



MISSOURI DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

REQUIRED POSTER:
EMPLOYERS EMPLOYING WORKERS UNDER THE AGE OF 16

Youth Employment List

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

Name of Worker	School Term Shift (7 a.m. – 7 p.m.)	Non-School Shift (7 a.m. – 9 p.m.)
1) _____	_____	_____
2) _____	_____	_____
3) _____	_____	_____
4) _____	_____	_____
5) _____	_____	_____
6) _____	_____	_____
7) _____	_____	_____
8) _____	_____	_____
9) _____	_____	_____
10) _____	_____	_____

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 written 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 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

- [Door-to-door sales](#) (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, or heating
- 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
- 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 goods
- Any job dangerous to the life, limb, health, or morals of youth

Acceptable Work Hours for

14 and 15 year olds

- Between 7 a.m. and 7 p.m. during school term
- Between 7 a.m. and 9 p.m. during non-school term
- No more than three hours a day on school days
- No more than eight hours a day on non-school days
- No more than six days or 40 hours in a week

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

DIVISION OF LABOR STANDARDS

www.labor.mo.gov/DLS/MinimumWage

Missouri Minimum Wage **\$7.70**

In Effect for 2017

Missouri's current minimum wage rate is \$7.70 per hour. All businesses are required to pay at minimum, the \$7.70 per hour rate, except retail and service businesses whose annual gross sales are less than \$500,000. There also are certain classes of employees under the definition of "employee" in Section 290.500(3), RSMo, and pertaining to agriculture in Section 290.507, RSMo, to 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, 2018, if the cost of living as measured by the Consumer Price Index (CPI) rises or falls (see Section 290.502, RSMo). Missouri law does not allow the state's minimum wage rate to be lower than the federal minimum wage rate.

The Missouri Minimum Wage Law does not apply to exempt employees/employers, and does not supersede more favorable laws or interfere with collective bargaining agreement rights.

Tipped Employees

Compensation for tipped employees must total at least \$7.70 per hour. Employers of tipped employees are required to pay tipped employees at least 50 percent of the minimum wage, or \$3.85 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 \$7.70 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 employee 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/DLS/MinimumWage. 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.

For more information or to file a wage complaint:

Missouri Division of Labor Standards
P.O. Box 449, Jefferson City, MO 65102
Phone: 573-751-3403 Fax: 573-751-3721
Email: MinimumWage@labor.mo.gov
Website: www.labor.mo.gov/DLS/MinimumWage

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



Departamento del Trabajo y Relaciones Industriales de Missouri

DIVISIÓN DE NORMAS LABORALES

www.labor.mo.gov/DLS/MinimumWage

Salario mínimo del estado de Missouri

En vigor para 2017

\$7.70

El salario mínimo actual del estado de Missouri es de \$7.70 por hora. Todos los negocios tienen que pagar como mínimo la tarifa de \$7.70 por hora, con excepción de los negocios de ventas al por menor y de servicios cuyas ventas anuales brutas son menores de \$500,000. También existen ciertas clases de empleados bajo la definición de “empleado” en la Sección 290.500(3) de los Estatutos Revisados de Missouri, y pertinentes a la agricultura en la Sección 290.507 de los Estatutos Revisados de Missouri, a los que no aplica la ley de Missouri.

Además, las horas extras también deberán pagarse a no menos de una vez y media la tarifa regular de un empleado cubierto, por todas las horas trabajadas que superen las 40 horas en una semana laboral.

La tarifa de salario mínimo puede aumentar o disminuir el 1° de enero de 2018, si el costo de vida de acuerdo al Índice de Precios de Consumo (CPI, por su sigla en inglés) aumenta o disminuye (consulte la Sección 290.502, de los Estatutos Revisados de Missouri). La ley de Missouri no permite que la tarifa del salario mínimo estatal sea menor que el salario mínimo federal.

La Ley de salario mínimo del estado de Missouri no aplica a los empleados/empleadores exentos y no reemplaza otras leyes más favorables ni interfiere con los derechos negociados en convenios colectivos.

Empleados que reciben propinas

El pago total de los empleados que reciben propinas debe ser de por lo menos de \$7.70 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 \$3.85 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 totalice al menos \$7.70 por hora.

Registros que guardar y período 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 período de pago y el número de horas trabajadas cada día y cada semana laboral (consulte la Sección 290.520, de los Estatutos Revisados de Missouri). Estos registros tienen que guardarse por un período no menor de tres años. Se abrirán los registros 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 enumerado en la Sección 290.525 de los Estatutos Revisados de Missouri, es culpable de un delito menor clase C.

