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Under the direction of Gov. Nixon, the Missouri Department of Labor and Industrial Relations is responsible for the administration and enforcement of state laws related to employment. Our Department continues to respond to the needs of Missouri's workforce and industry, making Missouri a great place to live, work and do business.



Letter from Director Ryan McKenna

The Division of Employment Security (DES) is responsible for administering the state's unemployment insurance laws to Missouri employers and employees. Missouri's unemployment rate continues to improve due to consistent economic growth and job creation. Since 2009, the number of unemployment claims has dropped by more than 54 percent. The DES continues to maintain a partnership with the Division of Workforce Development to ensure that Missouri's unemployed or underemployed take advantage of the services available at Missouri Job Centers.

Earlier this year, the DES received funding from the U.S. Department of Labor to increase outreach efforts for the Shared Work program to Missouri businesses. Shared Work is an alternative to layoffs for employers faced with a reduction in available work. The program is now experiencing considerable growth after partnering with other state agencies as well as outreach to businesses and community organizations.

The Division of Labor Standards is charged with educating businesses and workers about Missouri's Labor Laws. This year, the Wage and Hour section increased its outreach and education efforts for stakeholders about Missouri's wage laws. For the second year, the On-Site Safety and Health Consultation Program received an On-Site Consultation Achievement Recognition award from OSHA. The award recognized continual efforts to inform Missouri businesses of the program and its benefits.

By working proactively with Missouri businesses, we continue to see a decrease in workplace accidents, protecting the livelihoods of workers and reducing costs for businesses. Earlier this year, Gov. Nixon announced that, for the second consecutive year, most Missouri businesses are expected to see a decrease in workers' compensation rates in 2016.

The Mine and Cave Safety section participated in two national mine rescue events this fall — the Mine Emergency Rescue Drill and the 33rd Annual Missouri Mine Rescue Competition. These events brought teams from across the country to test their skills by providing realistic training environments to respond to a mine disaster.

This year, the Missouri Commission on Human Rights hosted the 4th Annual Missouri Human Rights Conference Celebrating International Human Rights Day at Saint Louis University School of Law, where attendees gathered to collaborate with state and national speakers on best practices to engage the community on human rights issues.

I want to personally thank the dedicated staff of the Missouri Department of Labor and Industrial Relations. Their tireless efforts to ensure Missouri's Employment Laws are applied fairly and impartially, which continues to move Missouri's workforce and industry forward.

Department Overview

The Missouri Department of Labor and Industrial Relations (Labor Department) was created by Article IV, Section 49 of the Missouri Constitution.



Ken Jacob
Deputy Director
Acting Division
of Employment
Security Director

Mission Statement: To promote industry and labor and protect the rights and safety of Missouri's workforce.

The Labor Department is comprised of the Labor and Industrial Relations Commission and five Divisions:

Division of Employment Security

Adjudicates claims for and provides payment of unemployment benefits for employees who become unemployed through no fault of their own. To finance the payment of unemployment benefits to qualified claimants, the DES collects taxes from Missouri employers.

Division of Workers' Compensation

Ensures that workers injured on the job receive the benefits they deserve and investigates allegations of workers' compensation fraud and noncompliance.

Division of Labor Standards

Encourages compliance of Missouri's wage and hour laws through community outreach and education while promoting safe working environments.

State Board of Mediation

Determines the appropriate bargaining unit for public employees and regulates utility labor relations.

Missouri Commission on Human Rights

Investigates alleged violations of and enforces compliance with Missouri law prohibiting discrimination in housing, employment, and public accommodations.

Legislative Summary

Legislators proposed and gave consideration to 91 bills during the 2015 legislative session that would have impacted the Department. Four were passed by the Legislature, and the Governor vetoed three of those. He was later overridden on two of those vetoes, meaning that three ultimately became law this year.



- + HB 150
- + HB 722
- + HB 1119

HB 150*: Reduction in Unemployment Benefits

Effective Oct. 16, following the veto override, severance pay and termination pay provided to workers upon termination of employment is included as wages for the purposes of calculating unemployment benefits to be paid to claimants.

A very specific group of employers may file an appeal regarding unemployment tax rate determinations going back five years if they meet certain requirements during a specified sixty day window. This was also effective Oct. 16.

The trigger requiring Employer Contribution Rate Reductions was increased effective Oct. 16.

Also effective Oct. 16, language was added requiring the Board of Unemployment Fund Financing to meet under certain circumstances.

Also included in HB 150 and effective Jan. 1, 2016, the maximum duration of benefits paid to claimants will be determined by a scale set out in statute ranging from 13 weeks of unemployment benefits when the unemployment rate is considered normal, up to 20 weeks of benefits when the rate is elevated.

HB 722: Preempts Local Governments from Increasing the Minimum Wage

Changes the laws regarding prohibited ordinances by political subdivisions. Local governments are prohibited from having a minimum wage higher than the state or federally required minimum wage and from requiring any employee benefits that exceed what may be required by the state or federal government.

HB 1119: Lineworker Appreciation Day

The electrical worker industry experienced difficulty in recruiting and retaining skilled workers. In an effort to promote the industry, the bill was passed, designating the second Monday each April as Missouri Lineworker Appreciation Day.

**At press time, HB 150 is pending legal challenge at the Missouri Supreme Court.*

Financial Summary

Shows the financial appropriation for each division

Division of
Employment
Security
\$39,462,726*

Division of
Workers'
Compensation
\$9,683,562**

Director
and Staff
\$5,463,749

Division of Labor
Standards
\$2,586,799

Missouri
Commission on
Human Rights
\$1,676,335

Labor and
Industrial
Relations
Commission
\$983,411

State Board of
Mediation
\$116,334

Total
\$59,972,916

* This amount includes the Unemployment Insurance Computer Modernization Project and excludes tax interceptions, claim payments, and federal interest payments.

** This amount excludes Second Injury and tort victims' claim payments and Second Injury Fund refunds.

Labor and Industrial Relations Commission

The Labor and Industrial Relations Commission (LIRC) is established by Article IV, Section 49 of the Missouri Constitution. The LIRC's primary constitutional duty is to oversee the Department of Labor and Industrial Relations (Labor Department).



The LIRC is composed of three members appointed by the governor, with the advice and consent of the Senate. One member is classified as a representative of employers, one member is classified as a representative of employees, and one member is classified as a representative of the public. The public representative must be licensed to practice law in Missouri.

The LIRC nominates and the governor appoints, with the advice and consent of the Senate, a director who serves as the chief administrative officer of the Labor Department. In 1974, the LIRC issued an order delegating many of its powers to the director of the Labor Department, and that order still is in effect today.

The LIRC has the authority to adopt rules for the management of the Labor Department and to approve the administrative rules promulgated by the Labor Department and its Divisions. In addition to its oversight duties, the LIRC serves as a higher authority appeal board, reviewing appeals from workers' compensation cases, unemployment insurance cases, and tort victims' compensation cases. The LIRC also hears and determines objections to prevailing wage determinations and challenges to determinations by public bodies to enter into project labor agreements.



John J. Larsen, Jr.
Chair
Public Member



James G. Avery, Jr.
Commissioner
Employer Member



Curtis E. Chick, Jr.
Commissioner
Employee Member

State Fiscal Year 2015 Appeals

Employment Security	
Employee Benefit Appeals	2,808
Employer Contribution Appeals	78
Benefit Decisions Issued	1,355
Benefit Orders Issued	1,380
Contributions Decisions Issued	35
Contributions Orders Issued	17
Oral Arguments Heard	0
Appeals to the Missouri Court of Appeals	338
Benefit Cases Pending as of June 30	499
Workers' Compensation/Tort Victim	
Applications for Review of Award of Administrative Law Judge	230
Motions for Modification of Award	20
Applications for Approval of Settlements	80
Awards Issued	150
Orders Issued	247
Oral Arguments Heard	70
Appeals to the Missouri Court of Appeals	52
Cases Pending as of June 30	93
Prevailing Wage	
Objections Filed	136
Hearings Held	0
Decisions Issued	30
Appeals to Court	0

Division of Employment Security

The Missouri Division of Employment Security (DES) collects taxes from employers and pays unemployment benefits to individuals who are determined eligible under the law. State unemployment taxes paid by Missouri employers into the Missouri Unemployment Trust Fund (UTF) are set aside for the sole purpose of providing for the payment of weekly benefits to qualified claimants.

