

MISSOURI



MISSOURI & FEDERAL LABOR LAW POSTER

LaborLawCenter.com
1-800-745-9970 • Product ID: MO50
Compliance Code: MO-0125-F04 • Click Compliance By Scanning Here!

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

Know Your Rights: Workplace Discrimination is Illegal
The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

- Who is Protected?**
• Employees (current and former), including managers and temporary employees
• Union members and applicants for membership in a union
What Organizations are Covered?
• Federal and state governments (as employers)
• Educational institutions (as employers)
• Unions
• Staffing agencies
What Types of Employment Discrimination are Illegal?
Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the basis of:
• Race
• Color
• Religion
• Sex (including pregnancy, childbirth, and related medical conditions, sexual orientation, or gender identity)
• Age (40 and older)
• Disability
Detailed information (including employer requests for or purchase or use of genetic tests, genetic services, or family medical history)

- Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding
• Harassment, including unwelcome conduct or exercising rights regarding disability discrimination or pregnancy accommodation
What Can You Do if You Believe Discrimination has Occurred?
Contact the EEOC if you think you've been discriminated against. Do not wait because there are strict time limits for filing a charge of discrimination (180 or 300 days). You can file a charge with the EEOC in any state where you live, work, or do business. You can reach the EEOC in any of the following ways:
• EEOC's public portal: <http://www.portal.eeoc.gov/Portal/Login.aspx>
Call 1-800-669-4000 (toll-free)
9:00 a.m. – 4:30 p.m. ET
1-844-234-5122 (ASL video phone)
Visit an EEOC field office (information at www.eeoc.gov/field-offices)
EEOC's Office of Federal Contract Compliance Programs
Additional information about the EEOC's public portal, including information about filing a charge of discrimination, is available at www.eeoc.gov.

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

Protected Veteran Status: The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 USC, §4212, prohibits discrimination in employment, pay, promotion, and benefits for veterans who served during the period of the Vietnam era, or for disabled veterans, especially separated veterans (i.e., within three years of discharge or release from active duty), active duty wartime or campaign badge veterans, or Armed Forces service veterans.

Retaliation: Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination by Federal contractors under these Federal laws. Any person who believes a contractor has violated these laws may file a complaint of discrimination with the OFCCP. OFCCP authorities should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP)
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210
1-800-424-1254 (toll-free)

If you need to draft, hear, or have a speech disability, please dial 7-1-1 to access telecommunications relay services. OFCCP may also be contacted by submitting a question or comment to OFCCP's Help Desk at <http://ofccp.dol.gov/ofccp/>, or by calling the OFCCP's toll-free number listed above. You may also contact the U.S. Department of Labor or OFCCP's Contact Us webpage at www.dol.gov/agencies/ofccp/contact-us.

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE

Individuals with Disabilities: Section 504 of the Rehabilitation Act of 1973, as amended, prohibits discrimination on the basis of disability in programs and activities receiving Federal financial assistance. Employment discrimination is covered by Title VI of the primary objective of the financial assistance is provision of employment or training programs, or making available discriminatory terms or conditions of employment under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

(Revised 6/27/2023)

FEDERAL MINIMUM WAGE

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE \$7.25 PER HOUR BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see it. OVERTIME PAY: At least 1½ times your regular rate of pay for all hours worked over 40 in a week.

CHILD LABOR: An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm schools declared hazardous by the Secretary of Labor. Youth 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hour restrictions. Different rules apply in agricultural employment.

TIP CREDIT: Employers of "tipped" employees who earn tips in addition to a minimum wage or partial wage credit based on tips received in their employment. Employers must pay tipped employees at least \$2.13 per hour if they claim a tip credit for their employees' minimum wage obligation. If an employee's tips combined with the employer's credit wage of at least \$2.13 per hour do not equal the minimum hourly wage, employers must pay the difference.

PUMP AT WORK: The FLSA requires employers to provide reasonable break time for a nursing employee to express breast milk for her young child. Employers must provide a place other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk.

