

# \$7.85 MISSOURI MINIMUM WAGE

## IN EFFECT FOR 2018

The minimum wage rate is measured by the Consumer Price Index. It may increase or decrease on January 1, 2019, if the cost of living rises or falls. Missouri law does not 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, \$3.925 per hour, or the amount necessary to bring the employee's total compensation to a minimum of \$7.85 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 \$7.85 per hour rate, except retail and service businesses whose annual gross sales are less than \$500,000.

The law does not apply to exempt employees/employers, certain classes of employees under the definition of "employee" in Section 290.500(3), RSMo, and employees/employers pertaining to agriculture in Section 290.507, RSMo. It doesn't 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](http://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 shall be liable for the full amount of wages due 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.

**LEARN MORE AT [LABOR.MO.GOV/DLS/MINIMUMWAGE](http://LABOR.MO.GOV/DLS/MINIMUMWAGE)**



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