Vacant Director

The benefits paid to insured workers help maintain the economy of the state during periods of economic downturn by helping preserve the level of consumer purchasing power. Payments of benefits under the regular unemployment insurance (UI) program are made from a trust fund financed by the employer tax contributions noted above. Contributions are not deducted from worker wages.

Missouri processes weekly requests for payment and pays benefits to individuals in covered employment under state and federal unemployment programs. The state's unemployment program is normally comprised of regular UI, unemployment compensation for ex-service members, unemployment compensation for federal employees and Trade Readjustment Allowances. When authorized, the DES is also responsible for administering federal-state extended benefits, federal Emergency Unemployment Compensation, and Disaster Unemployment Assistance. Missouri processed 1,824,386 weekly requests for payment and paid \$365,139,893 in unemployment benefits for all state and federal benefit programs in FY 2015.

The Federal Unemployment Tax Act (FUTA) tax rate is six percent of the first \$7,000 paid to covered workers. Generally, employers can take a credit against their FUTA tax for amounts paid into state unemployment funds.

The credit may be as much as 5.4 percent of FUTA taxable wages. If an employer is entitled to the maximum 5.4 percent credit, the FUTA tax rate after credit is 0.6 percent. An employer is entitled to the maximum credit if the United States Department of Labor (USDOL) certifies the state's unemployment compensation program as conforming and the employer pays the state unemployment tax in a timely manner.

Fiscal Year 2015

Employers Liable for Contributions	149,238
New Employer Accounts Established	19,479
Employer Contributions Collected	\$594,147,518
Employer Compliance Audits Completed	1,605
Initial Claims Filed	294,663
Unemployment Insurance Benefits Paid	\$353,782,000
Unemployment Insurance Overpayments Collected	\$18,301,650
Appeals Filed	20,841

UI Programs Section

One of the main objectives of the DES is prompt, accurate payment of unemployment benefits to eligible claimants. A person must have worked in employment covered under the Missouri Employment Security Law and earned enough qualifying wages in order to establish a claim for unemployment benefits.

In Missouri, the maximum number of weeks a worker may be entitled to benefits is 20 weeks, and the maximum weekly benefit amount is \$320. The formula to determine the benefit amount uses wages earned by the individual worker, which means not all workers are eligible for 20 weeks of benefits. The average weekly benefit amount paid to eligible individuals for FY 2015 was \$245.49.

Federal Benefits, Timeliness, and Quality Review

scored
81.43%
for separation
determinations

scored
93.65%
for non-separation
determinations

surpassed the
federal Core
Measure goal of
75%

The Missouri Department of Corrections cross-match prevented an estimated \$17,676 in possible overpayments for four claims during 2015. Additionally, the DES cross-matched claims with participating local law enforcement agencies to identify claimants attempting to obtain unemployment benefits while incarcerated in local facilities. As of September 30, 2015, this local incarceration cross-match has prevented an estimated \$171,990 in possible overpayments for more than 702 claims.

The UI Programs Section enhanced its new hire investigation process in July 2015, by creating a specific team dedicated to investigating potential issues from cross-matches with both the national and state directories of new hires. Employers are required to have new employees complete a W-4 form when hired. This information is sent to the state and national new hires directories. The data is compared with the record of the weekly requests for payment filed by claimants. If a match occurs, the unit investigates whether the claimant is receiving benefits for which they are not entitled. Since July 1, 2015, the cross-match detected 6,880 claimants who returned to work. Of those claimants who returned to work, the unit established 1,208 overpayments.

The DES continues to partner with the Missouri Division of Workforce Development to offer extensive re-employment services for jobseekers. The collaborative efforts maintain an environment within both agencies that allows for data sharing which sustains a large number of programs aimed at improving the ability of unemployed workers to either find new jobs or seek further education to enhance opportunities for re-employment.

Employer Contributions Section

The Employer Contributions Section ensures all employers are properly reporting their workers' wages and paying the correct tax on those wages.

The administrative staff investigates matters pertaining to employer liability and makes determinations relating to employer payrolls and taxes. These determinations are appealable through the DES appeals process and the state judicial system.

An account is maintained for each employer to which tax payments are credited and to which unemployment benefits paid to the employer's former workers are charged. The employer's tax rate is based on the relationship of the experience account balance to the employer's average annual taxable payroll. In calendar year 2015, the average tax rate for all employers was 1.955 percent. The average rate for employers that had a positive experience account balance was 1.516 and the average rate for employers with a deficit account balance (more benefits have been paid out to former employees than taxes paid in) was 7.269 percent.

During FY 2015, there were 149,238 employers subject to coverage provisions of the law. There were 19,479 employers not previously covered that became subject to the law. These employers reported 3,015,853 employees. Employee wages are required to be reported each calendar quarter as they are used to determine claimant benefit entitlement.

The DES collected \$594,147,518 in taxes, which is credited to the UTF for payment of unemployment benefits.

The DES ensures that employers are properly classifying their workers, reporting their workers' wages, and paying the correct taxes on the wages. Employers that misclassify workers fail to pay taxes to the UTF, which gives them an unfair advantage over competitors that are properly reporting and paying their taxes.

In FY 2015, the DES continued using its Misclassified Worker Detection System to assist in identifying employers that potentially misclassify workers. The online Report Worker Misclassification tip system also allows individuals or businesses to report misclassification concerns to the DES. In addition, employers issued determinations stating their workers are employees and not independent contractors are contacted after a year to verify if they are complying with their DES determination.

In FY 2015, 7,276 misclassified workers were identified through audits and investigations, resulting in \$1,879,066.00 of additional taxes owed.

In FY 2015, Field Audit and Collections staff improved efforts to increase compliance and reduce the amount of unpaid taxes, interest, and penalties and the number of outstanding quarterly reports due. These efforts positively impact both the UTF and the payment of unemployment benefits to eligible claimants.

1,605 audits were conducted

7,276 workers identified as incorrectly classified

\$1,879,066 added to the tax amount due

\$8,765,227.60 resolved in past due taxes, interest,
and penalties

16,504 outstanding quarterly reports collected

Benefits Section

The Shared Work Program is an alternative to layoffs for employers faced with a reduction in available work. During FY 2015, there were 338 employers that were approved to participate in the Shared Work Program. There were 51,310 weeks of unemployment benefits paid in the amount of \$3,633,444.06. The Shared Work Program is experiencing considerable growth due to increased outreach efforts to provide awareness and benefits of the program to employers. These efforts include radio ads throughout the state, mailing of Shared Work informational pamphlets, exhibit booths at job fairs and employer conferences, and extensive coordination of services with other state agencies.



The DES continued its efforts to prevent and detect fraud and improper payments of the UI program. During FY 2015, benefits paid under all programs administered by the DES amounted to \$365,139,893. Overpayments for all programs totaled \$15,996,243.78, representing 4.4 percent of benefits paid.

The benefit payment control program uses a number of cross-matches to detect potential cases of improper payment of benefits. The primary means of overpayment detection is a quarterly cross-match of employer wage reports with benefit payments. The DES mails more than 20,000 requests for wage information to employers each quarter. On average 15.9 percent of these requests result in cases of overpaid benefits. Improperly paid benefits in the amount of \$7,265,759 were detected by this quarterly cross-match during FY 2015.

Collection of overpaid benefits is a high priority in the DES. During FY 2015, the DES recovered \$18.3 million of improperly paid benefits and more than \$5.2 million in fraud penalties. Methods used to collect the debt for overpaid benefits include intercepting state and federal income tax refunds and state lottery winnings, offsetting future payment of unemployment benefits, voluntary credit card payments, cash payments, and garnishment of wages.

The most egregious overpayment of benefits due to fraud are investigated and referred for criminal prosecution.

Prosecution Activity Report FY 2014 vs FY 2015

	FY 2014	FY 2015	Year-Over-Year
Cases Referred	292	286	-2%
Overpayment Total	\$1,855,684.54	\$1,487,799.61	-20%
Average Overpayment Referred	\$6,355.08	\$5,202.10	-18%
Convictions	300	260	-13%
Court Ordered Restitutions	\$2,188,727.96	\$1,675,688.91	-23%
Restitutions Received			
Cash	\$902,894.54	\$891,361.64	-1%
UI Weeks	\$9,929.41	\$7,010.53	-29%
Tax/Lottery Intercepts	\$800,595.33	\$668,610.88	-16%
Total Restitution Received	\$1,713,419.28	\$1,566,983.05	-9%

One of the most productive projects initiated by the Benefits Section during FY 2015 was Operation Round-Up. It was engineered in July 2014 to address more than 200 outstanding warrants for claimants who received over \$1 million in fraudulent unemployment benefits. The Benefit Section's Special Investigations Unit worked with prosecuting authorities and 52 law enforcement agencies throughout the state to apprehend 133 individuals charged with a crime pertaining to unemployment fraud. The individuals apprehended had a combined overpayment amount totaling \$835,852.27, which will receive judicial action and potential court ordered restitution.

