FED

ENFORCEMENT

under the FLSA.

The Department has authority to recover back

wages and an equal amount in liquidated damages

in instances of minimum wage, overtime, and other violations. The Department may litigate and/or

recommend criminal prosecution. Employers may

be assessed civil money penalties for each willful or

repeated violation of the minimum wage or overtime

pay provisions of the law. Civil money penalties may

also be assessed for violations of the FLSA's child labor

provisions. Heightened civil money penalties may be

assessed for each child labor violation that results in

the death or serious injury of any minor employee, and

such assessments may be doubled when the violations

are determined to be willful or repeated. The law also

who file a complaint or participate in any proceeding

Certain occupations and establishments

and/or overtime pay provisions. Certain narrow

Special provisions apply to workers in American

protections; employers must comply with both.

exemptions also apply to the pump at work

Samoa, the Commonwealth of the Northern

Mariana Islands, and the Commonwealth of

Some state laws provide greater employee

Some employers incorrectly classify workers

are actually employees under the FLSA. It is

important to know the difference between

the two because employees (unless exempt)

Certain full-time students, student learners,

are entitled to the FLSA's minimum wage and

overtime pay protections and correctly classified

apprentices, and workers with disabilities may be

1-866-487-9243

paid less than the minimum wage under special

certificates issued by the Department of Labor.

as "independent contractors" when they

independent contractors are not.

are exempt from the minimum wage,

prohibits retaliating against or discharging workers

ADDITIONAL INFORMATION

FEDERAL MINIMUM WAGE \$7.25 PER HOUR

The law requires employers to display this poster where

BEGINNING JULY 24, 2009

employees can readily see it. **OVERTIME PAY**

At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek.

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 nonfarm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, nonmining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment.

TIP CREDIT

Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference.

PUMP AT WORK The FLSA requires employers to provide reasonable

break time for a nursing employee to express breast

milk. Employers must provide a place, other than a

bathroom, that is shielded from view and free from

provides eligible employees with **job-protected leave** for

qualifying family and medical reasons. The U.S. Department

milk for her nursing child for one year after the child's

birth each time the employee needs to express breast

intrusion from coworkers and the public, which may be used by the employee to express breast milk.

FED

for most employees.

leave in a 12-month period for:

makes you unable to work,

military servicemember.

mental or physical health condition, and

Certain qualifying reasons related to the foreign

of kin of a covered servicemember with a serious injury or

illness may take up to 26 workweeks of FMLA leave in a

You have the right to use FMLA leave in **one block of time**.

When it is medically necessary or otherwise permitted, you

may take FMLA leave intermittently in separate blocks of

time, or on a reduced schedule by working less hours each

day or week. Read Fact Sheet #28M(c) for more information.

FMLA leave is **not paid leave**, but you may choose, or be

paid leave if your employer's paid leave policy covers the

You are an **eligible employee** if **all** of the following apply:

You have at least 1,250 hours of service for your

You work for a **covered employer** if **one** of the following

Your employer has at least 50 employees within 75

You work for a private employer that had at least 50

You work for an elementary or public or private

employees during at least 20 workweeks in the current

You work for a public agency, such as a local, state or federal government agency. Most federal employees

are covered by Title II of the FMLA, administered by the

You have worked for your employer at least 12 months,

reason for which you need FMLA leave.

Am I eligible to take FMLA leave?

miles of your work location.

or previous calendar year,

Office of Personnel Management.

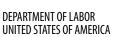
secondary school, or

You work for a covered employer,

required by your employer, to use any employer-provided

single 12-month period to care for the servicemember.

deployment of your spouse, child or parent who is a





WAGE AND HOUR DIVISION

The Family and Medical Leave Act (FMLA) is a federal law that Generally, to request FMLA leave you must:



REV. 04/2023

YOUR EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT How do I request FMLA leave?

Follow your employer's normal policies for requesting of Labor's Wage and Hour Division (WHD) enforces the FMLA Give notice at least 30 days before your need for FMLA

Eligible employees can take **up to 12 workweeks** of FMLA If advance notice is not possible, give notice as soon as The birth, adoption or foster placement of a child with

You do not have to share a medical diagnosis but must provide enough information to your employer so they can Your serious mental or physical health condition that determine whether the leave qualifies for FMLA protection. You must also inform your employer if FMLA leave was To care for your spouse, child or parent with a serious **previously taken** or approved for the same reason when requesting additional leave.

