

Mitch Volkart, Program Director
Wage & Hour

Missouri Department of Labor and Industrial Relations,
Division of Labor Standards

573-751-3403 or email at

laborstandards@labor.mo.gov

Web Site – www.labor.mo.gov/lr



WAGE & HOUR OVERVIEW



Prevailing Wage

What is it?

- “It is hereby declared to be the policy of the state of Missouri that a wage of no less than the prevailing hourly rate of wages for work of a similar character in the locality in which the work is performed shall be paid to all workmen employed by or on behalf of any public body engaged in public works exclusive of maintenance work.” RSMo. 290.220



Prevailing Wage

Why does it exist?

- “The general intent of a national prevailing wage law is to stabilize local wages and industry standards by preventing unfair and/or unregulated bidding practices, etc.”

The Adverse Economic Impact from Repeal of the Prevailing Wage Law in Missouri, Michael P. Kelsay, Ph.D. et al, 2004.



Prevailing Wage

How is it determined?

- Wage Surveys (LS-04)
 - Submitted throughout the year on commercial construction projects.
- Mode Method Prevails
 - Highest number of hours at any given rate.
- Project Notifications (PW-2)
- Wage Determination requests (PW-3)



Prevailing Wage

How is it determined?

- Heavy vs. Building

Missouri
Division of Labor Standards
WAGE AND HOUR SECTION



JEREMIAH W. (JAY) NIXON, Governor

Annual Wage Order No. 19
Section 026
COLE COUNTY

In accordance with Section 290.260 RSMo 2000, within thirty (30) days after a certified copy of this Annual Wage Order has been filed with the Secretary of State as indicated below, any person who may be affected by this Annual Wage Order may object by filing an objection in triplicate with the Labor and Industrial Relations Commission, P.O. Box 599, Jefferson City, MO 65102-0599. Such objections must set forth in writing the specific grounds of objection. Each objection shall certify that a copy has been furnished to the Division of Labor Standards, P.O. Box 449, Jefferson City, MO 65102-0449 pursuant to 8 CSR 20-5.010(1). A certified copy of the Annual Wage Order has been filed with the Secretary of State of Missouri.

Original Signed by _____
Carla Buschjost, Director
Division of Labor Standards

This Is A True And Accurate Copy Which Was Filed With The Secretary of State: March 9, 2012

Last Date Objections May Be Filed: April 9, 2012

Prepared by Missouri Department of Labor and Industrial Relations

Missouri Department of Labor and Industrial Relations
Missouri
Division of Labor



JEREMIAH W. (JAY) NIXON, Governor

General Wage Order No. 56

July 1, 2012 thru June 30, 2013
Wage Rates for State Highway Construction

In accordance with Section 290.260 RSMo, within thirty (30) days after a certified copy of this General Wage Order has been filed with the Secretary of State as indicated below, any person who may be affected by this General Wage Order may object by filing an objection in triplicate with the Labor and Industrial Relations Commission, P.O. Box 599, Jefferson City, MO 65102-0599. Such objections must set forth in writing the specific grounds of objection. Each objection shall certify that a copy has been furnished to the Division of Labor Standards, P.O. Box 449, Jefferson City, MO 65102-0449 pursuant to 8 CSR 20-5.010(1). A certified copy of the General Wage Order has been filed with the Secretary of State of Missouri.


Carla Buschjost, Director
Division of Labor Standards

RECEIVED & FILED
JUN 29 2012

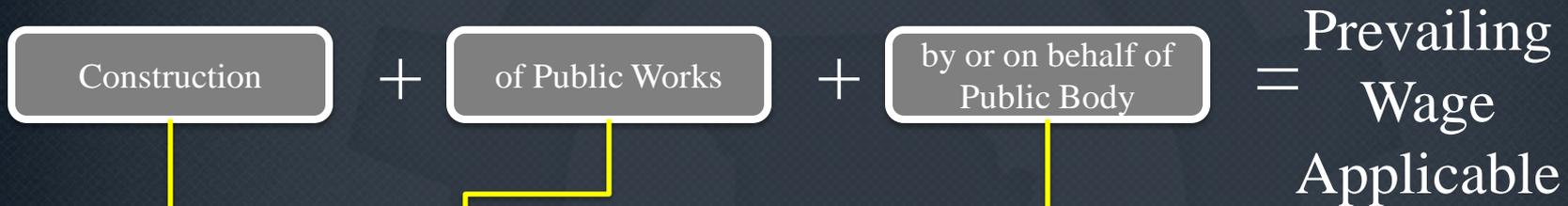
Filed With the Secretary of State: _____

Last Date Objections May Be Filed: July 30, 2012

SECRETARY OF STATE
COMMISSIONS DIVISION

Prevailing Wage

When do I need to pay PW rates?