Operation Round-Up

Warrants Served	Number of Warrants Served	Overpayment Amount
St. Louis City	25	\$304,283.17
Kansas City	16	\$108,472.97
Outside metro area	92	\$423,096.13
Total	133	\$835,852.27

Appeals Section

Pursuant to federal and Missouri law, the DES must provide an opportunity for a fair hearing before an impartial tribunal to all parties affected by a deputy's determination. The DES Appeals Section provides due process hearings for all appeals arising under the basic programs of UI benefit entitlement and tax liability, as well as special programs such as federal EUC, DUA, TRA, and EB, when authorized.

Once an appeal is filed, an impartial Appeals Referee conducts an evidentiary hearing and issues a written decision regarding the appeal. The decision of the Appeals Referee is subject to review by the Labor and Industrial Relations Commission upon timely application by the aggrieved party.

During FY 2015, 20,841 appeals were filed with the Appeals Section. The section scheduled 22,255 hearings and disposed of 20,033 appeals by decision or order.

Quality Control Section

The Quality Control Section is responsible for the operation of two federally mandated programs, Benefit Accuracy Measurement (BAM) and Tax Performance System (TPS). The BAM Program audits paid and denied unemployment claims. The TPS Program audits the operation of the DES UI tax program.

In addition, this section and the Department of Economic Development's Division of Workforce Development are jointly responsible for the operation of Missouri's Reemployment Services and Eligibility Assessment (RESEA) Program. This program randomly selects UI claimants and refers them to their local Missouri Job Center to receive reemployment services and a UI eligibility assessment.

Other functions and responsibilities of the Quality Control Section include producing and providing statistical information, raw data, and financial information to the executive staff of the Department of Labor and Industrial Relations, the Missouri State Unemployment Council, the USDOL, members of the Missouri General Assembly, and all other interested stakeholders. The Quality Control Section also prepares and submits USDOL-required reports, UTF projections, budget oversight, and fiscal notes; calculates and monitors the DES performance measures; writes and monitors grants; assists in the implementation of statutory changes; and ensures Missouri's UI system complies with federal laws and policies.

Quality Control Work Functions FY 2015

Fiscal Notes Prepared	52
USDOL Required Reports Submitted	474
Benefit Claims Audited	930
Tax Cases Audited	1,107
Claimants Selected for the REA Program	12,172

UI Wages and Benefits

Calendar Year	Average Weekly Wage	Average Weekly Benefit
2010	\$762.77	\$244.16
2011	\$781.39	\$237.70
2012	\$805.48	\$239.38
2013	\$816.90	\$241.60
2014	\$829.89	\$243.63

Employment and Earnings

Cal. Year	Covered Employers	Covered Employees ¹	State Revenues ¹	Wages Paid in Covered Employment ¹		Average Tax Rate-Percent of		Taxable Wage Base	Annual Wage
				Total	Taxable	Total	Taxable		
2010	136,810	2.54M	\$608.7M	\$99.9B	\$25.2B	0.7	2.1	\$13,000	\$40,200
2011	137,223	2.55M	\$680.3M	\$102.3B	\$26B	0.8	2.3	\$13,000	\$40,993
2012	138,732	2.56M	\$673.5M	\$106.3B	\$26.7B	0.7	2.4	\$13,000	\$42,248
2013	142,230	2.6M	\$648.9M	\$109B	\$26.9B	0.7	2.3	\$13,000	\$42,642
2014	145,488	2.64M	\$634.9M	\$112.1B	\$27.6B	0.7	2.2	\$13,000	\$43,923

¹ - These are abbreviated figures

UI Claims and Benefits

Cal. Year	First Payments	Weeks Compensated	Benefits Paid ¹	Avg. Weekly Benefit Amount	Average Duration	Exhaustion Rate	Trust Fund Balance ¹	Outstanding Federal Loans ¹
2010	189,210	3,528,443	\$828.3M	\$244.16	18.7	51.1	\$18.5M	\$722.1M
2011	168,199	2,807,589	\$642.4M	\$237.70	16.7	48.5	\$13.4M	\$725.5M
2012	149,970	2,235,107	\$514.5M	\$239.38	14.9	48.7	\$37.4M	\$569.1M
2013	137,718	2,024,310	\$469.3M	\$241.60	14.7	46.3	\$66.2M	\$321.5M
2014	118,063	1,664,558	\$389.2M	\$243.63	14.1	41.5	\$104.8M	\$0

¹ - These are abbreviated figures

Unemployment Compensation Fund FY 2015

Balance on Hand, July 1, 2014	\$47,022,229.58
Deposit	
Net UI Contributions	\$594,147,517.76
Penalty/Interest	\$7,885,190.55
U.S. Treasury Interest Credits	\$2,866,587.31
Title IX Funds (Reed Act)-Distribution	\$1,204,684.00
Intra-Account Transfer	\$968,687,202.08
From Other States-Interstate Benefits CWC	\$4,139,951.03
FECA Advances/Reimbursements-UCX	\$3,148,314.20
Reimbursable-Local Govt. & Other Pol. Subdivisions	\$7,268,744.79
Reimbursable-State Govt., State Hospitals, and Higher Education	\$2,663,561.19
Reimbursable-Nonprofit Organizations	\$16,116,480.39
Federal Share Extended Benefits	\$(600,000.00)
Federal Emergency Compensation/EUC08	\$(10,986,718.20)
Federal Emergency Compensation/FAC	\$(1,700,000.00)
Short Time Compensation-Federal	\$3,897,412.00
FECA Advances/Reimbursements-UCFE	\$7,833,210.20
From Other Sources-Trust Fund Loans	\$3,974,473.09
From Other Sources-Returned EUC/FSC Rest. Trust Fund	\$(870,000.00)
From Other Sources-Federal Assessment	\$4,274,176.81
From Other Sources-Federal Interest Payment	\$4,694,946.48
Total Receipts	\$1,618,645,733.68
Disbursements	
Net UI Benefits	\$316,471,810.54
Net Reimbursable Benefit Payments-Local Govt. And Other Pol. Subdivisions	\$7,688,585.77

Disbursements (continued)

Net Reimbursable Benefit Payments-State Govt., State Hospitals, and Higher Education	\$2,857,790.99
Net Reimbursable Benefit Payments-NonProfit Organizations	\$17,337,782.13
FECA Net Benefit Payments-UCX	\$3,177,218.64
Net Federal Benefits-Federal Share (Extended)	\$(119,299.45)
EUC 08 Activity	\$(5,084,242.97)
TEUC Activity	\$(52,189.75)
Federal Emergency Compensation-FAC	\$(230,515.05)
Short Time Compensation-Federal	\$3,633,444.06
To Other States-Interstate Benefits CWC	\$34,914,226.40
Title IX Funds-Withdrawn (Reed Act)	\$364,805.01
To Special Funds Penalty/Interest	\$12,092,060.15
FECA Net Benefit Payments-UCFE	\$7,903,024.64
Intra-Account Transfers	\$968,687,202.08
Other First Pmts EB/Loan Repayment	\$6,216,751.14
Total Disbursements	\$1,375,858,454.33

Balance On Hand, June 30, 2015 **\$289,809,508.93**

Cash Balance, June 30, 2015**Clearing Account**

Central Bank, Jefferson City, MO \$218,178.33

Benefit Payment Account

Central Bank, Jefferson City, MO \$(2,147,033.62)

Trust Fund Account

U.S. Treasury \$291,738,364.22

Division of Labor Standards

The Division of Labor Standards (DLS) consists of three sections: Wage and Hour Section, On-Site Safety and Health Consultation Section, and Mine and Cave Safety and Health Training Section. In FY 2015, DLS answered 23,962 incoming phone calls from citizens.