Your **employer may request certification** from a health care provider to verify medical leave and may request certification of a qualifying exigency

An eligible employee who is the spouse, child, parent or next The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights. State employees may be subject to certain limitations in

pursuit of direct lawsuits regarding leave for their own serious health conditions. Most federal and certain congressional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or What does my employer need to do?

If you are eligible for FMLA leave, your **employer must**:

Allow you to take job-protected time off work for a

Continue your group health plan coverage while you are on leave on the same basis as if you had not taken Allow you to return to the same job, or a virtually

identical job with the same pay, benefits and other employer during the 12 months before your leave, and end of your leave. Your employer cannot interfere with your FMLA rights or Airline flight crew employees have different "hours of service"

threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD After becoming aware that your need for leave is for a reason

that may qualify under the FMLA, your employer must confirm whether you are eligible or not eligible for FMLA leave. If your employer determines that you are eligible, your employer must notify you in writing:

About your FMLA rights and responsibilities, and How much of your requested leave, if any, will be FMLA-protected leave.

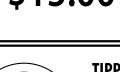
Where can I find more information?

Call 1-866-487-9243 or visit dol.gov/fmla to learn more. If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. Scan the QR code to learn about our WHD complaint process.

DEPARTMENT OF LABOR UNITED STATES OF AMERICA **WAGE AND HOUR DIVISION** UNITED STATES DEPARTMENT OF LABOR



Department of Labor and Industrial Relations, Division of Labor Standards



TIPPED EMPLOYEES imployers are required to pay tipped employe at least 50 percent of the minimum wage, \$7.50 per hour, plus any amount necessary to bring the ployee's total compensation to a minimum of



MO

OVERTIME COMPENSATION rate of at least one and one-half times a covered employee's regular rate for all hours worked over



All non-exempt employers are required to pay, at employers defined in Section 290.500(3), RSMo, and

are less than \$500,000. The law does not apply to certain exempt employees/ employees/employers engaged in agriculture in Section 290.507, RSMo, nor does it supersede more favorable laws or interfere with collective bargaining agreemen



EMPLOYEE RIGHTS

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



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

damages) less any amount actually paid. The employe 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

DIVISION OF LABOR

421 East Dunklin Street P.O. Box 449 **JEFFERSON CITY, MO 65102-0449**

573-751-3403 Fax: 573-751-3721 laborstandards@labor.mo.gov

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

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

MO Department of Labor and Industrial Relations, Division of Labor Standards Required Poster: Employers Employing Workers Under the Age of 16

Non-School Shift Name of Worker (7 A.M. - 7 P.M.)(7 A.M. - 9 P.M.)

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 school year. No child under the age of 14 may be employed in any capacity (other than in the entertainment industry or in newspaper delivery, babysitting, occasional yard or farm work with parental consent, or some youth sporting events). Work certificates are issued by school officials or their designees (or a parent of a home-schooled child) only upon application requested in person by the child with the vritten consent of his/her parent, legal custodian or guardian or, if deemed necessary, by the issuing officer, the child shall be accompanied by his parent, guardian or custodian. The school

Saw mills or cooperage stock (barrel) mills or where woodworking machinery is <u>Door-to-door sales</u> (excluding churches, schools, scouts)

Operating hazardous equipment: ladders, scaffolding, freight elevators, cranes, hoisting machines, man lifts, etc. Handling/maintaining power-driven machinery (with the exception of lawn/garden

machinery in a domestic setting) (RSMo 294.011(7)(c), and RSMo 294.040(1))

Mining, quarrying, or stone cutting/polishing (except in jewelry stores) Transporting or handling Type A and B explosives or ammunition

Operation of any motor vehicle Metal-producing industries including stamping, punching, cold rolling, shearing,

Between 7 a.m. and 7 p.m. during the school term

Between 7 a.m. and 9 p.m. during non-school term No more than three hours a day on school days

LS-43 (05-16) AI

Any job dangerous to the life, limb, health, or morals of youth

Jobs involving ionizing or non-ionizing radiation or radioactive substances

Jobs in hotels, motels, or resorts unless the work performed is physically separated

Jobs in any establishment in which alcoholic beverages are sold, manufactured,

bottled or stored unless 50 percent of the workplace sales are generated from other

Please contact the Missouri Division of Labor Standards at 573-751-3403, or email us at YouthEmployment@labor.mo.gov or go to www.labor.mo.gov/DLS if you have questions or need

FED **EMPLOYEE RIGHTS**

EMPLOYEE POLYGRAPH PROTECTION ACT

screening or during the course of employment

LABOR

LAWS

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 test or for exercising other rights under the Act.