Un empleado puede entablar 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 ley será responsable de la cantidad completa 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 lo permita el tribunal o el jurado (consulte la Sección 290.527 de los Estatutos Revisados de Missouri).

Reclamaciones

Puede presentar un formulario de reclamación de Salario mínimo visitando la página web www.labor.mo.gov/DLS/MinimumWage. También puede imprimir el formulario y enviarlo a la División usando la información de contacto que se muestra abajo. Una vez que se haya completado la investigación, se informará el resultado al empleador y al empleado.

Para más información o para presentar una queja por salario:

División de Normas Laborales de Missouri
P.O. Box 449, Jefferson City, MO 65102
Teléfono: 573-751-3403 Fax: 573-751-3721
Correo electrónico: MinimumWage@labor.mo.gov
Página web: www.labor.mo.gov/DLS/MinimumWage

El Departamento del Trabajo y Relaciones Industriales de Missouri es un empleador/programa de igualdad de oportunidades.
TDD/TTY: 800-735-2966 Relay Missouri: 711



MISSOURI COMMISSION ON HUMAN RIGHTS

DISCRIMINATION IN HOUSING IS PROHIBITED

www.labor.mo.gov/mohumanrights

The Missouri Human Rights Act makes it illegal to discriminate in any aspect of housing because of an individual's race, color, religion, national origin, ancestry, sex, familial status (children under the age of 18 living with parents or legal custodians, pregnant women, and people securing custody of children under the age of 18), or disability.



Discriminatory housing practices prohibited by the Missouri Human Rights Act include:

- Refusing to rent or sell housing
- Lying about the availability of housing
- Evicting someone from housing
- Sexually harassing tenants
- Discriminating in the terms of housing such as amount of rent or security deposits, house sale prices, the use of facilities, financing, or maintenance
- Refusing to make a mortgage loan or imposing different terms or conditions on a loan, such as different interest rates, points, or fees
- Discriminating in appraising a property
- Harassing tenants because of race, color, religion, national origin, ancestry, sex, disability, or familial status
- Refusing to allow an individual with a disability to make reasonable modifications to a dwelling to accommodate the disability.

The Missouri Human Rights Act applies to:

Landlords, rental managers, property owners, real estate agents, bankers, developers, builders, and individual homeowners who are selling or renting property.

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

111 N. 7th St., Suite 903
St. Louis, MO 63101-2142
314-340-7590

**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 regard to housing, 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.

MISSOURI
DEPARTMENT OF LABOR
& INDUSTRIAL RELATIONS

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.



MCHR-6 (04-16) AI



MISSOURI COMMISSION ON HUMAN RIGHTS

LA DISCRIMINACIÓN EN LA VIVIENDA ESTÁ PROHIBIDA

www.labor.mo.gov/mohumanrights

La Ley de Derechos Humanos de Missouri establece que es ilegal discriminar en cualquier aspecto de la vivienda contra una persona por motivos de raza, color, religión, nacionalidad, ascendencia, sexo, situación familiar (niños menores de 18 años viviendo con los padres o tutores legales, mujeres embarazadas y personas que tienen la custodia de niños menores de 18 años), o discapacidad.



Entre las prácticas discriminatorias en la vivienda prohibidas por la Ley de Derechos Humanos de Missouri están las siguientes:

- Rehusarse a alquilar o vender una vivienda
- Mentir sobre la disponibilidad de una vivienda
- Desalojar a alguien de una vivienda
- Acosar sexualmente a los inquilinos
- Discriminar en los términos de la vivienda tales como la cantidad de la renta o el depósito de garantía, el precio de venta de una propiedad, el uso de las instalaciones, el financiamiento o el mantenimiento
- Negarse a hacer un préstamo hipotecario o imponer términos o condiciones distintas en un préstamo, como tasas de interés, puntos u honorarios distintos
- Discriminar al valorar una propiedad
- Acosar a los inquilinos basándose en su raza, color, religión, nacionalidad, ascendencia, sexo, discapacidad o situación familiar
- Negarse a permitir que una persona con una discapacidad haga modificaciones razonables a una vivienda necesarias debido a su discapacidad.

La Ley de Derechos Humanos de Missouri se aplica a:

Caseros, gerentes de alquiler, dueños de propiedades, agentes de bienes raíces, banqueros, desarrolladores, constructores y propietarios individuales que vendan o alquilen propiedades.