John Lindsey
Director

Wage and Hour

The Wage and Hour Section administers the Child Labor, Minimum Wage and Prevailing Wage Laws for the state of Missouri. Its primary responsibility is assuring child safety, resolving pay disputes and providing information to the public. In FY 2015, the division implemented a new community outreach program to reduce violations by encouraging compliance through education. This new program targets Missouri counties, public bodies and businesses with a direct visit from division staff. During these visits, the entity is informed and given the opportunity to correct any discrepancy outside the law. This is a great resource for the community we serve.

Youth Employment

The Missouri Child Labor Law ensures no child under sixteen years of age is employed in an occupation or in a manner that is hazardous or detrimental to the child's safety, health, morals, educational processes or general well-being. In FY 2015, the DLS made 2,730 public and private contacts to encourage compliance while educating businesses on the benefits of employing Missouri youth.

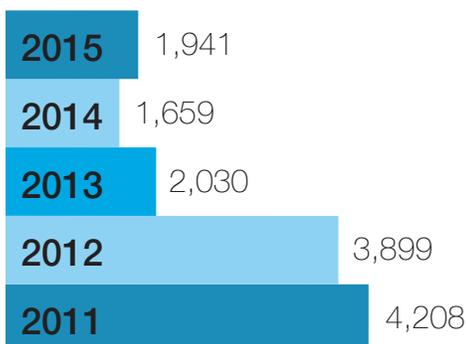
Minimum Wage

The minimum wage program responds to inquiries from employers and workers about their responsibilities and rights under Missouri wage and hour laws. The program also provides educational outreach to businesses and mediates pay disagreements under the Minimum Wage Law. In FY 2015, as part of the division's new outreach program, the DLS made 1,180 direct business visits to encourage compliance and reduce violations.

Prevailing Wage

The prevailing wage program is responsible for setting the wage rate on public works construction projects with submitted wage surveys collected from contractor representatives around the state. The program also provides educational training to public bodies, contractors, reviews complaints for authenticity and presents audit conclusions in pay disagreements. In FY 2015, DLS staff traveled to 66 counties and visited 244 public bodies.

Public Works Construction Projects Reported



Fiscal Year 2015

Youth Employment	
Entertainment Permits Issued	1,353
Work Certificates Reviewed	2,981
Public and Private Contacts	2,730
Children at Businesses in Compliance	483
Complaints Reviewed	17
Minimum Wage	
Public and Private Contacts	11,994
Direct Business Visits	1,180
Complaints Reviewed	663
Businesses Assisted with Compliance	76
Prevailing Wage	
Contacts	11,696
Direct Public Body Visits	244
Complaints Reviewed	226
Businesses Assisted with Compliance	156

Mine and Cave Safety and Health Program

The Mine and Cave Safety and Health Program improves the safety of Missouri mines and caves by offering training to miners, mine owners, mine operators and contractors. Chapter 293 of the Missouri Revised Statutes (RSMo.) requires each mine to be inspected on a regular basis for hazards and unsafe or unhealthy work practices. Underground mines are inspected on a quarterly basis, and surface mines are inspected at least twice a year. Missouri show caves open to the public are also required to be inspected at least once each year. The annual inspection fee is \$35. In FY 2015, the program trained 2,394 miners and conducted 518 mine and cave inspections.

Missouri has received federal grant money to provide required training to miners since 1979. Currently, two full time mine training specialists and one private contract trainer provide the required MSHA training through the program.

The program focuses on innovative training solutions, applying modern adult learning principles for maximum information retention to help achieve the overall goal of eliminating all mine fatalities.

Missouri experienced a six percent increase in training provided to contractors over the past two calendar years.

There are a total of 145 individuals trained from operators with less than five employees. Small operators that are unable to take advantage of resources larger operators receive, continues to be our focus as well as providing training resources for contractors and other stakeholders.

Also in 2015, Missouri University of Science and Technology in Rolla played host to the largest Missouri Mine Rescue Association Mine Rescue Competition to date in its 33-year history. Twenty-two mine rescue teams from around the country participated.



Fiscal Year 2015

Miners Trained	2,394
Mines/Caves Inspected	518
Hazards Found/Abated	929
Miners Affected (including Contractors)	17,648
Fines Operators Avoided	\$668,880.00

Missouri Show Caves

- Bear Cave, Camdenton
- Bluff Dwellers Cavern, Noel
- Bonne Terre Mine, Bonne Terre
- Bridal Cave, Camdenton
- Cameron Cave, Hannibal
- Cathedral Cave, Leasburg
- Cave Restaurant, Richland
- Cave Vineyard, Ste. Genevieve
- Crystal City Underground, Crystal City
- Current River Cavern, Van Buren
- Fantastic Caverns, Springfield
- Fantasy World Caverns, Tuscumbia
- Fisher Cave, Sullivan
- Jacob's Cave, Versailles
- Ozarks Marina, Camdenton
- Mark Twain Cave, Hannibal
- Marvel Cave, Branson
- Meramec Caverns, Stanton
- Mincke Quarry Cave, Eureka
- Onondaga, Leasburg
- Ozark Caverns, Linn Creek
- Smallin Civil War Cave, Ozark
- Talking Rocks Cavern, Branson
- The Cave, Festus
- The Cave Bar and Grill, Lanagan
- Third Rail Mine, Pacific
- Truitt's Cave, Lanagan

10 Year Total Production in Tons

Year	Clay	Coal	Copper	Iron	Lead	Zinc	Granite	Shale	Silica
2006	1,155,430.92	591,089.42	21,910	0	352,196	71,435	1,418,371.45	625,872.79	681,061
2007	1,176,266.97	239,944.37	21,300	1,876.81	323,421	78,406	1,174,647.45	674,598.46	707,326.10
2008	1,192,187.66	230,893.34	22,580	9,923.67	305,165	66,285	973,800.56	755,767.74	977,703.60
2009	1,085,690.43	373,513.79	23,154	26,244.27	280,673	58,650	1,056,331.45	667,066.52	895,707.67
2010	1,386,241.19	458,401.48	16,710	4,085.66	241,185	55,329	784,836.99	260,425	1,097,696.35
2011	1,736,957.68	455,713.73	17,695	25	250,911	57,250	1,108,165.49	264,190.07	1,419,175.41
2012	1,912,067.44	460,918.67	28,240	18,926.95	260,150	53,187	1,162,022.20	301,162.06	1,861,986.66
2013	1,728,676.48	402,486.45	27,902	15,614	262,028	53,717	1,025,649.45	301,162.06	1,538,325.69
2014	1,743,699.71	383,705.75	22,693	13,348.91	264,214	61,294	1,027,504.43	305,264.82	1,159,259.30
2015	1,709,539.51	269,701.78	29,759	7,533	262,115	54,236	1,027,342.48	313,214.88	1,200,739.94

10 Year Total Production Fee Collection

2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
\$77,474.48	\$69,934.70	\$64,485.02	\$63,424.93	\$54,462.12	\$65,676.71	\$70,235.05	\$65,127.16	\$62,522.17	\$63,283.58

On-Site Safety and Health Program



The On-Site Safety and Health Consultation Program strives to reduce work-related injuries, illnesses and fatalities by educating and training employers and employees in workplace safety and health issues. At the request of the employer, the program performs consultations in which its consultants identify safety and health hazards and offer recommendations for correction and elimination. The On-Site Safety and Health Consultation Program provides free consultations with no penalties or fines for Missouri employers with less than 250 employees.

Consultants have dramatically increased the number of hazards corrected on-site. In FY 2015, 38.2 percent of hazards found were corrected on-site, leading the region, which consists of Missouri, Kansas, Iowa and Nebraska.

On-Site Safety and Health Consultations

637

On-Site
consultations
conducted

5,638

hazards identified

\$10,894,702

in potential
OSHA penalties
avoided



SAFETY & HEALTH ACHIEVEMENT
RECOGNITION PROGRAM

FY 2015
New SHARP
Members:

Diesel Exchange,
Springfield

B & D Fabrication,
Joplin

More hazards corrected on-site leads to a safer work environment for employees and greater administrative efficiency for the program and the employer.

In FY 2011, two consultants developed an idea to promote a safer working environment by assisting employers in identifying hazards. That idea is now known as the Hazard Lab, where actual hazards are displayed and attendees walk through the lab and identify the hazards. The Hazard Lab also reveals the types of hazards found during a typical consultation, showing the employer the importance of participating in the On-Site Program. After viewing the Hazard Lab, there is a presentation discussing the hazards and standard OSHA violations.

