.gov to create a new user account and file your initial calaim; • If you do nch have internel access, call a Regional Claims Center during normal business hours, Monday through Priday from 8 a.m. to 5 p.m. BENEFITS If you believe you have be iscriminated against in rega mployment, you may conta 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 THE MISSOURI HUMAN RIGHTS ACT APPLIES TO: rscrimination using the information below Private employers with six or more employees. Any job dangerous to the life, limb, health, or morals of youth Note: complaints must be filed within 180 days of the alloged discrimination. emproyees. • All employment agencies. • All apprenticeship or training programs. • All state and local government agencies. • All labor organizations. ustammg psychological or other counseling. Participating in safety planning, temporarily or permanently relocating, or taking other actions to in the safety of the employee or employee's family or household. If you are able to work, available for work and actively seeking employ Unacceptable Types of Work and Workplaces for All Youth Under 16 • <u>Doorfo-door sales</u> (excluding churches, schools, scouts) • <u>Constitute</u> theoreting on unimpart lighter, acceptable Acceptable Work Hours for 14 and CONTACT US 15 year olds SOURI COMMISSION ON HUMAN RIGHTS Between 7 a.m. and 7 p.m. during school term Seeking legal assistance or remedies to ensure her safety. Springfield . . 417-895-6851 St. Louis 314-340-4950 800-320-2519 son City 573-751-9040 Is City. . 816-889-3101 Between 7 a.m. and 9 p.m. during non-school term Operating hazardous equipment: ladders, scaffolding, freight elevators, cranes, hoisting machines, man lifts, Kansas City. . 816-889-31 Outside Local Calling Area Email: mchr@labor.mo.gov 421 East Dunklin Street P.O. Box 1129 efferson City, M0 65102-1129 573-751-3325 DISCRIMINATORY PRACTICES PROHIBITED BY THE MISSOURI HUMAN RIGHTS ACT aithff, h to case of densetic or assual volence as defined by statuts, an individual wetweeks for a business with 30 or more employees in effects to up to bus workneets of urganitions within any 12-month period to address the related nations advance. An individual who weeks to a business employing 20 to 40 employees in entitled to up to see workneeks of urganitisees within any 12-month period to address such matters. No more than three hours a day on school NCLUDE: Hiring and firing: compensation, assignment, or classification of employees; transfer, promotion, layoff, or nearli, job advertisements, recruitment, testing, use of company lacilities, training, and apprenticeship programs; fings benefits, pay, roltinement plans, or disability leave; or other terms and conditions of employment. If you believe someone is fraudulently collecting unemployment benefits, email Report/UFraud@labor.mo.gov or call 573-751-4058, option 5. ling/maintaining power-driven machinery (with the otion of lawn/garden machinery in a domestic · No more than eight hours a day on non-school Toll-free Discrimination Complaint Hotline: 877-781-4236 TDD/TTY: 800-735-2966 setting) (RSMo 294.011(7)(c), and RSMo 294.040(1)) PROPER WORKER CLASSIFICATION No more than six days or 40 hours in a week e may be taken intermittently or on a reduced work tale. The employee shall provide to the employer 48) unless such netice is not aracticable. ining, quarrying, or stone cutting/polis welry stores) ng (except in court hav defines who is considered an employee or an independent tractor. Businesses that improperly treat workers as independent tractors have an unfair competitive advantage. Improperly classified for miss cut on unemployment health, workers' compensation erage and employer tax contributions. Transporting or handling Type A and B explosives or ammunition PLOYER: ification that the employee or old is a victim as described a ether terms and conditions or employin Harassment on the basis of race, color, religion, national origin, ancestry, sex, disability, or age. Operation of any motor vehicle Must restore the employee to the position of employment held prior to the reporting of domestic or sexual viclence or an equivalent position. 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. Retailating against an individual for filing a complaint of discrimination, participating in discrimination investigation or hearing, or opposing discriminatory practices. Discrimination in any accord ---Missouri Department of Labor and Industrial Relations is an equal oppo TDD/TTY: 800-735-2966 Relay Missouri: 711 equivalent position. maintain coverage for the employee and any family usehold member under any group health plan for the forn of such leave at the level and under the fisses coverage would have been provided has the oyee continued in the employment previously held. and the enfor of the Act. LEARN MORE AT LABOR.MO.GOV/UNEMPLOYED-WORKERS ceing discriminatory practices. criminating in any aspect or employmen inst an individual because of the vidual's association with a person in one re protected categories. EMPLOYMENT P.0. Base 59 Jetterson City, MD SECURITY P.0. Base 59 Jetterson City, MD Sci 573-751-9730 Jabourno.gov/claimant-fac way, under many circumstances, recover from the employee the premium paid for maintaining obverage if the employee fails to return from leave after the leave notice have account of the server of MISSOURI NESCON DEPARTMENT OF LABOR () MISSOURI COMMISSION N HUMAN RIGHTS State regulator 8 CPR 60-3.010 regular bit noted be prohed in a places of State regulator 8 CPR 60-3.010 regular bit noted by the Mescari Human Bits Act. tance in the trans him and IMPORTANT: It needed, call 573-751-6040 for assistance or two waves-understanding of the intermedia in this document. Maxwell biologi of the intermediate circle is an equal opportunity employen/pageam Audiary adds and services are available upon request to individuale with disabilities. TIDUTTY: 800-735-2068 Relay Massurit: 711 (11-20 ouri Departmen Relations is ar r and industrial oportunity Relations is an equal opportunity employer/program. TTY: 800-735-2966 Relay Missouri: 711 SP-MO-E (11-20)

