

er hour

Employers are required to pay tipped employees at least 50 percent of the minimum wage, \$5.15 per hour, plus any amount necessary to bring the employee's total compensation to a minimum of \$10.30 per hour.



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.

EXCEPTIONS

All businesses are required to pay, at minimum, the \$10.30 per hour rate, 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 agreement rights.



EMPLOYEE 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 employer who unlawfully pays sub-minimum wages will be liable for the full amount of wages due (plus twice the amount left unpaid as 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.

LEARN MORE AT LABOR.MO.GOV/DLS/MINIMUMWAGE



3315 West Truman Boulevard P.O. Box 449 Jefferson City, MO 65102-0449

573-751-3403 Fax: 573-751-3721

Missouri Department of Labor and Industrial Relations is an equal opportunity employer/program. TDD/TTY: 800-735-2966 Relay Missouri: 711

Ref.: Missouri Revised Statutes, Section 290.522

LS-52 (12-20) AI

the Equal Pay Act of 1963, as amended, ion in the payment of wages to women and rially equal work, in jobs that require equal bility, under similar working conditions, in	RETALIATION Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination under these Federal laws. Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under the authorities above should contact immediately:
formation Nondiscrimination Act of 2008	The Office of Federal Contract Compliance Programs (OFCCP),
mployees from discrimination based on	U.S. Department of Labor, 200 Constitution Avenue, N.W.,
iring, promotion, discharge, pay, fringe	Washington, D.C. 20210, 1-800-397-6251 (toll-free) or (202) 693-
sification, referral, and other aspects of	1337 (ITY), OFCCP may also be contacted by e-mail at OFCCP-
restricts employers' acquisition of genetic	Public@dol.gov, or by calling an OFCCP regional or district office,
limits disclosure of genetic information.	listed in most telephone directories under U.S. Government,
udes information about genetic tests of	Department of Labor.

act Compliance Programs (OFCCP) 800-397-6251 (toll-free) or (202) 6 lso be contacted by e-mail at OFCCPan OFCCP regional or district office, licants, employees, or their family members; the manifestation of Programs or Activities Receiving F eases or disorders in family members (family medical history); and RACE, COLOR, NATIONAL ORIGIN, SEX iests for or receipt of genetic services by applicants, employees, o All of these Federal laws prohibit covered entities from retaliating

964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color o national origin in programs or activities receiving Federal financi

gainst a person who files a charge of discrimination, participates in a iscrimination proceeding, or otherwise opposes an unlawful nployment practice.

WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED here are strict time limits for filing charges of employment

charge filing, is available at www.eeoc.gov.

Rights Act, as amende

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GENETICS

RETALIATION

ion. To preserve the ability of EEOC to act on your behalf nd to protect your right to file a private lawsuit, should you ately need to, you should contact EEOC promptly when ination is suspected: unity Commission (EEOC). The U.S. Equal Emple -800-669-4000 (toll-free) or 1-800-669-6820 (toll-free TTY number or individuals with hearing impairments). EEOC field office ailable at www.eeoc.gov or in most telephone ctories in the U.S. Government or Federal Government section al information about EEOC, including information about

9/02 and OFCCP 8/08 Versions Useable With 11/09 Supplemen

ns of Title VII of the Civil Rights Act of ination is covered by Title VI if the imary objective of the financial assist mployment, or where employment discrimi nination in providing services under such programs. Tit IX of the Education Amend ments of 1972 prohibits empl on the basis of sex in educat which receive Federal financial assistance. INDIVIDUALS WITH DISABILITIES n Act of 1973, as amended, prohibi ction 504 of the Rehabili discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Disc prohibited in all aspects of employment against persons with disabilities who, with or without reasonable perform the essential functions of the job. If you believe you have been discriminated against in a program of tion which receives Federal financial assista e, you should mmediately contact the Federal agency providing such assistance.

EEOC-P/E-1 (Revised 11/



▦∎ prohibited by the Missouri Human Rights Act 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

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 a discrimination investigation or hearing, or opposing discriminatory practices

Discriminating in any aspect of employment against an individual because of his or her association with a person in one of the protected categories.

person or agency, public or private, regularly undertaking with or without compensation to procure employees for an employer or to procure for employees opportunities to work for an employer.

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.

CONTACT US

Missouri Commission on Human Rights (MCHR)

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

Toll-Free Discrimination Complaint Hotline: 877-781-4236 **TDD/TTY:** 800-735-2966 **Relay Missouri:** 711

Take Action File a Complaint If you believe you have been discriminated against in employment, you can file a complaint of discrimination by calling one of the numbers above or emailing mchr@labor.mo.gov Note complaints must be filed within **180 days** of the alleged discrimination.

Missouri Commission on Human Rights is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities



State regulation 8 CSR 60-3.010 requires this notice be posted in all places of business or establishments which are subject to the Missouri Human Rights Act.





Judges have the authority to approve settlements or after a hearing relating to an injured employee's en

Missouri Division of Workers' Compensation P.O. Box 58, Jefferson City, MO 65102 573-751-4231

Insurance Company, Third Party Administrator, Service Company, or al If Self-Insured

Employee Information	Designated Individ
The Missouri Division of Workers' Compensation (DWC)	Name
administers programs for workers who have been injured on the	
job or exposed to an occupational disease arising out of and in	Address
the course of employment. The Division's Administrative Law	

ntitlement to	Phone
strative Law	Address

Steps to Take When Injured on the Jo Notify your employer immediately (written notice must be provided within 30 days of the accident/or 30 days after the diagnosis of any occupational disease or repetitive trauma) by contacting

employer representativ *Failure to do so may jeopardize your ability to receive benefits

Ask your employer to provide medical treatment (your employer/insurer is responsible for providing medical treatment and paying the medical fees and charges unless you choose to treat with another doctor at your own expense without your employer/insurer's approval).