The Missouri On-Site Safety and Health Consultation Program, in conjunction with OSHA, administers the Safety and Health Achievement Recognition Program (SHARP). This program rewards small businesses that operate exceptional health and safety programs. Participation is offered to businesses that worked with the On-Site consultants, implemented safety programs and significantly reduced workplace injury and illness rates. A total of 38 companies are currently participating in SHARP.

In 2008, the Missouri On-Site Safety and Health Consultation Program, along with Missouri SHARP employers, formed the Missouri SHARP Association. The association is designed to mentor and educate potential and current SHARP sites in continually improving their safety and health management programs. Three meetings are held each year where presenters provide information on the latest safety and health management techniques.



The On-Site Safety & Health Consultation Program received its second On-Site Consultation Achievement Recognition (OSCAR) for continual efforts to promote the program to Missouri businesses.

Division of Workers' Compensation

The Missouri Division of Workers' Compensation (DWC) administers programs that provide services to all stakeholders including workers who were injured on the job or were exposed to occupational diseases arising out of and in the course of employment. The DWC makes sure injured workers receive benefits they are entitled to under the Missouri Workers' Compensation Law.



The DWC's Administrative Law Judges have the authority to approve settlements or issue awards after a hearing relating to an injured worker's entitlement to benefits allowed by Missouri law.

Administrative Law Judges

Karla Boresi	Robert House	Angela Robyn
Kenneth Cain	Lawrence Kasten	Vicky Ruth
Suzette Carlisle	Edwin Kohner	Lee Schaefer
Joseph Denigan	Margaret Landolt	Mark Siedlik
Robert Dierkes	Victorine Mahon	Carl Strange
Hannelore Fischer	Paula McKeon	Maureen Tilley
Karen Fisher	Lisa Meiners	Linda Wenman
Emily Fowler	Robert Miner	L. Timothy Wilson
Grant Gorman	John Ottenad	David Zerrer
Kathleen Hart	Lawrence Rebman	
Margaret Holden	Gary Robbins	

Fiscal Year 2015

Workplace Injuries (FROIS plus Claims for Compensation filed where no FROI was filed)	102,960
Total Workers' Compensation Awards and Settlements	18,235
Total Fraud and Noncompliance Cases Investigated	1,966
Total Fraud and Noncompliance Cases Referred to AG's Office for Prosecution	320

Several changes have been made to the Workers' Compensation Law effective Jan. 1, 2014. Section 287.120, RSMo, was amended to include occupational diseases under the exclusive remedy provisions of the Workers' Compensation Law. A new definition was created for "occupational diseases due to toxic exposure" which includes only the following: mesothelioma, asbestosis, berylliosis, coal



worker's pneumoconiosis, bronchiolitis obliterans, silicosis, silicotuberculosis, manganism, acute myelogenous leukemia and myelodysplastic syndrome. If an employee sustains an occupational disease due to toxic exposure from the list above that results in permanent total disability or death, an employee may be entitled to receive an enhanced benefit in addition to permanent total disability or death benefits.

The funding for the DWC to administer the Workers' Compensation Law comes from a tax and surcharge on employer workers' compensation net deposits, net premiums or net assessments, and net premium equivalents for self-insured employers. The Workers' Compensation Administrative Tax and Surcharge is capped at two percent per Missouri Statute. For calendar years 2010 through 2015, the administrative tax and surcharge rate was set at one percent.

An employer or its insurer must report workplace injuries to the DWC, other than injuries that require immediate first aid and no further medical treatment or lost time from work, within 30 days of knowledge of the injury. Any person who knowingly fails to report the injury as required by law is deemed guilty of a misdemeanor and, on conviction shall be punished by fine or imprisonment, or both. Employees can file a formal

Claim for Compensation to initiate a contested case proceeding in the Workers' Compensation Program.

Employers subject to the Missouri Workers' Compensation Law are required to either purchase workers' compensation insurance coverage through an insurance carrier authorized to insure such liability in the state of Missouri by the Missouri Department of Insurance, Financial Institutions and Profession Registration or obtain approval from the DWC to self-insure their workers' compensation liability.

In FY 2015, almost 3,000 employers opted to self-insure their workers' compensation liabilities.

Injured workers bear the burden of proving entitlement to benefits under the Workers' Compensation Law. Injured workers also can qualify for benefits from the Second Injury Fund. The Fund was created to benefit the physically handicapped and individuals with a previous work-related disability. It encourages employment by permitting persons to be employed without exposing employers to any liability for previous disabilities. The Fund, which receives money from a surcharge on employers' workers' compensation premiums, began facing financial difficulty in 2005 when the Second Injury Fund surcharge was capped at three percent by the General Assembly.

A change to the law effective Jan. 1, 2014, authorizes the imposition of a supplemental surcharge, not to exceed three percent, on employers' workers' compensation premiums. In addition, the Fund's liability was reduced by eliminating permanent partial disability claims to be filed against the Fund and permanent total claims were limited to certain prior disabilities. Other benefits were also eliminated from the Fund such as second job wage loss and medical and death benefits if the employer fails to insure its workers' compensation liability as required by law.

Most workers' compensation cases are resolved through a settlement between the parties and without proceeding to a hearing, which is costly and time

consuming. For cases not resolved by compromise settlement, the DWC's Administrative Law Judges (ALJs) conduct hearings and make determinations on what, if any, benefits are owed to the injured worker.

In FY 2015, almost 1,700 hearings were held and almost 800 awards were issued regarding the compensability of work-related injuries.

The DWC's Fraud and Noncompliance Unit investigates all allegations of fraud and noncompliance under chapter 287 of the Missouri Revised Statutes. Employers who are subject to the law and knowingly fail to insure

their workers' compensation liability are committing a criminal offense that can lead to fines and prison time.

In FY 2015, this unit investigated almost 2,000 cases of potential fraud or noncompliance by employees, employers, insurers, attorneys, and others involved with the workers' compensation system.

Under § 287.128.3(6), RSMo, fraud includes "Knowingly making or causing to be made any false or fraudulent material statement or material representation for the purpose of obtaining or denying a benefit."



Matt Forck presents at the 21st Annual Missouri Workers' Compensation Conference at Tan-Tar-A.

Statistics for FY 2015

Work Volume (as of 9-1-2015)

Percentage of claims filed to reports of injuries received	13.80%
Received FROIs	100,964
Filed claims for compensation	13,930
Cases set for hearing or conference	10,320
Formal hearings conducted	1,675
Awards Issued	787
Employer/Insurer compromise settlements approved	17,783
Employer/Insurer claims dismissed	1,807

Assessments

Workers' Compensation tax CY 2014	\$16,146,088.00
Second Injury Fund surcharge CY 2014	\$80,312,196.00

Second Injury Fund

Total recipients of *PTD benefits (both ongoing and lump sum)	2,010
Recipients who received ongoing, lifetime PTD benefits	1,765
Total PTD benefits paid	\$88,270,656.16
Total recipients of **PPD benefits (both ongoing and lump sum)	0
Total PPD benefits paid	\$0.00
Total recipients of Rehab benefits (both ongoing and lump sum)	59
Total Rehab benefits paid	\$30,440.00
Total recipients of Uninsured Medical benefits (both ongoing and lump sum)	11
Total Uninsured Medical benefits paid	\$116,563.64
Total recipients of Uninsured Death benefits (both ongoing and lump sum)	13
Total Uninsured Death benefits paid	\$209,590.74
Total recipients of Lost Wages benefits (both ongoing and lump sum)	43
Total Lost Wages benefits paid	\$200,449.36

*Permanent Total Disability
 **Permanent Partial Disability

Self-Insurance Statistics by Fiscal Year

Security Held FY 2015 ¹	\$606,845,818
Security Held FY 2014	\$614,670,258
Security Held FY 2013	\$613,656,185

Individual Self-Insurance

FY	Employers	Employees Covered ²	Payroll Covered ²	Applications Received	Applications Approved	Voluntary Withdrawals	Involuntary Terminations
2015	284	411,976	\$18,343,765,153	0	2	6	0
2014	290	401,155	\$17,463,219,006	6	5	6	0
2013	285	395,978	\$17,165,682,119	4	7	9	0
2012	287	409,809	\$17,792,180,746	13	1	7	0