La misión de MCHR es desarrollar, recomendar y poner en práctica maneras de prevenir y eliminar la discriminación, y proporcionar soluciones equitativas y oportunas a las reclamaciones haciendo cumplir la Ley de Derechos Humanos de Missouri.

CONTÁCTENOS

Comisión de Derechos Humanos de Missouri (MCHR)

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

111 N. 7th St., Suite 903
St. Louis, MO 63101-2142
314-340-7590

Línea directa gratuita para casos de discriminación: 877-781-4236
TDD/TTY: 800-735-2966
Relay Missouri: 711



¡Actúe! Presente una queja

Si usted piensa que ha sido víctima de discriminación en relación a la vivienda, puede presentar una denuncia por discriminación llamando a uno de los números indicados anteriormente o enviando un correo electrónico a mchr@labor.mo.gov Nota: las denuncias tienen que presentarse dentro de los **180 días** de la presunta discriminación.

La Comisión de Derechos Humanos de Missouri es un empleador/programa con igualdad de oportunidades. Recursos y servicios para personas discapacitadas son disponibles si se solicitan.

MISSOURI
DEPARTMENT OF LABOR
& INDUSTRIAL RELATIONS

El reglamento estatal 8 CSR 60-3.010 requiere que este aviso se coloque en todos los negocios o establecimientos sujetos a la Ley de Derechos Humanos de Missouri.



MCHR-6-S (04-16) AI



MISSOURI COMMISSION ON HUMAN RIGHTS

DISCRIMINATION IN PLACES OF PUBLIC ACCOMMODATION IS PROHIBITED

www.labor.mo.gov/mohumanrights

The Missouri Human Rights Act makes it illegal for places of public accommodation to deny access to or treat someone unequally because of an individual's race, color, religion, national origin, ancestry, sex, or disability.

Places of public accommodation include places or businesses offering or holding out to the general public goods, services, privileges, facilities, advantages, or accommodations for the peace, comfort, health, welfare, and safety of the general public or such public places providing food, shelter, recreation, and amusement. -- Section 213.010(15), RSMo.

Places of public accommodation include but are not limited to



RESTAURANTS



BARS



RETAIL
STORES



MOVIE
THEATERS



GAS STATIONS



SCHOOLS



SPORTS
STADIUMS



HOTELS/
MOTELS



STATE, COUNTY
OR CITY
FACILITIES

Discriminatory practices prohibited by the Missouri Human Rights Act in places of public accommodation include:

- Refusing to provide service
- Being inaccessible to a person with a disability
- Setting different terms or conditions for services or facilities
- Failing to reasonably accommodate an individual's disability to allow him or her to use and enjoy the place of public accommodation
- If parking is provided, failing to provide adequate accessible parking spaces
- If a public restroom is provided, failing to provide an accessible public restroom
- Failing to provide an accessible entrance.

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 by a place of public accommodation, 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.

MISSOURI
DEPARTMENT OF LABOR
& INDUSTRIAL RELATIONS

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.



MCHR-7 (04-16) AI



MISSOURI COMMISSION ON HUMAN RIGHTS

LA DISCRIMINACIÓN EN LOS LUGARES PÚBLICOS ESTÁ PROHIBIDA

www.labor.mo.gov/mohumanrights

La Ley de Derechos Humanos de Missouri establece que es ilegal que en los lugares públicos se niegue el acceso o se trate de forma desigual a una persona por motivos de raza, color, religión, nacionalidad, ascendencia, sexo o discapacidad.

Los lugares públicos incluyen lugares o negocios que ofrecen o brindan bienes, servicios, privilegios, instalaciones, beneficios o acomodo al público general para la paz, comodidad, salud, bienestar y seguridad del público general o los lugares públicos que proporcionan alimento, alojamiento, recreación y diversión. -- Sección 213.010(15), Estatutos Revisados de Missouri.