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment

Federal, State and local governments are not affected by the law. Also, 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

Where polygraph tests are permitted, they are subject to numerous strict 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.

The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also

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

bring their own court actions.

UNITED STATES

OF AMFRICA

FED

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

www.dol.gov/agencies/whd

1-866-487-9243

Even if you don't elect to continue coverage during your military

service, you have the right to be reinstated in your employer'

waiting periods or exclusions (e.g., pre-existing condition

For assistance in filing a complaint, or for any other

exclusions) except for service-connected illnesses or injuries.

The U.S. Department of Labor, Veterans Employment and Training

Service (VETS) is authorized to investigate and resolve complaints

information on USERRA, contact VETS at 1-866-4-USA-DOL

If you file a complaint with VETS and VETS is unable to resolve it,

you may request that your case be referred to the Department

of Justice or the Office of Special Counsel, as applicable, for

You may also bypass the VETS process and bring a civil action

The rights listed here may vary depending on the circumstances. The text

of this notice was prepared by VETS, and may be viewed on the internet at

this address: https://www.dol.gov/agencies/vets/programs/userra/poster

against an employer for violations of USERRA

or visit its website at https://www.dol.gov/agencies/vets/.

An interactive online USERRA Advisor can be viewed at

health plan when you are reemployed, generally without any

REV. 02/2022

THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service and: you ensure that your employer receives advance written or verbal

manner after conclusion of service; and you have not been separated from service with a disqualifying discharge or under other than honorable conditions If you are eligible to be reemployed, you must be restored to the job and benefits you would have attained if you had not been absent due to

services while with that particular employer

you return to work or apply for reemployment in a timely

RETALIATION are a past or present are obligated to serve in have applied for

then an employer may not deny you: initial employment; promotion; or reemployment; retention in employment;

enforcement of USERRA rights, including testifying or making a statement of this notice where they customarily place notices for employees U.S. Department of Labor • 1-866-487-2365 U.S. Department of Justice Office of Special Counsel

ENFORCEMENT

REV. 05/2022

MO

Division of Employment Security 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 able to work, available for work and actively seeking employment.

If you do not have Internet access, call a Regional Claims Center during normal business hours, Monday through Friday from 8 a.m. to 5 p.m.573-751-9040 .. 417-895-6851 Springfield.. ..816-889-3101 St. Louis314-340-4950 Kansas City...

. 800-320-2519 Outside Local Calling Area... If you believe someone is fraudulently collecting unemployment benefits, email ReportUIFraud@labor.mo.gov or call 573-751-4058, option 5.

workers' compensation coverage and employer tax contributions. If you think you may be improperly classified or suspect a business of improperly classifying workers, visit

DIVISION OF

MO

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

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

MODES-B-2 Al

REV. 11/2020

DEPARTMENT OF LABOR

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

U.S. Equal Employment Opportunity Commission 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.

encouraging someone else to exercise rights, regarding disability Who is Protected? discrimination (including accommodation) or pregnancy Employees (current and former), including managers and temporary employees

Union members and applicants for membership in a union

What Types of Employment Discrimination are Illegal?

Under the EEOC's laws, an employer may not discriminate against you,

Sex (including pregnancy, childbirth, and related medical

Genetic information (including employer requests for, or purchase,

use, or disclosure of genetic tests, genetic services, or family

discrimination, or participating in a discrimination lawsuit,

Interference, coercion, or threats related to exercising rights

regarding disability discrimination or pregnancy accommodation

conditions, sexual orientation, or gender identity)

Retaliation for filing a charge, reasonably opposing

State and local governments (as employers)

What Employment Practices can be Challenged as

Harassment (including unwelcome verbal or physical conduct)

Failure to provide reasonable accommodation for a disability;

Obtaining or disclosing genetic information of employees

Requesting or disclosing medical information of employees

Conduct that might reasonably discourage someone from

Conduct that coerces, intimidates, threatens, or interferes

opposing discrimination, filing a charge, or participating in an

with someone exercising their rights, or someone assisting or

pregnancy, childbirth, or related medical condition; or a sincerely-

Educational institutions (as employers)

regardless of your immigration status, on the bases of:

National origin

Age (40 and older)

investigation, or proceeding

What Organizations are Covered?

Most private employers

Staffing agencies

All aspects of employment, including:

Hiring or promotion

Assianment

Job training

Classification

investigation or proceeding

Discharge, firing, or lay-off

Pay (unequal wages or compensation)

held religious belief, observance or practice

Discriminatory?

What can You Do if You Believe Discrimination has Occurred?