Group Trust Self-Insurance

FY	Employers	Employees Covered ²	Payroll Covered ²	Applications Received	Applications Approved	Voluntary Withdrawals	Involuntary Terminations
2015	2,706	278,783	\$8,735,676,343	0	0	0	0
2014	2,631	263,949	\$8,445,711,213	0	0	1	0
2013	2,597	256,951	\$8,164,050,965	0	0	0	0
2012	2,504	253,798	\$8,206,046,623	0	0	1	0

1 - Excludes security called due to default

2 - Number valid as of close of prior calendar year

Accidents and Diseases by Severity for FY 2015

Industry	Fatalities ¹	Lost Time ²	Medical ³	Unknown or Incident Only ⁴	Total
Accommodation and Food Services	2	390	1,751	3,827	5,970
Administrative and Support and Waste Management and Remediation Services	10	403	1,356	2,426	4,195
Agriculture, Forestry, Fishing and Hunting	2	92	294	533	921
Arts, Entertainment and Recreation	0	78	756	910	1,744
Construction	13	747	1,581	2,891	5,232
Educational Services	1	579	3,299	4,297	8,176
Finance and Insurance	2	110	365	905	1,382
Health Care and Social Assistance	1	1,030	6,939	11,054	19,024
Information	2	110	328	669	1,109
Management of Companies and Enterprises	0	6	30	79	115
Manufacturing	11	1,171	4,551	8,072	13,805
Mining	0	10	33	82	125
Missing	2	30	36	670	738
Other Services (Except Public Administration)	2	170	744	1,177	2,093
Professional, Scientific, and Technical Services	0	165	841	1,802	2,808
Public Administration	6	878	2,605	5,098	8,587
Real Estate and Rental and Leasing	0	96	288	707	1,091
Retail Trade	9	890	3,732	6,511	11,142
Transportation and Warehousing	17	1,060	1,403	2,558	5,038
Utilities	3	142	666	571	1,382
Wholesale Trade	10	514	1,315	2,712	4,551
Total	93	8,671	32,913	57,551	99,228

1-Deaths reported. Death may later be determined not to be a compensable work related injury.

2-Cases where Temporary Total Disability (TTD) or Temporary Partial Disability (TPD) benefits were reported paid.

3-Cases where no TTD or TPD benefits were reported but medical costs were reported.

4-Cases where no payment information has been received. Includes incident only cases reported to DWC as a precautionary measure.

Cost by Industry and Type of Benefit for FY 2015

Industry	Temporary Benefits	Permanent Benefits	Death Benefits	Medical Benefits	Total Benefits
Accommodation and Food Services	\$497,971.48	\$433,382.80	\$5,000.00	\$5,044,072.02	\$5,980,426.30
Administrative and Support and Waste Management and Remediation Services	\$949,919.14	\$907,560.97	\$0.00	\$6,643,108.05	\$8,500,588.16
Agriculture, Forestry, Fishing, and Hunting	\$171,820.86	\$243,887.84	\$0.00	\$1,728,691.59	\$2,144,400.29
Arts, Entertainment, and Recreation	\$141,136.01	\$169,000.33	\$0.00	\$2,477,692.98	\$2,787,829.32
Construction	\$3,503,452.12	\$2,572,115.16	\$8,825.61	\$18,745,814.19	\$24,830,207.08
Educational Services	\$1,229,522.54	\$1,072,535.09	\$0.00	\$11,129,807.11	\$13,431,864.74
Finance and Insurance	\$199,990.32	\$171,911.93	\$57.67	\$1,397,552.53	\$1,769,512.45
Health Care and Social Assistance	\$1,774,882.61	\$2,063,819.70	\$614.24	\$18,058,101.61	\$21,897,418.16
Information	\$388,777.59	\$154,729.13	\$0.00	\$1,708,989.66	\$2,252,496.38
Management of Companies and Enterprises	\$21,957.56	\$0.00	\$0.00	\$118,863.74	\$140,821.30
Manufacturing	\$3,199,383.63	\$3,961,912.89	\$0.00	\$26,342,934.30	\$33,504,230.82
Mining	\$39,374.02	\$32,982.73	\$0.00	\$260,312.28	\$332,669.03
Missing	\$141,096.81	\$465,573.44	\$0.00	\$651,910.87	\$1,258,581.12
Other Services (Except Public Administration)	\$422,580.16	\$439,560.67	\$0.00	\$3,409,816.69	\$4,271,957.52
Professional, Scientific, and Technical Services	\$438,732.17	\$334,409.39	\$0.00	\$3,279,879.16	\$4,053,020.72
Public Administration	\$1,970,272.23	\$2,772,496.91	\$195,568.31	\$14,210,483.50	\$19,148,820.95
Real Estate and Rental and Leasing	\$240,693.14	\$271,264.26	\$0.00	\$1,230,388.64	\$1,742,346.04
Retail Trade	\$1,745,636.96	\$2,121,216.46	\$738.03	\$15,336,712.97	\$19,204,304.42
Transportation and Warehousing	\$4,243,748.28	\$2,003,939.13	\$304,291.63	\$13,764,165.51	\$20,316,144.55
Utilities	\$409,511.80	\$226,183.62	\$5,000.00	\$3,144,964.42	\$3,785,659.84
Wholesale Trade	\$1,301,057.25	\$982,807.22	\$0.00	\$8,453,585.52	\$10,737,449.99
Total	\$23,031,516.68	\$21,401,289.67	\$520,095.49	\$157,137,847.34	\$202,090,749.18

Cost by Type of Disability of All Incidences

Type	Fiscal Year	Number of Incidences	Non Medical Compensation ²	Medical Compensation	Total
Accidental³					
Temporary ⁴	2012	49,506	\$12,329,990.41	\$100,990,705.86	\$113,320,696.27
	2013	47,870	\$14,267,779.56	\$111,889,921.59	\$126,157,701.15
	2014	49,369	\$21,061,000.84	\$155,612,095.42	\$176,673,096.26
	2015	37,538	\$18,481,312.96	\$126,865,339.17	\$145,346,652.13
Permanent ⁵	2012	15,540	\$247,860,481.14	\$602,241,077.74	\$850,101,558.88
	2013	13,650	\$199,603,374.39	\$810,657,648.58	\$1,010,261,022.97
	2014	10,231	\$132,288,247.14	\$404,177,256.65	\$536,465,503.79
	2015	2,659	\$24,184,559.51	\$27,136,456.11	\$51,321,015.62
Death ⁶	2012	100	\$3,366,596.65	\$486,089.28	\$3,852,685.93
	2013	91	\$2,847,025.86	\$874,508.74	\$3,721,534.60
	2014	77	\$819,128.42	\$1,581,749.61	\$2,400,878.03
	2015	82	\$811,700.43	\$253,331.86	\$1,065,032.29
Total	2012	65,146	\$263,557,068.20	\$703,717,872.88	\$967,274,941.08
	2013	61,611	\$216,718,179.81	\$923,422,078.91	\$1,140,140,258.72
	2014	59,677	\$154,168,376.40	\$561,371,101.68	\$715,539,478.08
	2015	40,279	\$43,477,572.90	\$154,255,127.14	\$197,732,700.04
Occupational					
Temporary	2012	1,481	\$317,116.80	\$2,380,595.44	\$2,697,712.24
	2013	1,750	\$419,585.09	\$2,023,396.24	\$2,442,981.33
	2014	1,670	\$274,676.57	\$2,397,926.51	\$2,672,603.08
	2015	1,499	\$318,719.14	\$2,111,268.65	\$2,429,987.79
Permanent	2012	722	\$11,577,893.59	\$6,897,166.10	\$18,475,059.69
	2013	561	\$8,962,869.02	\$5,729,528.88	\$14,692,397.90

Occupational (continued)

Type	Fiscal Year	Number of Incidences	Non Medical Compensation ²	Medical Compensation	Total
	2014	381	\$5,871,686.69	\$3,837,596.38	\$9,709,283.07
	2015	75	\$1,151,609.80	\$652,579.16	\$1,804,188.96
Death	2012	6	\$23,637.98	\$11,895.16	\$35,533.14
	2013	7	\$100.00	\$0.00	\$100.00
	2014	4	\$19,740.67	\$16,282.48	\$36,023.15
	2015	11	\$5,000.00	\$0.00	\$5,000.00
Total	2012	2,209	\$11,918,648.37	\$9,289,656.70	\$21,208,305.07
	2013	2,318	\$9,382,554.11	\$7,752,925.12	\$17,135,479.23
	2014	2,055	\$6,166,103.93	\$6,251,805.37	\$12,417,909.30
	2015	1,585	\$1,475,328.94	\$2,763,847.81	\$4,239,176.75
Records Unknown⁷	2012	39,662	\$0.00	\$0.00	\$0.00
	2013	39,356	\$0.00	\$0.00	\$0.00
	2014	42,052	\$0.00	\$0.00	\$0.00
	2015	57,364	\$0.00	\$118,872.39	\$118,872.39
Total	2012	107,017	\$275,475,716.57	\$713,007,529.58	\$988,483,246.15
	2013	103,285	\$226,100,733.92	\$931,175,004.03	\$1,157,275,737.95
	2014	103,784	\$160,334,480.33	\$567,622,907.05	\$727,957,387.38
	2015	99,228	\$44,952,901.84	\$157,137,847.34	\$202,090,749.18

1-Based on date of injury.