"Public body" means the state of Missouri or any officer, official, authority, board or commission of the state, or other political subdivision thereof, or any institution supported in whole or in part by public funds. (290.210)

**"on behalf of" is a control test, did the public body give approval, input, oversight, or a motivating role, etc.

"Public works" means all fixed works constructed for public use or benefit or paid for wholly or in part out of public funds... (290.210)

"Construction" includes construction, reconstruction, improvement, enlargement, alteration, painting and decorating, or major repair. (290.210)



Prevailing Wage

Who receives PW rates?

- “...all workmen employed by or on behalf of any public body engaged in the construction of public works...” RSMo. 290.230
- “Workmen means laborers, workmen and mechanics.” RSMo. 290.210



Prevailing Wage

What do I need to do to comply?

- Familiarize yourself with the Occupational Title Rule to ensure proper classifications.



8 CSR 30-3—DEPARTMENT OF LABOR AND
INDUSTRIAL RELATIONS

Division 30—Division of Labor Standards

floors and steps when part of the finishing process;

5. The installation of seamless composition floors and the installation and finishing of epoxy-based coatings or polyester-based linings to all surfaces, when the coatings or linings are applied by spraying or troweling;

6. The sandblasting or water blasting for architectural finish or preparatory to patching;

7. The cutting of joints with concrete saw for the control of cracks in buildings and sidewalks, driveways, and curbs and gutters contiguous to buildings; and

8. The setting of concrete curb, gutter and sidewalk forms one (1) board high up to twelve inches (12");

(F) Communication (Electronic/Telecommunication) Technician—Applies to workers who install, inspect, repair and service electronic and telecommunication systems. The work falling within the occupational title of Communication (Electronic/Telecommunication) Technician includes:

frame, which are utilized for connecting external telephones;

7. Installing, repairing, servicing of the instruments, terminals and sets, or a combination of these. This equipment is at either end of a circuit, or at a subscriber's or user's terminal;

8. Installing, repairing, servicing, or a combination of these, of the ancillary or add-on equipment such as bells, buzzers, speakerphones, headsets, automatic dialers, recorders; and

9. Installing, repairing, servicing of the telephone cable, or a combination of these. Telephone cable includes: network channel service cable; riser cables between floors of a building; distribution cables installed on each floor of a building in the floor or the ceiling, and inside wires between the telephone and the connection to the distribution cable;

(G) Electrician—Encompasses two (2) sub-classifications as follows, Inside Wireman and Outside-Line Construction/Lineman:

1. Inside wireman—Applies to workers

cable trays), using tools, such as hacksaw, pipe threader, power saw and conduit bender;

E. Installing wire in raceways (conduit, wireways, troughs, cable trays). This wire may be service conductors, feeder wiring, subfeeder wiring, branch circuit wiring;

F. Chasing and channeling necessary to complete any electrical work, including the fabrication and installation of duct banks and manholes incidental to electrical, electronic, data, fiber optic and telecommunication installation;

G. Splicing wires by stripping insulation from terminal leads with knife or pliers, twisting or soldering wires together and applying tape or terminal caps;

H. Installing and modifying of lighting fixtures. This includes athletic field lighting when installed on stadium structures or supports other than wooden poles, or both;

I. Installing and modifying of all electrical/fiber optic equipment (AC-DC motors, variable frequency drives, transformers, reac-



Prevailing Wage

What do I need to do to comply?

- “Submit certified copies of their current payrolls to the contracting public body.”⁸
CSR 30-3.010(6)
- LS-57 Certified Payroll form.
- Basic Hourly Rate of Pay + Hourly Fringe Benefit must equal Prevailing Wage Combined Rates.
- Pay attention to Overtime and Holiday schedules.