Los lugares públicos incluyen, pero no se limitan a:



RESTAURANTES



BARES



COMERCIOS
MINORISTAS



CINES Y
TEATROS



GASOLINERAS



ESCUELAS



ESTADIOS
DEPORTIVOS



HOTELES/
MOTEL



INSTALACIONES
ESTATALES,
DEL CONDADO
O LA CIUDAD

Entre las prácticas discriminatorias que prohíbe la Ley de Derechos Humanos de Missouri en los lugares públicos están:

- Negarse a brindar servicios
- Ser inaccesible para una persona con discapacidad
- Establecer términos o condiciones distintos para los servicios o las instalaciones
- No cumplir con un acomodo razonable para la discapacidad de una persona de manera que esta pueda usar y disfrutar el lugar público
- Si se proporciona estacionamiento, no cumplir con proporcionar espacios de estacionamiento adecuados y accesibles
- Si se proporcionan baños públicos, no cumplir con proporcionar baños públicos accesibles
- No cumplir con proporcionar una entrada accesible.

La misión de MCHR es desarrollar, recomendar y poner en práctica maneras de prevenir y eliminar la discriminación, y proporcionar soluciones equitativas y oportunas a las reclamaciones haciendo cumplir la Ley de Derechos Humanos de Missouri.

CONTÁCTENOS

Comisión de Derechos Humanos de Missouri (MCHR)

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

Línea directa gratuita para casos de discriminación: 877-781-4236
TDD/TTY: 800-735-2966
Relay Missouri: 711



¡Actúe! Presente una queja

Si usted piensa que ha sido víctima de discriminación en un lugar público, puede presentar una denuncia por discriminación llamando a uno de los números que se indican arriba o enviando un correo electrónico a MCHR@labor.mo.gov Nota: las denuncias tienen que presentarse dentro de los **180 días** de la presunta discriminación.

La Comisión de Derechos Humanos de Missouri es un empleador/programa con igualdad de oportunidades. Recursos y servicios para personas discapacitadas son disponibles si se solicitan.

MISSOURI
DEPARTMENT OF LABOR
& INDUSTRIAL RELATIONS

El reglamento estatal 8 CSR 60-3.010 requiere que este aviso se coloque en todos los negocios o establecimientos sujetos a la Ley de Derechos Humanos de Missouri.



MCHR-7-S(04-16) AI



DISCRIMINATION IN EMPLOYMENT IS PROHIBITED

www.labor.mo.gov/mohumanrights

The Missouri Human Rights Act makes it illegal to discriminate in any aspect of employment because of an individual's race, color, religion, national origin, ancestry, sex, disability or age (40 through 69).

The Missouri Human Rights Act applies to:

- Private employers with six or more employees
- All apprenticeship or training programs
- All labor organizations
- All employment agencies
- All state and local government agencies



Discriminatory employment practices 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.

An employment agency includes any 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.





MISSOURI
COMMISSION ON
HUMAN RIGHTS

LA DISCRIMINACIÓN EN EL EMPLEO ESTÁ PROHIBIDA

www.labor.mo.gov/mohumanrights

La Ley de Derechos Humanos de Missouri establece que es ilegal discriminar en cualquier aspecto del empleo por motivos de raza, color, religión, nacionalidad, ascendencia, sexo, discapacidad o edad (40 a 69 años).

La Ley de Derechos Humanos de Missouri se aplica a:

- Empleadores privados con seis empleados o más
- Todos los programas de aprendizaje o capacitación
- Todas las organizaciones laborales
- Todas las agencias de empleo
- Todas las agencias de gobierno estatales y locales



Entre las prácticas discriminatorias en el empleo prohibidas por la Ley de Derechos Humanos de Missouri están:

- Contratación y despido, remuneración, asignación o clasificación de empleados, traslado, ascenso, despido o destitución, anuncios de empleo, reclutamiento, pruebas, uso de las instalaciones de la compañía, programas de capacitación y aprendizaje, beneficios adicionales, sueldo, planes de jubilación o licencia por discapacidad, u otros términos y condiciones del empleo.
- Acoso por motivo de raza, color, religión, nacionalidad, ascendencia, sexo, discapacidad o edad
- Represalias contra una persona por presentar una denuncia por discriminación, participar en una investigación o audiencia sobre discriminación u oponerse a las prácticas discriminatorias
- Discriminar en cualquier aspecto del empleo a una persona por su asociación a una persona por su asociación con una persona en una de

Una agencia de empleo incluye a cualquier persona o agencia, pública o privada, habitualmente dedicada, con o sin remuneración, a conseguir empleados para un empleador o a conseguir a los empleados oportunidades de trabajo con un empleador.

La misión de MCHR es desarrollar, recomendar y poner en práctica maneras de prevenir y eliminar la discriminación, y proporcionar soluciones equitativas y oportunas a las reclamaciones haciendo cumplir la Ley de Derechos Humanos de Missouri.