2-Includes any compensation paid other than medical (TTD, TPD, TTSalary, PPD, PTD, Death, Burial)

3-Defined as any injury reported with a nature code other than those classified as "Occupational Disease or Cumulative Injury" by WCIO standards.

4-Defined as any non fatal injury with reported TTD, TPD, TTSalary or Medical compensation.

5-Defined as any non fatal injury with reported PPD or PTD compensation.

6-Deaths reported. Death may later be determined not to be a compensable work related injury.

7-Lack of compensation reported prohibits determination of type of disability, if any.

Missouri Commission on Human Rights

The mission of the Missouri Commission on Human Rights (MCHR) is to prevent and eliminate discrimination and to provide equitable and timely resolutions to discrimination complaints. MCHR also provides training and education to members of the public about their rights and responsibilities under the Missouri Human Rights Act.



Dr. Alisa Warren
Executive Director

In FY 2015, 1,677 complaints were filed, while MCHR staff resolved 1,423 complaints. MCHR also conducts specialized training and mediation services to assist employees and businesses with understanding their rights and responsibilities under the law in an effort to avoid costly litigation. MCHR negotiated \$2,423,918 in settlements in FY 2015. There are 11 local human rights agencies in Missouri supporting human rights education and outreach efforts as well as addressing local human rights issues. Nearly 4,000 people attended MCHR education, training, and outreach events.

Commissioners are nominated by the Director of the Department of Labor and Industrial Relations and appointed by the governor with the advice and consent of the Senate. The governor appoints at least one member from each of Missouri's eight congressional districts, two members at large and one member as chairperson. The Commissioners serve six years without compensation. MCHR meets quarterly, and its meetings are open to the public.

The Missouri Human Rights Act authorizes MCHR to receive and investigate complaints of discrimination and, where probable cause is found, to litigate those cases at public hearings. The statute empowers MCHR to certify local commissions and grant them enforcement power, enter into work sharing agreements with federal and local human rights agencies, and develop ways to prevent discrimination. MCHR has jurisdiction over complaints of discrimination in housing, employment, and places of public accommodations based on race, color, religion, national origin, ancestry, sex, disability, age (in employment only), and familial status (in housing only).

In an effort to reduce potential duplication, MCHR has initiated working relationships with Equal Employment Opportunity Commission (EEOC), local human rights agencies and the U.S. Department of Housing and Urban Development. These efforts allow more efficient use of limited state resources.

2015 Award Recipients

Local Human Rights Commission of the Year: Ferguson Human Rights Commission

Judge Arnold Krekel Trailblazer Award: PROMO: Steph Perkins

Disability Awareness Award: Colleen Starkloff

Human Rights Champion Award: Percy Green

Director's Award: Ellie Bono

Commissioners

Sara N. Lampe
Commission Chair and
Commissioner at Large
Term expires 4-1-2017

Vacant
Commissioner 1st District

Michael Dierkes
Commissioner 2nd District
Term expired 4-1-2015

Vacant
Commissioner 3rd District

Vacant
Commissioner 4th District

Donna L. Birks
Commissioner 5th District
Term expires 4-1-2018

Melody A. Smith
Commissioner 6th District
Term expires 4-1-2018

Jenifer M. Placzek
Commissioner 7th District
Term expires 4-1-2016

Vacant
Commissioner 8th District

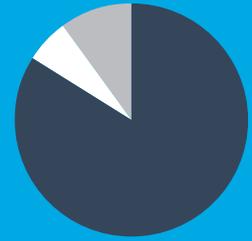
2 Vacancies
Commissioners at Large

Complaints

1,677
cases received

1,423
decisions
rendered

Complaints Filed by Jurisdiction



84% Employment
6% Housing
10% Public
Accommodations

Complaints Received in Each Protected Category

Protected Category	Number	Percent
Age	325	19.3%
Ancestry/National Origin	76	4.5%
Disability	397	23.6%
Race	481	28.6%
Religion	55	3.2%
Retaliation	731	43.5%
Sex (including Sexual Harassment)	559	33.3%
Sexual Harassment	209	12.4%
Other	94	5.6%
Total	1,677	100%

Totals do not match total number of cases received because many cases allege multiple allegations and categories.

Hearing Decisions in FY 2015

STATE OF MISSOURI Jacqueline and Scott Henderson v. Villa Roma Apartments, et al

The Hendersons attempted to rent an apartment. Jacqueline had a spinal cord injury and cannot walk. She uses a wheelchair. The Hendersons wanted to rent an accessible, first-floor apartment. They determined a small ramp needed to be installed so Jacqueline could access the building where the apartment was located. Respondents refused to install a ramp, even after the Hendersons offered to pay for its installation. The hearing panel determined Respondents refused to rent to the Hendersons because of Jacqueline's disability. Complainants were awarded \$3,000 in damages for pain, suffering, and emotional distress and \$2,000 in actual damages for deprivation of their civil rights. Respondents were also ordered to pay MCHR a civil penalty of \$2,000 to vindicate the public interest.

Dispositions in FY 2015

The Disposition Chart below reflects the types of closures or decisions rendered as a result of investigation, conciliation, or public hearing.

Investigations	Employment	Public Accommodations	Housing	Total	Percent
Administrative Closure	24	4	0	28	1.9
Failure to Cooperate	27	1	9	37	2.6
Negotiated Settlement	12	1	16	29	2.0
No Jurisdiction	68	12	3	83	5.8
No Probable Cause	453	36	57	546	38.4
Probable Cause	8	5	15	28	1.9
Right to Sue	400	29	1	430	32.2
Unable to Locate	6	2	1	9	0.4
Withdrawal	100	14	3	117	5.8
Withdrawal/Settled	104	8	11	123	7.1

Dispositions (continued)				
Conciliation	Employment	Public Accommodations	Housing	Total
Administrative Closure	2	0	1	3
Successful Conciliations	3	0	4	7
Right to Sue	1	3	0	4
Hearings Decisions				
Administrative Closure	0	0	0	0
Hearing Panel Order	0	0	1	1
Prehearing Settlement	2	1	3	6
Total	1,202	111	110	1,423

At the end of FY 2015, there were 1,677 complaints under investigation, seven conciliation complaints, and one public hearing complaint.

The Commission maintains five offices in Missouri as a means of providing access to and delivery of its services. The office locations are: Jefferson City (central office), Kansas City, St. Louis, Sikeston and Springfield. The agency continues to receive among the largest number of complaints in the Midwestern region of alleged discrimination in employment, public accommodations, and housing.

Total Cases Received by Year and Jurisdiction

Fiscal Year	Category	MCHR	Dual Filed¹
2015	Employment	1,414	2,091
	Public Accommodations	168	
	Housing	95	
	Total	1,677	2,091
2014	Employment	1,588	2,049
	Public Accommodations	179	
	Housing	109	
	Total	1,876	2,049

Total Cases Received by Year and Category (continued)

Fiscal Year	Category	MCHR	Dual Filed ¹
2013	Employment	1,504	2,123
	Public Accommodations	162	
	Housing	186	
	Total	1,852	2,123
2012	Employment	1,552	2,437
	Public Accommodations	145	
	Housing	157	
	Total	1,854	2,437

1 - Dual Filed - Since 1978, complaints filed with MCHR are automatically filed with EEOC if EEOC has jurisdiction and vice versa. The agency receiving the complaint is usually the agency that processes it.