MISSOURI DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
 CONTRACTOR PAYROLL RECORDS
 (See Sections 290.210 to 290.340, RSMo. and 8 CSR 30-3.010 to 8 CSR 30-3.060)

Name of Contractor Subcontractor Address: _____
 City: _____ State: _____ ZIP: _____ Phone Number: () - _____
 Name of Public Body Address: _____
 City: _____ State: _____ ZIP: _____ Phone Number: () - _____
 Payroll No: _____ For Week Ending: _____ W/O: _____ Project and Location: _____ Project/Contract No: _____

Name and Address of Employee	Occupational Title	O.T. or S.T.	Day and Date							Total Hours	Hourly Rate + Cash Fringe	Gross Amt Project/Week	Deductions					Net Wages Paid for Week
													FICA & Medicare	Federal & State Withholding Tax	Other A	Other B	Total Deductions	
			Hours Worked Each Day															
		O							0		/						\$0.00	
		S							0		/						\$0.00	
		O							0		/						\$0.00	
		S							0		/						\$0.00	
		O							0		/						\$0.00	
		S							0		/						\$0.00	
		O							0		/						\$0.00	
		S							0		/						\$0.00	
		O							0		/						\$0.00	
		S							0		/						\$0.00	
		O							0		/						\$0.00	
		S							0		/						\$0.00	

Prevailing Wage

OSHA 10

- OSHA 10 Hour Safety Training
 - “All employees who have not previously completed the program are required to complete the program within sixty days of beginning work on such construction project.” RSMo. 292.675
 - The contractor shall forfeit as a penalty to the public body...\$2,500 plus \$100 per employee per day.



Prevailing Wage

Why should I comply?

- “The employer shall forfeit as a penalty to the state, county, city...one hundred dollars for each workman employed, for each calendar day...” RSMo. 290.250
- Workers due double the difference in wage and reasonable attorney fees. RSMo. 290.300



Prevailing Wage

Why should I comply?

- “Any officer, official, member...who willfully violates...the provisions and requirements of sections 290.210 to 290.340 shall be punished for each violation thereof by a fine not exceeding five hundred dollars, or by imprisonment not exceeding six months.” RSMo. 290.340

CRIME



WAGE & HOUR OVERVIEW



Minimum Wage

What is it?

- “Except as may be otherwise provided pursuant to sections 290.500 to 290.530, effective January 1, 2007, every employer shall pay to each employee wages at the rate of...” RSMo. 290.502

Regular Employees

January 1, 2013

\$7.35/hr

Tipped Employees

January 1, 2013

\$3.675/hr



Minimum Wage

Exemptions?

- Agriculture; individual employed less than 4 months in a resident or day camp for children or youth; educational organization where employment is in lieu of the requirement that the individual pay tuition, housing, etc.; occasional employment on private residence less than 6 hrs/occasion; retail or service grossing less than \$500,000. RSMo. 290.500



Minimum Wage

Overtime?



- “No employer shall employ any of his employees for a workweek longer than forty hours unless such employee receives compensation for his employment in excess of the hours above specified at a rate not less than one and one-half times the regular rate at which he is employed.” RSMo. 290.505(1)
- “...this section shall be interpreted in accordance with the [FLSA].” RSMo. 290.505(4)



RSMo. 290.505 and the FLSA

- Disclaimer
 - RSMo. 290.505 is a state law that is interpreted in accordance with the FLSA. The State of Missouri cannot enforce the FLSA, nor can the State interpret it as a federal law or requirement. Employers must abide by both State and Federal laws and should contact the USDOL for questions related to the FLSA.



RSMo. 290.505 and the FLSA

Overtime Exemptions

- Executive
 - Compensation > \$455 a week.
 - Primary duty is management of the enterprise in which employed or of a customarily recognized department or subdivision.
 - Directs the work of 2 or more employees.
 - Has authority to, or offer suggestions, as to the hiring, firing, advancement, etc, of other employees



RSMo. 290.505 and the FLSA

Overtime Exemptions



- Administrative
 - Compensation > \$455 a week.
 - Primary duty performing non-manual work related to the mgmt or general business operations of the business.
 - Primary duty includes the exercise of discretion and independent judgment with respect to matters of significance.



RSMo. 290.505 and the FLSA

Overtime Exemptions

- Professional
 - Compensation > \$455 a week.
 - Primary duty is performance of work:
 - Requiring advanced knowledge in field of science customarily acquired by a prolonged course of specialized intellectual instruction.
 - Requiring invention, imagination, originality or talent, etc.



RSMo. 290.505 and the FLSA

Overtime Exemptions

- Others
 - Computer Employees
 - Compensation > \$455 a week.
 - Primary duty analysis, design, development, testing.
 - Analysts, programmers, engineers .
 - Outside Sales Employees
 - Primary duty is making sales, taking orders.
 - Regularly engaged away from employers place of business.

Ex. Analysts, programmers, engineers, door to door salesmen.