CONTACT US

Comisión de Derechos Humanos de Missouri (MCHR)

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

Línea directa gratuita para casos de discriminación: 877-781-4236
TDD/TTY: 800-735-2966
Relay Missouri: 711



¡Actúe! Presente una queja

Si usted piensa que ha sido víctima de discriminación en el empleo, puede presentar una denuncia por discriminación llamando a uno de los números que se indican arriba o enviando un correo electrónico a mchr@labor.mo.gov. Nota: las denuncias tienen que presentarse dentro de los **180 días** de la presunta discriminación.

La Comisión de Derechos Humanos de Missouri es un empleador/programa con igualdad de oportunidades. Recursos y servicios para personas discapacitadas son disponibles si se solicitan.

MISSOURI
DEPARTMENT OF LABOR
& INDUSTRIAL RELATIONS

El reglamento estatal 8 CSR 60-3.010 requiere que este aviso se coloque en todos los negocios o establecimientos sujetos a la Ley de Derechos Humanos de Missouri.



MCHR-9-S (04-16) AI

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 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
- If you are able to work, available for work and actively seeking employment.



HOW TO APPLY FOR UI BENEFITS

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

Jefferson City 573-751-9040

Springfield 417-895-6851

Kansas City 816-889-3101

St. Louis 314-340-4950

Outside Local Calling Area 800-320-2519

If you believe someone is fraudulently collecting unemployment benefits, email ReportUIFraud@labor.mo.gov or call 573-751-0057.



PROPER WORKER CLASSIFICATION

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, workers' compensation coverage and employer tax contributions.

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



**DIVISION OF
EMPLOYMENT
SECURITY**

P.O. Box 59
Jefferson City, MO 65104-0059

Fax: 573-751-9730
esuiclaims@labor.mo.gov

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 al 573-751-9040 para asistencia en la traducción y entendimiento de la información en este documento.

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 (03-18) AI
Benefits

Beneficios del seguro por desempleo

Aviso a los trabajadores

Los Beneficios del seguro por desempleo (UI, por sus siglas en inglés) se proporcionan según la Ley para la seguridad de empleo de Missouri a los trabajadores que queden total o parcialmente desempleados si estos cumplen con los requisitos de elegibilidad de la ley.

No se hacen deducciones del salario de los empleados para este seguro. El empleador paga el impuesto en Missouri.

Visite la página web de la División de Seguridad de Empleo en www.mocclaim.mo.gov para obtener información adicional relacionada con el UI, tramitar su reclamación inicial o renovación y para obtener información sobre un reclamo que ya presentó. La página web está disponible las 24 horas del día, los siete días de la semana.

Usted puede llamar a un Centro Regional de Reclamaciones para obtener ayuda de lunes a viernes, de 8 a.m. a 5 p.m. Información automatizada sobre cualquier reclamación ya presentada está disponible por teléfono, las 24 horas del día, a través de los números a continuación.

Los números locales son: **Jefferson City: 573-751-9040** **Kansas City: 816-889-3101**
 Springfield: 417-895-6851 **St. Louis: 314-340-4950**

Si está fuera de las áreas locales anteriores: 800-320-2519



DIVISION OF EMPLOYMENT SECURITY

P.O. Box 59
Jefferson City, MO 65104-0059

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La División de Seguridad de Empleo de Missouri es un empleador/programa de igualdad de oportunidades. Recursos y servicios para personas discapacitadas son disponibles si se solicitan. TDD/TTY: 800-735-2966 Relay Missouri: 711

MODES-B-2-S (12-14) AI
U.I.Prg.



DIVISION OF WORKERS' COMPENSATION

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**

Name _____

Address _____

Phone _____

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 or issue awards after a hearing relating to an injured employee's entitlement to benefits.

Steps to Take When Injured on the Job

1. Notify your employer immediately (written notice must be provided within 30 days of the injury/or 30 days when reasonably aware of the work-relatedness of occupational illness or disease) by contacting

_____,
employer representative

_____,
phone number

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

2. **Seek medical attention (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).**
3. 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.

Benefits for Injured Employees

Medical Care:

The employer or insurer is required to provide medical treatment and care 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 an employee dies on the job, 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.

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 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 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.
2. 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.
3. Pay medical bills related to the work injury 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.)
4. For more liability and insurance information relating to the Workers' Compensation Program, visit www.labor.mo.gov/DWC 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 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

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 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.



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