Missouri State Postings



MISSOURI

Workers' Compensation Law

Roles and Responsibilities

for Employers and Employees DIVISION OF WORKERS' COMPENSATION

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

Employee Information

Steps to Take When Injured on the Job 1. Notify your employer immodiate.

- phone number

 *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).

 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 www.labor.mo.gov/DWC or call 800-775-COMP.

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 authorized medical treatment, prescriptions, and medical devices. There is no deductible, and all costs are paid by the employer or its workers' compensation risks company. If you receive a bill, contact your employer or the insurance company, if medically. The employer or its workers' compensation risks company. If you receive a bill, contact your employer or the insurance company immediately. The employer/ensurar has the right to choose the healthcare protection of the protection of the

- 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 that you can perform light or modified duly work and your employer offers you such work, you may not be eligible for TTD benefits. TTD benefits should be confinue the doctor says you can return to work, or when your treatment is concluded because your confilion have reached "maximum medical improvement," whichever occ If you return to light or modified duly at less than full pay, you may be entitled to temporary partial 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:

The next-related highly sources an employed death, the surviving dependents may receive weekly death benefits asked at 66,20% of the deceased employed as energial weekly makes the control of the deceased employed as energial weekly makes a few many dependent of the Soo Ofform the employer fewers. For additional information relating to survivor's benefits, including college scholarship opportunities for surviving children, please veil wave laborating and CVIC.

Additional Benefits for Occupational Diseases Due to Toxic Exposure - Permanent Total Disability and/or Death:
For information relating to additional benefits available, besser refer to the Division's website at wavefalcoming one/DVIC Injured, Victoria/benefits, available.

Steps to Take When an Injury Occurs

- eaps to Take When an Injury Occurs

 Be sure first aid a daminisatered and the employee is taken to a physician or hospital for further medical care, if necessary.

 Report the plury to the insurance company or Third Party Administrator (TRA) within five days of the date of injury or within five days of the date on which the injury was reported to the employee by the employee, whichever is later. The insurer, TRA or binding party of the date on which the finity was reported to the semployee by the employee, whichever is later. The insurer, TRA or binding party of the date of the later of the party of the date of the later of the party of the date of the later of the party of the date of the later of

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 Morkers 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.

Fraud/Noncompliance

A subsequent violation is a class I belony, and experience of the control of the

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

DISCRIMINATION IN EMPLOYMENT IS PROHIBITED

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TAKE ACTION FILE A COMPLAINT

perow. must be filled within 186 leged discrimination. CONTACT US

RI COMMISSION ON HUMAN RIGHTS

Toll-free Discrimination Complaint Hotline: 877-781-4236 TDD/TTY: 800-735-2966

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- employees.

 All employment agencies.

 All apprenticeship or training programs.

 All state and local government agencies.

 All labor organizations.
- DISCRIMINATORY PRACTICES PROHIBITED BY THE MISSOURI HUMAN RIGHTS ACT INCLUDE:

MISSOURI
DEPARTMENT OF LABOR
S NOUSTRIAL RELATIONS

MISSOURI COMMISSION
ON HUMAN RIGHTS

UNEMPLOYMENT INSURANCE BENEFITS

WHEN TO APPLY FOR UI BENEFITS

HOW TO APPLY FOR UI BENEFITS

PROPER WORKER CLASSIFICATION

If you think you may be improperly classified or suspect a business of improperly classifying workers, visit labor.mo.gov/offthebooks or call 573-751-1099.

LEARN MORE AT LABOR.MO.GOV/UNEMPLOYED-WORKERS EMPLOYMENT P.O. 80x 59
SECURITY SECURITY P.O. 80x 59
Jefferson City, MO S184-0059 labor.reo.gov/clairsan

VICTIMS OF DOMESTIC OR SEXUAL VIOLENCE LEAVE TIME ALLOWED

See Section 285,630, RSMo., and refer to Sections 285,629 to 285,670 RSMo. for definitions.

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

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



TIPPED EMPLOYEES



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.





EMPLOYEE RIGHTS
An employee not being paid the correct wages can file a minimum wage complaint at laborum, oyn/U.S./Minimum/Wage and is entitled to pursus a private legal right of action to collect any wages due toolect any wages due to collect any wages due to the collect wages due to the collec

LEARN MORE AT LAROR MO GOV/DLS/MINIMUMWAGE



421 East Dunklin Street 573-751-3403
P.O. Box 449 Fax: 573-751-3721
Jefferson City, MO 65102-0449 laborstandards@labor.mo.gov

d Forces of the United Missouri Department of Labor and Industrial Relativerar's services and is an equal apportunity employer/program.

TDD/TTY: 800-735-2966 Relay Missouri: 711

Notice to Employers / Employees

ir state has its own minimum wage law which requires posting a notice regarding the aspects of that law polypevas era Bill required to post the Federal Minimum Wage notice from the U.S. Dept. of Labor Fail Au-bondards Act in addition to this state posting. According to the Dept. of Labor; where Federal and state law ed different minimum wage rates, the higher standard applies.

This Posting is for Informational Purposes Only



DIVISION OF LABOR STANDARDS EMPLOYERS EMPLOYING WORKERS UNDER THE AGE OF 16

Youth Employment List

age before they start employment at any job (other than an under the age of 14 mb and the start employment at any job (other than an under the age of 14 mb and the start employment at any job (other than an an expancity (other than in the entertainment industry or in newspaper delivery, babystimity, occasionally and of man vork with parental consent, or some youth sporting events). Whigher of the start expansion is a start of the start expansion of the st

- Unacceptable Types of Work and Workplaces for All Youth Under 16

 Door-lo-door sales (excluding churches, schools, scouls)

 Operating hazardous equipment: ladders, scaffolding, freight elevators, cranes, hosting machines, man lifts,

- Transporting or handling Type A and B explosives or ammunition

- Saw mills or cooperage stock (barrel) mills or where woodworking machinery is used Jobs involving ionizing or non-ionizing radiation or radioactive substances
- Jobs in hotels, motels, or resorts unless the work performed is physically separated from the sleeping accommodations
- Any job dangerous to the life, limb, health, or morals of youth

Acceptable Work Hours for 14 and 15 year olds

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 additional copies of this list.

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



iHRSource ww.ihrsource.co 800-848-0088

These files may not be printed out and posted to meet legal compliance posting requirements. Required posters to meet legal compliance posting requirements are physically posted at all CarMax locations.

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Compliance Date January 2025