RSMo. 290.505 and the FLSA

Fire Protection & Law Enforcement (Sec. 207(k), Fact Sh. 8)

- Includes security personnel in correctional institutions
- 28 consecutive days, 212 (fire) or 171 (police), as opposed to the typical 40hr/wk.



RSMo. 290.505 and the FLSA

Compensatory Time (Sec. 207(m)(2)(B))

- Employees of a public agency may receive compensatory time off at a rate not less than 1 ½ hours for each hour of employment in lieu of compensation.
 - Public Safety 480 max, others 240 max.
 - Paid at current rate, or 3yr average upon separation, whichever is higher.
 - Shall be permitted to use within a reasonable period if not an unduly disruption.



Minimum Wage

Credit for Goods and Services

- Credit toward Minimum Wage Employee Benefit RSMo. 290.512, 8 CSR 30-4.050

- Employee Benefit

- Meals
- Lodging
- Tuition furnished by college to student employees.
- Company store merchandise
- Fuel
- Transportation for the employee between home and work when not necessary for the employment

- Not Employee Benefit

- Tools
- Equipment
- Uniforms
- Laundry
- Breakage or loss

Minimum Wage

Paid how often? Reduction in wages?

- “All corporations doing business in this state...shall pay the wages and salaries of their employees as often as semimonthly, within sixteen days of the end of each payroll period...” RSMo. 290.080



Minimum Wage

Paid how often? Reduction in wages?

- “Any...company or corporation doing business in this state, and desiring to reduce the wages of its employees...shall give to the employees to be affected thereby thirty days’ notice thereof...” RSMo. 290.100



Minimum Wage

Record Retention?

- Kept for a period of 3 years on or about the premises; Employee name, address, occupation, rate of pay, hours/day/work week worked, record of goods and services provided as credit toward wage. RSMo 290.520
- Open for inspection by the DLS.



Minimum Wage Employer Post?

- Summary of wage law posted in a conspicuous place about the premises. RSMo 290.522



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

Missouri Minimum Wage \$7.35
In Effect for 2013

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 \$100,000. There are also certain classes of employees under the definition of "employee" in Section 290.500(3), RSMo, and pertaining to agriculture in Section 290.507, RSMo, in which Missouri's law does not apply.

In addition, overtime compensation must also 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 or decrease on January 1, 2014, if the cost of living as measured by the Consumer Price Index (CPI) rises or falls (see Section 290.502, RSMo). Because Missouri law does not allow the state's minimum wage rate to be lower than the federal minimum wage rate, it cannot be lower than \$7.25 per hour.

The Missouri Minimum Wage Law does not apply to exempt employers/employees, and does not supersede more favorable laws or treaties 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 \$3.675 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.

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 of 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 filed by visiting www.labor.mo.gov/Forms/MinimumWageComplaintForm. The form may also be printed and be sent to the Division using the contact information below. Once the investigation is complete, the employer and employee will be informed of the findings.

Please visit www.labor.mo.gov/DLS/minimumwage to answer many of your questions, find additional resources, or file a complaint. As always, feel free to contact the Division directly for assistance at:

Missouri Division of Labor Standards
P.O. Box 445, Jefferson City, MO 65102
Phone: 573-751-8483 Fax: 573-751-0721
E-mail: minimumwage@labor.mo.gov
Website: www.labor.mo.gov/DLS/minimumwage



Departamento del Trabajo y Relaciones Industriales de Missouri
DIVISIÓN DE NORMAS LABORALES
www.labor.mo.gov/DLS/minimumwage

Salario mínimo del estado de Missouri \$7.35
En vigor para 2013

El salario mínimo actual del estado de Missouri es de \$7.35 por hora. Todos los negocios tienen que pagar como mínimo la tarifa de \$7.35 por hora, con excepción de los negocios de menor de por menor y de servicios personales anuales brutas con menores de \$100,000. También existen ciertas clases de empleados bajo la definición de "empleados" en la Sección 290.500(3) de las Estatutas laborales de Missouri, y pertenecen a la agricultura en la Sección 290.507 de las Estatutas laborales de Missouri, a las que no aplica la ley de Missouri.

Además, los negocios también deberán pagarle a un empleado un pago extra a medida la tarifa regular de un empleado cubierto, por todas las horas trabajadas que exceden las 40 horas en una semana laboral.

La tarifa de salario mínimo puede aumentar o disminuir el 1° de enero de 2014, si el costo de vida de acuerdo al Índice de Precios de Consumo (IPC) por su índice en la agricultura o disminuye (ver Sección 290.502, de las Estatutas laborales de Missouri). La ley del estado de Missouri no permite que la tarifa del salario mínimo estatal sea menor que el salario mínimo federal, por lo tanto esta no puede ser menor de \$7.25 la hora.