EARNED PAID SICK TIME

Beginning May 1, 2025, employees accrue and are entitled to earned paid sick tima at the rate of 1 hour of earned paid sick. Time for every 30 notes of work and may use the Time subject to the limits and terms under sectors 200.600 through 20.624 of Missouri Iwa. Employees with 15 or more exployees shall produce up to 56 hours of earned paid sick time per year and employees with fewer than 15 employees shall produce to 40 hours of earned paid sick time unless the employer selects a higher limit limit for the select time time the select select and the select time time the select time time times the employer selects a higher limit limit for the select time times the employer selects a higher limit time time times the select time time times the employer selects a higher limit time time time times the employer selects a higher limit time time times the employer selects a higher limit time time time times the employer selects a higher limit time time times time times the time times time time times time time time times time times time times time times tim

EXCEPTIONS

EACEP HURB Albusinesses are required to pay Earned Paid Sick Time, except certain exempt enhybrese-imphyses defined in Section 200 6000, FISAN The Missouri Earned Paid Sick Time Law does not apply to public employers nor does It apply to retail or service businesses whose annual gross sales are less than \$500,000. It also does not interfere with collective targaining agreement right that were in effect no knowmer 5, 2024.

EMPLOYEE RIGHTS

It is unlawful for an employer or any other person to interfere with, restrain, or deny the exercise of, or the attempt to exercise, any right protected under sections 290.000 through 290.042. An employer's absence control policy cannot count earned paid sick time taken under sections 290.600 through 290.642 as an absence that may lead to or result in discipline, discharge demotion, suspension, or any other adverse action.

RETALIATION PROHIBITED

The IALANIUM PROVIDENT LLD It is prohibited for an employer to take the tehnilatory personnel actio against employees who request or tuse earned paid sick time as allowed under sections 200.000 through 200.42. Each employer has the right to bring a civil action to the full amount of unpaid earned sick time pairs any achaid amages suffered as the result of the employer's violation of sections 200.000 through 200.422, an additional amount cigaal to their any muged earned sick. The safety and any other explanation milest a liquidated damages, attorney's fees, other equilable milet approximate.

LEARN MORE AT LABOR MO GOV/DLS SITION-A-PAID-SICK-TIME-RENEFITS-FAOS /PROPO

LABOR POINTS AND ARDS STANDARDS Jefferson City, M0 65102-0

573-751-3403 • Fax: 573-751-3721 • laborstandards@labor.mo.go 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: mwc.dps.ma.gov/McVeteranshrformeti---: /Surany/DOLIR

ouri Department of Labor and Industrial Relations is an equal opportunity amelewarinement TDP/TDY 800-775-2005 Belay Mesouri 711

Notice to Employers / Employees wn minimum wege isw which requires poet cts of that isw. Employers are still required by Vage notice from the U.S. Dept. of Labor Fair idition to this state poeting. According to the at and state law have different minimum wa Labor Dept. of Wramum Wa Is Act in add

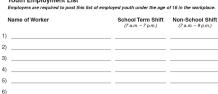
This Posting is for Informational Purposes Only REQUIRED POSTER:



7) 8)

EMPLOYERS EMPLOYING **WORKERS UNDER THE AGE OF 16**

Youth Employment List



ALLC 20250519

Compliance Date May 2025





Poster Company $\star \star$

(05-16