> because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the following ways: an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.aspx

Contact the EEOC promptly if you suspect discrimination. Do not delay,

1-800-669-4000 (toll free) 1-800-669-6820 (TTY) 1-844-234-5122 (ASL video phone) an EEOC field office (information at

www.eeoc.gov/field-office)

Additional information about the EEOC. including information about filing a charge of discrimination, is available at

E-Mail

www.eeoc.gov. **EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS**

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government If you are applying for a job with, or are an employee of, a company with a Federal contract or subcontract, you are protected under Federal law from discrimination on the following bases:

Race, Color, Religion, Sex, Sexual Orientation, Gender

Identity, National Origin Executive Order 11246, as amended, prohibits employment discrimination by Federal contractors based on race, color, religion, sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

Asking About, Disclosing, or Discussing Pay

of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees

Disability Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring. promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring

undue hardship to the employer. Section 503 also requires that Federal

contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment,

including the executive level. **Protected Veteran Status**

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in employment, disabled veterans, recently 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 medal 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 its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP) U.S. Department of Labor

200 Constitution Avenue, N.W. Washington, D.C. 20210

1-800-397-6251 (toll-free) If you are deaf, hard of hearing, or have a speech disability, please dial 7–1–1 to access telecommunications relay services. OFCCP may also be contacted by submitting a question online to OFCCP's Help Desk at https://ofccphelpdesk.dol.gov/s/, or by calling an OFCCP regional or

https://www.dol.gov/agencies/ofccp/contact. PROGRAMS OR ACTIVITIES RECEIVING FEDERAL

Race, Color, National Origin, Sex

In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972

Individuals with Disabilities Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job.

If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

REV. 06/27/2023

MISSOURI COMMISSION ON HUMAN RIGHTS DISCRIMINATION



If you believe you have been discriminated against in regard to employment, you may contact us about filing a complaint of discrimination using the information below.

Note: complaints must be filed within 180 days

of the alleged discrimination.

CONTACT US

Email: mchr@labor.mo.gov

421 East Dunklin Street

P.O. Box 1129

MISSOURI COMMISSION ON HUMAN RIGHTS

Jefferson City, MO 65102-1129 573-751-3325 Toll-free Discrimination Complaint Hotline: 877-781-4236 TDD/TTY: 800-735-2966

The statutory purpose of the Missouri Commission on Human Rights is to prevent and eliminate discrimination based on protected categories under the Missouri Human Rights Act (Act) in employment, housing, and places of public accommodations through education and the enforcement of the Act.

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

discriminate in any aspect of employment because of an individual's race, color, religion, national origin, ancestry, sex, disability, or age (40 through 69). An employment agency includes any person or agency, public or

The Missouri Human Rights Act makes it illegal to

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

All state and local government agencies.

All labor organizations.

DISCRIMINATORY PRACTICES PROHIBITED BY THE MISSOURI HUMAN RIGHTS ACT INCLUDE: • Hiring and firing; compensation, assignment, 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 • Discriminating in any aspect or employment against an individual because of the individual's association with a

Job Safety and Health

Employers must:

of an eye.

the alleged violations.

All workers have the right to:

A safe workplace.

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)

• File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.

 Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

employer.

against an employee for using any of their rights under the law, including raising a health

Provide employees a workplace free from

recognized hazards. It is illegal to retaliate

 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

 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

J. J. Keller & Associates, Inc. JJKeller.com/laborlaw 800-327-6868

To update your labor law posters contact

62840 JAN2026 65798F FED-MO-ENG

To apply, visit uinteract.labor.mo.gov to create a new user account and file your initial claim; or

PROPER WORKER CLASSIFICATION

abor.mo.gov/offthebooks or call 573-751-1099. LEARN MORE AT LABOR.MO.GOV/UNEMPLOYED-WORKERS

Division of Workers' Compensation **EMPLOYEE INFORMATION** The Missouri Division of Workers' Compensation (DWC) administers programs for workers who have been injured on the job or exposed to an occupational disease arising out of and in the course of employment. The Division's Administrative Law Judges have the authority to approve settlements sue awards after a hearing relating to an injured employee's entitlement to benefits.

Steps to Take When Injured on the Job

EMPLOYER REPRESENTATIVE *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

Visit www.labor.mo.gov/DWC or call 800-775-COMP. **Benefits for Injured Employees** Medical Care: 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. This includes all costs for authorized medical treatment, prescriptions, and medical

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 eliqible 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:**

Workers' Compensation Law

available to employers and insurers free of charge by contacting the Division at 800-775-Comp. Steps to Take When an Injury Occurs 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

For more liability and insurance information relating to the Workers' Compensation Program, visit www.labor.mo.gov/DWC or call 800-775-COMP.