La Ley de salario mínimo del estado de Missouri no aplica a los empleados/empleados exentos, y no supersede otras leyes más favorables o tratados con los derechos negociados en convenio colectivo.

Empleados que reciben propinas

El pago total de los empleados que reciben propinas debe ser de por lo menos de \$7.35 por hora. Los empleadores de los empleados que reciben propinas tienen que pagar a los empleados que reciben propinas por lo menos el 50 por ciento del salario mínimo, o \$3.675 por hora. Los empleadores de los empleados que reciben propinas pagarán más de la mitad del salario mínimo a los empleados que reciben propinas si es necesario para que el pago total del empleado total de como \$7.35 por hora.

Registros que guardar y periodo de retención

Los empleadores mantendrán un registro con el nombre, la dirección y la descripción del empleo de cada empleado, la tarifa de pago, la cantidad pagada en cada periodo de pago y el número de horas trabajadas cada día y cada semana laboral (ver Sección 290.520, de las Estatutas laborales de Missouri). Estos registros tienen que guardarse por un periodo no menor de tres años. Los registros de Missouri para inspección por la División de Normas Laborales de Missouri.

Multas

Cualquier empleador que impida el desempeño de las funciones de la División de Normas Laborales para hacer valer la ley, por cualquier acto mencionado en la Sección 290.525 de las Estatutas laborales de Missouri, es culpable de un delito menor clase C.

Un empleador puede enfrentar una acción legal para cobrar los salarios que le adeuden. Un empleador que paga a un empleado un salario menor del que le debe por lo menos responsable de la cantidad restante de la tarifa salarial más una cantidad similar adicional por daños y perjuicios, menos cualquier cantidad efectivamente pagada, y los gastos y honorarios razonables de los abogados según la permitida al tribunal o al jurado (ver Sección 290.527 de las Estatutas laborales de Missouri).

Reclamaciones

Puede presentar un formulario de reclamación de salario mínimo rellenable, la página web www.labor.mo.gov/Forms/MinimumWageComplaintForm. También puede imprimir el formulario y enviarlo a la División usando la información de contacto que se describe abajo. Una vez que se haya completado la investigación, se informará al trabajador al empleado y al empleador.

Visite www.labor.mo.gov/DLS/minimumwage para obtener respuestas a muchas de sus preguntas, encontrar recursos adicionales o presentar una reclamación. Como siempre, sientese en libertad de contactar directamente a la División para recibir ayuda, en:

División de Normas Laborales de Missouri
P.O. Box 445, Jefferson City, MO 65102
Teléfono: 573-751-8483 Fax: 573-751-0721
Correo electrónico: minimumwage@labor.mo.gov
Página web: www.labor.mo.gov/DLS/minimumwage

Minimum Wage

Why should I comply?

- “Any employer who hinders the director in the performance of his duties in the enforcement of sections 290.500 to 290.530 by any of the following acts is guilty of a class C misdemeanor:...(8) Paying or agreeing to pay wages at a rate less than the rate applicable...” RSMo. 290.525

CRIME



WAGE & HOUR OVERVIEW



Child Labor

What is it?

- “The purpose of this chapter is to ensure that no child under sixteen years of age is employed in an occupation, or in a manner, that is hazardous or detrimental to the child’s safety, health, morals, educational processes or general well-being.” RSMo. 294.005



Child Labor

Work Permit?

- “No child may be employed in the entertainment industry without an entertainment work permit issued by the director.” RSMo. 294.022.2

MISSOURI DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
DIVISION OF LABOR STANDARDS
ENTERTAINMENT WORK PERMIT - FOR YOUTH UNDER 16 YEARS OF AGE

P.O. Box 449
Jefferson City, MO 64102-0449
Phone: 571-751-3463
Fax: 571-751-3721
E-mail: laborstandards@labor.mo.gov

Reissue

Section A: Employer-Parent/Legal Guardian Information

Employer Name _____
Home Address _____
Date of Birth _____
Youth's Age _____ **NOTE:** Please attach a copy of child's birth certificate (or other form of proof of age).
Parent/Legal Guardian Name _____
Parent/Legal Guardian Address _____
Telephone Number _____ Alternate Number _____
I request that the hour limitations outlined in Section 294.030 RSMo of the Child Labor law be waived. Yes No
Parent/Legal Guardian Signature _____ Date of Request _____