The preceding chart illustrates the number of complaints filed with MCHR by category for the past four years. It also shows the number of complaints received by the EEOC that are dual filed with MCHR. Because EEOC has responsibility for only employment discrimination, the 2,091 cases under the dual filed column reflect the number of additional cases MCHR would be responsible for if there were no EEOC or if MCHR and EEOC did not have a work-sharing agreement.



Missouri Commission on Human Rights staff at the 4th Annual Missouri Human Rights Conference at Saint Louis University School of Law.

State Board of Mediation

Article I, Section 29 of the Missouri Constitution states “That employees shall have the right to organize and to bargain collectively through representatives of their own choosing.” In 2007, the Missouri Supreme Court overruled prior cases and held that the word “employees” as used in this provision applies to public employees, as well as private-sector employees.



Butch Albert
Chairman

Board Members:
Emily Martin
Robert Miller
Lewis Moyer
Leonard Teonjes

The State Board of Mediation (SBM) is a quasi-judicial board created by the General Assembly in 1947 to assist in the resolution of labor disputes in the public utility industry. The SBM’s primary activity, however, changed in 1965, with the passage of the Public Sector Labor Law, Sections 105.500 to 105.530, RSMo. This Law authorizes the SBM to determine appropriate bargaining units of public employees based on their community of interests and to conduct secret-ballot elections to determine whether a majority of the employees in a bargaining unit agree to be represented by a petitioning labor organization.

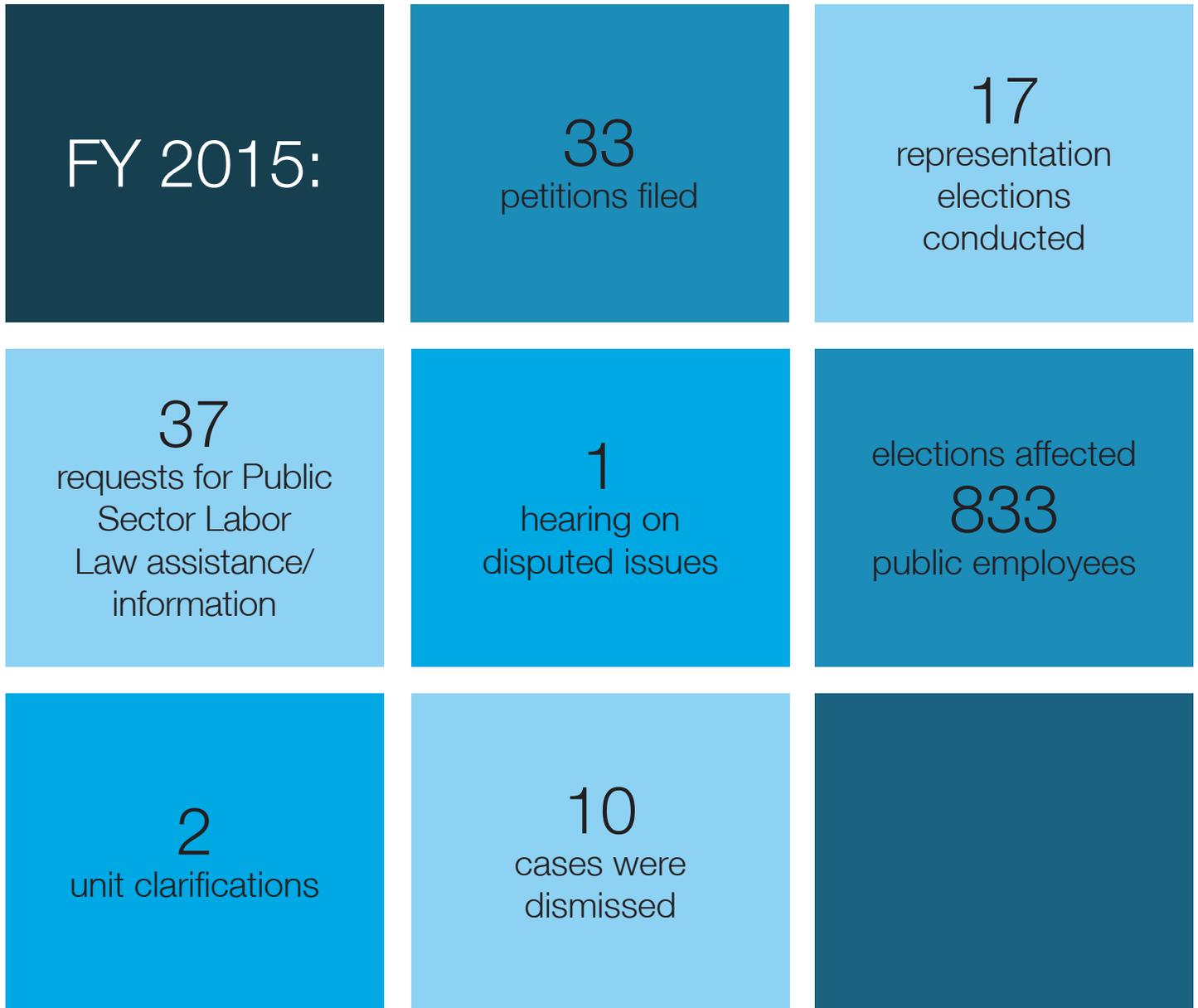
The SBM consists of five members appointed by the governor. Two members are employers or selected from an association representing employers, two members hold membership in a trade or labor union, and the fifth member is a neutral party who serves as full-time chairman and administrator of the agency.

If a public employer and a petitioning labor organization cannot agree as to the makeup of an appropriate bargaining unit or on the manner of conducting the election, the SBM will hold a formal hearing at which the parties may present evidence and legal arguments in support of their positions on the disputed questions. After considering the evidence and the legal points made, the Board issues a written decision resolving the disputes.

If a majority of the members of a bargaining unit vote for the labor organization in a board-conducted election, the SBM certifies it as the exclusive bargaining representative for all the unit members for the purposes of collective bargaining. The labor organization will then negotiate with the public employer of the unit members over salaries and other conditions of employment with the goal of reaching a written agreement governing these matters. It will also represent unit members with regard to individual employment issues that may arise.

The SBM’s jurisdiction under the Public Sector Labor Law to determine appropriate bargaining units and to certify exclusive bargaining representatives extends to almost all public employees, including those employed by

the state and its agencies, counties, cities, school districts, fire departments, and other special districts. The SBM, however, does not have jurisdiction to resolve such matters for police officers, deputy sheriffs, Missouri Highway Patrol officers, Missouri National Guard members, or teachers at schools, colleges, and universities. These types of employees still have the right to organize and bargain collectively, but the SBM does not play a role when they are doing so. The SBM continues to be charged with assisting in the resolution of labor disputes in the public utility industry and also works to ensure that the election process it oversees is fair and equitable.



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John J. Larsen Jr., Chairman

James G. Avery Jr., Commissioner

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Claimants: esuiclaims@labor.mo.gov

Appeals: appealstribunal@labor.mo.gov

Important Telephone Numbers

Unemployment Insurance

(To file for benefits or to get claims information)

Toll Free: 800-320-2519 or locally at:

Jefferson City: 573-751-9040

Kansas City: 816-889-3101

Springfield: 417-895-6851

St. Louis: 314-340-4950

Employer Contributions: 573-751-3329

Shared Work: 573-751-WORK (9675)

Unemployment State Tax Automated Reporting (USTAR): 573-751-1995

Unemployment Insurance Programs: 573-751-9832

Tax/Appeal Information: 573-751-3215

Quality Control: 573-522-3699

Report Worker Misclassification: 573-751-1099

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Wage and Hour: 573-751-3403

Mine and Cave Safety and Health: 573-52-MINE1

Workers' Safety Program: 573-751-3403

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Fraud and Noncompliance Unit: 800-592-6003

Medical Fee Disputes Unit: 573-526-5610

Religious Exception: 573-522-2546

C.A.R.E. Unit: 573-526-4948

Insurance Unit: 573-526-3692

Second Injury Fund – Benefits: 573-526-3543

Second Injury Fund – Collections: 573-526-5756

Dispute Management Unit: 573-526-4951

Physical Rehabilitation: 573-526-3876

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Relay Missouri Service

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Sending E-mail

You may contact employees of the Missouri Department of Labor and Industrial Relations using the following guide for e-mail addresses: Firstname.Lastname@labor.mo.gov

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