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 www.labor.mo.gov/MWSP 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. Employee Fraud — knowingly making a claim for workers' compensation benefits to which an employee knows he/she is not entitled or knowingly presenting

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 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

individuals with disabilities. TDD/TTY: 800-735-2966 Relay Missouri: 711 WC-106 AI

REV. 07/2019

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

working conditions, including shift and location, at the



Beginning August 28, 2025, the minimum wage will be based on the

provisions set forth by HB 567 (2025), signed into law on July 10, 2025.

EXCEPTIONS mum, the \$15.00 per hour rate, except retail

REV. 04/2023

LS-52 AI **REV. 10/2025** deral minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate.

Employers are required to post this list of employed youth under the age of 16 in the workplac

official has the right to deny a certificate if deemed not in the best interest of the youth. School officials should keep copies of certificates issued, and cancellation notices Unacceptable Types of Work and Workplaces for All Youth Under 16

> Acceptable Work Hours for 14 and 15 year olds No more than eight hours a day on non-school days No more than six days or 40 hours in a week

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

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This poster is in compliance with federal and state posting requirements.

to \$1,000 or by imprisonment or both fine and imprisonment.

YOUR RIGHTS UNDER USERRA

in connection with a proceeding under USERRA, even if that person has no REEMPLOYMENT RIGHTS **HEALTH INSURANCE PROTECTION** If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health you have five years or less of cumulative service in the uniformed plan coverage for you and your dependents for up to 24 months

military service or, in some cases, a comparable job. RIGHT TO BE FREE FROM DISCRIMINATION AND

membership in the uniformed service; or

 any benefit of employment because of this status

Federal law requires employers to notify employees of their rights under In addition, an employer may not retaliate against anyone assisting in the USERRA, and employers may meet this requirement by displaying the text Employer Support of the Guard and Reserve • 1-800-336-4590

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

Missouri law defines who is considered an employee or an independent contractor. Businesses that improperly treat workers as independent contractors have an unfair competitive advantage. Improperly classified workers miss out on unemployment benefits,

EMPLOYMENT Fax: 573-751-9730 JEFFERSON CITY, MO 65104-0059 **SECURITY**

the accident/or 30 days after the diagnosis of any occupational disease or repetitive

Notify your employer immediately (written notice must be provided within 30 days of

and charges unless you choose to treat with another doctor at your own expense without your employer/insurer's approval). 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.

If the injury or illness results in a permanent disability, you may be entitled to receive either permanent partial or permanent total disability benefits. lf 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.

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 self-insurance 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

Developing and implementing a comprehensive safety and health program can reduce occupational injuries and help lower workers' compensation costs.

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

Missouri Division of Workers' Compensation is an equal opportunity employer/program. Auxiliary aids and services are available upon request to

MISSOURI DIVISION OF WORKERS' COMPENSATION

P.O. Box 58, Jefferson City, MO 65102

573-751-4231

Insurance Company, Third Party

Administrator,

Service Company, or

Designated Individual If Self-Insured

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)

> **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 Website for more information. If you are not redirected, you may need to update your smartphone's operating system or download a QR

> > Roles and Responsibilities for Employers and Employees

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

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.

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,

ONLINE Enter this code: 69406-012026

Relay Missouri: 711

 Raise a safety or health concern with your employer or OSHA, or report a workrelated injury or illness, without being

participate) in an OSHA inspection and speak in private to the inspector.

This poster is available free from OSHA.

Contact OSHA. We can help.

Go to: JJKeller.com/LLPverify

See any OSHA citations issued to your

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

district office, listed in most telephone directories under U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at FINANCIAL ASSISTANCE

prohibits employment discrimination on the basis of sex in educational Executive Order 11246, as amended, protects applicants and employees programs or activities which receive Federal financial assistance.

 All employment agencies. All apprenticeship or training programs.

classification of employees; transfer, promotion, layoff, or recall; job advertisements, recruitment, testing, use

IT'S THE LAW!

and safety concern with you or with OSHA, or reporting a work-related injury or illness.

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

THE MISSOURI HUMAN RIGHTS ACT APPLIES TO: • Private employers with six or more employees.

of company facilities, training, and apprenticeship programs; fringe benefits, pay, retirement plans, or

person in one of the protected categories.

TWO ways to verify poster compliance! **QR CODE**) Scan with phone camera