Section B: Employer/Agency Information

Anticipated type of work to be performed (i.e. Modeling/Acting) _____
Job Description _____
Use the space below and provide a copy to the Division of Labor Standards identifying any person, employer, firm or corporation for which your child performs for during the term of this certificate. In addition, a copy of this certification should be provided to and kept on file by each employer.
Please forward copy(ies) of permit to: Parent Employer Talent Agency

Employer	Street Address	City, State, ZIP Code	Fax Number
Talent Agency	Street Address	City, State, ZIP Code	Fax Number

Section C: Issue/Expiration Date (office use only)

This permit is effective _____ to _____
Should your child continue participating in the entertainment industry before reaching the age of sixteen, you should re-submit a request on or before the expiration date of this permit certification in order that it may be renewed.
Division Director _____ Date _____

15-37 (06-11) AJ

Child Labor

Work Certificates?

- “A child may not be employed during the regular school term unless the child has been issued a work certificate or a work permit pursuant to the provisions of this chapter.” RSMo. 294.024

STATE OF MISSOURI
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
AND WORKERS' COMPENSATION DIVISION
CERTIFICATE TO EMPLOY A CHILD 14 OR 15 YEARS OF AGE
FOR NONSCHOOL HOURS (7:00 a.m. to 7:00 p.m. DURING SCHOOL TERM - LABOR DAY TO JUNE 1)

SECTION A. EMPLOYEE INFORMATION (STUDENT)

EMPLOYEE NAME: _____ LABOR DISTRICT NAME: _____
HOME ADDRESS: _____ HOME ADDRESS: _____
DATE OF BIRTH: _____ EMPLOYEE AGE: _____
SCHOOL ATTENDED BY STUDENT: _____ CITY: _____
EMPLOYER'S BUSINESS: _____ INDUSTRY/OCCUPATION: _____ SEX: _____

SECTION B. EMPLOYER INFORMATION (INSTRUCTIONS TO EMPLOYER)

EMPLOYER NAME: _____
BUSINESS ADDRESS: _____ BUSINESS TYPE: _____
TYPE OF JOB OFFERED (PLEASE INCLUDE BASIC DUTIES): _____
DATE OF BIRTH (PLEASE PRINT): _____
SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY
DAYS OF EMPLOYMENT (PLEASE PRINT): _____
EMPLOYER'S ADDRESS (PLEASE PRINT): _____ CITY: _____

SECTION C. SCHOOL DISTRICT APPROVAL

NAME OF SCHOOL DISTRICT: _____
NAME OF SCHOOL OFFICE: _____
ADDRESS: _____ TELEPHONE NUMBER: _____
ATTENDING TEACHER: _____ DATE: _____

PROOF OF CHILD'S AGE SET _____
 CERTIFICATE OF ADOLESCENT RELEASE



Child Labor

Prohibited Occupations?

- “A child under sixteen shall not be employed or permitted to work by any person, firm, or corporation in connection with...” RSMo. 294.040
 - Power driven machinery, except lawn & garden used in domestic service; ladders; mine or quarry; plant manufacturing; operating M/V; exposure to toxic/hazardous chemicals; hotel/motel; businesses where alcohol sales account for 50% of sales; etc.



Child Labor

Why should I comply?

- “Any person, firm or corporation who violates any provision of this chapter shall...be civilly liable for damages of not less than \$50 but not more than \$1,000 for each violation. Each day a violation continues shall constitute a separate violation.” RSMo. 294.121



Child Labor

Why should I comply?

- “Any person, firm or corporation violating the provisions of this chapter is guilty of a class C misdemeanor.” RSMo. 294.110

CRIME



WAGE & HOUR OVERVIEW



Dismissal Rights

What is it?

- “Whenever any person, firm or corporation doing business in this state shall discharge, with or without cause, or refuse to further employ any servant or employee thereof, the unpaid wages...shall be and become due and payable on the day of the discharge...”

RSMo. 290.110



Dismissal Rights

What is it?

- “...and the servant or employee may request in writing...to have the money due him, or a valid check therefor, sent to any station or office...” RSMo. 290.110



Dismissal Rights

What is it?

- “...does not reach station or office within 7 days from the date it is so requested, then as a penalty for such nonpayment the wages...shall continue from the date of the discharge...until paid...shall not continue more than 60 days...” RSMo. 290.110



Wage & Hour

Where can I get additional information?

- <http://www.labor.mo.gov/DLS/General/>
- laborstandards@labor.mo.gov
- (573) 751-3403