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

laborstandards@labor.mo.gov



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 workrelated 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.

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Employers must:

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation

programs in every state.

- prospective employee for refusing to take a test or for exercising other rights under the Act.
- Federal, State and local governments are not affected by the law. Also, EXEMPTIONS the law does not apply to tests given by the Federal Government to certain private individuals engaged in national security-related activities
 - The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and dispensers
 - The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) that resulted in economic loss to the employer
 - The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests
- FXAMINEE Where polygraph tests are permitted, they are subject to numerous strict RIGHTS standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons.
- **ENFORCEMENT** The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court actions.

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.



EMERGENCY NUMBERS CALL 911

POLICE:
AMBULANCE:
PHYSICIAN:
HOSPITAL:
FIRE DEPARTMENT:
POISON CONTROL:

PAY DAY NOTICE

PAY DAY IS ON:

OSHA:

~		
	MONDAY	FRIDAY
	TUESDAY	SATURDAY
	WEDNESDAY	SUNDAY
	THURSDAY	
	Y SCHEDULE IS: WEEKLY BIWEEKLY	SEMI MONTHLY MONTHLY

PAYCHECKS ARE ISSUED ON THE:

Get more information about the benefits available under the Workers' Compensation Program or about the steps you may take to get the benefits you need. Visit <u>www.labor.mo.gov/DWC</u> or call 800-775-COMP.

Benefits for Injured Employees

Medical Care:

benefits

The employer or insurer is required to provide medical treatment and care that is reasonably required to cure and relieve the effects of the injury. This includes all costs for authorized medical treatment, prescriptions, and medical devices. There is no deductible, and all costs are paid by the employer or its workers' compensation insurance company. If you receive a bill, contact your employer or the insurance company immediately. The employer/insurer has the right to choose the healthcare provider or treating physician. You may select a different healthcare provider or treating physician, but if you do so, it may be at your own expense.

Payment for Lost Wages:

If a doctor says 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 says 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 says you can return to work, or when your treatment is concluded 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. **Permanent 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.

Survivor Benefits:

If 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, please visit www.labor.mo.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



**Make sure your data is turned on and scan the QR Code with your smartphone's camera to go to the Division of Workers Compensation's Webs for more information. If you are not redirected, you may need to update your smartphone's operating system or download a QR Code reader app.

Workers' Compensation Law

Roles and Responsibilities for Employers and Employees

EMPLOYER INFORMATION

With some exceptions, all employers with five or more employees, and construction industry employers with one or more employees, are required to insure their workers' compensation liability, either by purchasing a policy or obtaining selfinsurance authority. Workers' compensation insurance provides benefits to workers injured on the job. Employers also are required to post this notice in the workplace for employees to view. This poster is required by section 287.127, RSMo, and is available to employers and insurers free of charge by contacting the Division at 800-775-Comp.

Steps to Take When an Injury Occurs

- 1. Be sure first aid is administered and the employee is taken to a physician or hospital for further medical care, if necessary
- Report the injury to the insurance company or Third Party Administrator (TPA) within five days of the date of injury or within five days of the date on which the injury was reported to the employer by the employee, whichever is later. The insurer, TPA, or Division approved self-insurer is responsible for filing a First Report of Injury with the Division of Workers' Compensation within 30 days of knowledge of the injury.
- Pay medical bills related to the work injury for treatment reasonably required to cure and relieve the employee of the effects of the injury. This includes all costs for authorized medical treatment, prescriptions, and medical devices. The employer has the right to choose the healthcare provider or treating physician. (The employee may select a different healthcare provider or treating physician, but if the employee does so, it may be at his/her own expense.)
- For more liability and insurance information relating to the Workers' Compensation Program, visit <u>www.labor.mo.gov</u>/ <u>DWC</u> or call 800-775-COMP.

Workers' Safety

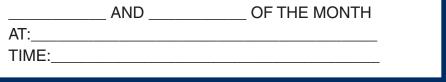
Developing and implementing a comprehensive safety and health program can reduce occupational injuries and help lower workers' compensation costs. Insurance carriers in the state of Missouri must provide safety assistance at the request of the insured employer. The Missouri Department of Labor evaluates these services and provides additional assistance through its Missouri Workers' Safety Program.

Visit <u>www.labor.mo.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.

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 felony, punishable by a fine of up to \$10,000, or double the value of the fraud, whichever is greater. A subsequent violation is a class D felony
- Employer Fraud knowingly misrepresenting an employee's job classification or any other fact to obtain insurance at less than the proper rate is a class A misdemeanor. A subsequent violation is a class E felony. An employer who knowingly makes a false or fraudulent statement regarding an employee's entitlement to benefits to discourage the worker from making a legitimate claim or who knowingly makes a false or fraudulent material statement or material representation to deny benefits to a worker is guilty of a class A misdemeanor punishable by a fine of up to \$10,000. A subsequent violation is a class D felony.
- Insurer Fraud knowingly and intentionally refusing to comply with workers' compensation obligations to which an insurance company or self-insurer knows an employee is entitled is a class E felony, punishable by a fine of up to \$10,000 or double the value of the fraud, whichever is greater. A subsequent violation is a class D felony.
- Employer Noncompliance knowingly failing to insure workers' compensation liability under the law is a class A misdemeanor punishable by a fine of up to three times the annual premium the employer would have paid had it been insured or up to \$50,000, whichever is greater. A subsequent violation is a class E felony. An employer who willfully fails





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 services are available upon request to individuals with disabilities. TDD/TTY: 800-735-2966 Relay Missouri: 711 Ref.: Missouri Revised Statutes, Section 287.127





WC-106 (07-19) AI