ADDITIONAL INFORMATION: Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions. Certain narrow exemptions also apply to the pump at work requirement.

Special Protections: Apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico.

State Laws: Some state laws provide greater employee protections; employers must comply with both.

Employers: Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two. To learn more about employment classification under the FLSA, wage and overtime pay protections, and correctly classified independent contractors, visit www.dol.gov/whd/regs/compliance/whdfs.htm.

Certain Occupations: Students, trainees, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.

WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR
1-866-487-9243 www.dol.gov/whd

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.

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

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

Job Safety and Health IT'S THE LAW!

All workers have the right to:

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

This poster is available free from OSHA.

Contact OSHA. We can help.



1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

EMPLOYEE POLYGRAPH PROTECTION ACT

EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

PROHIBITIONS: Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a lie detector test.

EXEMPTIONS: The Secretary of Labor may bring court actions to restrain violations of the Employee Polygraph Protection Act.

THE REQUIREMENTS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT:

UNITED STATES DEPARTMENT OF LABOR
1-866-487-9243 www.dol.gov
EWHD REV 02/22

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:

- If you lose your job through no fault of your own or quit
- If you are unable to work due to the war or your military, and/or
- If you are able to work, available for work and actively seeking employment.

HOW TO APPLY FOR UI BENEFITS

To apply, visit unlabor.mo.gov to create a new user account and file your initial claim.

Or, call 1-800-735-1099, Monday through Friday from 8 a.m. to 5 p.m.

Jefferson City 573-751-0940 Springfield 417-895-6851 Kansas City 816-889-3101

St. Louis 314-404-9500 Outside Local Calling Area 800-320-2519

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

PAYDAY NOTICE

Regular Paydays for Employees of

(Company Name)
Should be follows:

Weekly Bi-Weekly Monthly Other:

By: _____ Title: _____

LS-12 (01-21) AI

ANTI-DISCRIMINATION NOTICE

It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which document(s) they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination. For information, please contact the Office of Special Counsel for Immigration Related Unfair Employment Practices Office at 800-255-7688.

MINIMUM WAGE

\$13.75 MISSOURI MINIMUM WAGE IN EFFECT FOR PRIVATE EMPLOYERS FOR 2025

Beginning January 1, 2025, the minimum wage rate for all private and non-exempt businesses will be based on the provisions set forth by Proposition A (2024) approved by voters on November 5, 2024. Missouri Minimum Wage law does not apply to public employers, nor does it allow the state's minimum wage rate to be lower than the federal minimum 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.

EXCEPTIONS: All businesses are required to pay minimum wage, \$13.75 per hour, 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 pertaining to agriculture in Section 290.507, RSMO, nor does it supersede more favorable laws or interfere with collective bargaining agreements rights.

EMPLOYEE RIGHTS: Employees must be paid the correct wages, except for minimum wage, \$13.75 per hour, and is entitled to pursue a private legal right of action to collect any wages due.

An employer who unlawfully pays subminimum wages will be liable for the full amount of wages due (plus twice the amount left unpaid if 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.

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.

Proposed Rule: Beginning January 1, 2025, the minimum wage rate for all private and non-exempt businesses will be based on the provisions set forth by Proposition A (2024) approved by voters on November 5, 2024. Missouri Minimum Wage law does not apply to public employers, nor does it allow the state's minimum wage rate to be lower than the federal minimum wage rate.

DISCLAIMER: This poster is not intended to be a substitute for the Missouri Minimum Wage Law.

NOTICE: If you have received a copy of this poster, you may contact the Missouri Department of Labor and Industrial Relations at 573-751-3403 or <http://dol.mo.gov/division-of-labor-and-industrial-relations> for more information about the Missouri Minimum Wage Law.

NOTICE: If you have received a copy of this poster, you may contact the Missouri Department of Labor and Industrial Relations at 573-751-3721 or labor.mo.gov/laborstandards for more information about the Missouri Minimum Wage Law.

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