



MISSOURI
Working Better
TOGETHER

2017

ANNUAL REPORT

MISSOURI DEPARTMENT OF LABOR & INDUSTRIAL RELATIONS

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MESSAGE FROM THE DIRECTOR

Anna S. Hui
Acting Department Director

To begin, I would like to thank my colleagues at the department and in state government who have welcomed me and my family to Missouri. It is truly an honor to be part of this administration and the exciting progress happening in the state. In my eight months as Acting Director at the Department of Labor and Industrial Relation (DOLIR), I have been inspired by the level of commitment and passion of the DOLIR staff for the department's essential mission: to promote industry and labor and to protect the rights and safety of the Missouri workforce.

As a result of their determination, our On-Site Safety and Health Consultants saved Missouri businesses over \$8 million in potential OSHA fines this year. The team at the Division of Employment Security relentlessly pursued full functionality and user-friendliness in the implementation of our modernized online solution for Unemployment Insurance, UInteract. We also took aim at outdated and inefficient regulations that burden tax-payers through public hearings and comments from stakeholders as part of the Governor's "No MO Red Tape" initiative. These accomplishments and more are detailed in the pages that follow.

While we continued to move forward as an agency, we also took time to reflect. By studying program analytics and participating in the all-state occupational health survey, we took stock of how we are doing at our core responsibilities to tax-payers and to our staff. We measured these results with feedback from Missouri workers and businesses about their needs and goals. Through this process we have constructed a new vision and strategic goals focused on promoting economic vitality, safety and fairness for Missouri's businesses and workers.

We recognize that the view from Jefferson City can become out of touch at times. That's why we are embracing a new motto, "Better Together." We are better as an agency when we are accountable to businesses and to workers. In the coming year, we hope to engage advisory groups across the state to help guide the implementation of our goals to maximize what we can do to support industry and labor. I encourage anyone interested in helping our department faithfully serve our mission to email BetterTogether@labor.mo.gov to join one of these advisory groups.

On behalf of this agency, I would like to thank Governor Greitens for his tireless leadership in demanding more for the people of Missouri. He continually challenges us with the mantra, "if you want different, do different." We look forward to doing government different to support economic growth, promote safe workplaces, and ensure opportunity for every Missourian.

MISSION

STATEMENT:

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

The Department is comprised of:

Labor and Industrial Relations Commission

The Commission's primary constitutional duty is to oversee the Department of Labor and Industrial Relations (Department).

Division of Employment Security

Administers the state's Unemployment Insurance (UI) program by ensuring the benefits are paid to eligible workers and tax contributions are collected 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.

FINANCIAL APPROPRIATIONS



The operating budget for the Department is appropriated by the General Assembly and approved by the Governor in the annual budget process. These appropriations fund personnel services (payroll), equipment and other expenses necessary to carry out the duties of the Department. It does not include any benefit payments.

\$38,115,616	Division of Employment Security*
\$9,553,817	Division of Workers' Compensation**
\$5,474,578	Director and Staff
\$2,353,142	Division of Labor Standards
\$1,754,726	Missouri Commission on Human Rights
\$1,007,001	Labor and Industrial Relations Commission
\$122,761	State Board of Mediation

\$58,381,641 **Total**

** 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.*

LEGISLATIVE SUMMARY

60

Bills were considered by the General Assembly that would impact the Department

5

Bills were passed by the legislature and became law

Get updates on Missouri legislature at moga.mo.gov

Senate Bill 19

Under this act, employers are barred from requiring employees to become, remain, or refrain from becoming a member of a labor organization or pay dues or other charges required of labor organization members as a condition of employment.

Senate Bill 182

This act removes the 50% funding threshold and further prohibits the state, any agency, or political subdivision, or instrumentality of the state from requiring, or prohibiting, bidders from entering into agreements with labor organizations when entering into contracts for the construction, repair, remodeling, or demolition of a facility. Discrimination against such bidders is also prohibited. Moreover, the state, any agency, political subdivision, or instrumentality of the state, shall not encourage or give preferential treatment to bidders who enter or refuse to enter into agreements with a labor organization.

Senate Bill 43

This act modifies and creates new provisions relating to unlawful discriminatory practices. The act sets forth the motivating factor standard of liability, consistent with federal discrimination laws. It also further defines employers under the Missouri Human Rights Act (MHRA), modifies procedures for filing discrimination complaints, clarifies the relief available under the MHRA, and establishes a Whistleblower's Protections Act.

Senate Bill 66

This act modifies provisions relating to workers' compensation, including maximum medical improvement—under this act, for the purposes of workers' compensation laws, the term “maximum medical improvement” is defined as the point at which the injured employee's medical condition has stabilized and can no longer reasonably improve with additional medical care, within a reasonable degree of medical certainty. Other provisions modified by this act are, reduction of workers' compensation award based on the use of drugs, termination of disability payments for voluntary separation, hearing following termination of workers' compensation benefits, death and burial expenses, line of duty compensation, trust self-insurer, S corporations, and discharge and discrimination.

House Bill 1194

This bill provides that no political subdivision shall require an employer to provide an employee a minimum or living wage, or employment benefits, which exceed state law, rules, or regulations. Sections 290.500 to 290.530, RSMo, preempt and nullify all political subdivision ordinances in effect or later enacted relating to the establishment or enforcement of a minimum or living wage or the provision of employee benefits that exceed state laws, rules, or regulations.

LABOR & INDUSTRIAL RELATIONS COMMISSION



John J. Larsen, Jr., Chair
Public Member

Vacant, Commissioner
Employer Member



Curtis E. Chick, Jr., Commissioner
Employee Member

The Labor and Industrial Relations Commission (LIRC) was 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.

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 as a representative of employees, and one 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 is still 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.

Employment Security

1,484	Employee Benefit Appeals
16	Employer Contribution Appeals
1,785	Benefit Decisions/Orders Issued
26	Contribution Decisions/Orders Issued
0	Oral Arguments Heard
164	Appeals to the Missouri Court of Appeals
505	Benefit Contribution Cases Pending as of June 30, 2017

Workers' Compensation/Tort Victim

183	Applications for Review of Award of Administrative Law Judge
25	Motions for Modification of Award
69	Applications for Approval of Settlements
98	Awards Issued
317	Orders Issued
27	Oral Arguments Heard
38	Appeals to the Missouri Court of Appeals
113	Cases Pending as of June 30, 2017

Prevailing Wage

5	Objections Filed
0	Hearings Held
6	Decisions Issued
0	Appeals to Court



DIVISION OF EMPLOYMENT SECURITY

Chris Slinkard, Acting Division Director

The Division of Employment Security (DES) is responsible for administering the state's Unemployment Insurance (UI) program. In Missouri, it is a joint state-federal program funded solely through tax contributions paid by employers, so no deductions are made from employees' paychecks for this insurance. All tax contributions are deposited into the Missouri Unemployment Compensation Fund (UTF). Payments of benefits under the regular UI program are made from the UTF to eligible claimants.

The Unemployment Insurance system in the United States was created in 1935 to stabilize the economy and alleviate personal hardship stemming from involuntary job loss. Benefits paid to eligible recipients are intended to provide temporary financial assistance to people who are able and willing to work and who are unemployed through no fault of their own. These benefits help maintain the economy of the state during periods of economic downturn by helping preserve the level of consumer purchasing power.

DES processes weekly requests for payment and pays benefits to individuals in covered employment under state and federal unemployment programs. Missouri's unemployment program is normally comprised of regular UI, Unemployment Compensation for Ex-Servicemembers (UCX), 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 (DUA).

On June 2, 2017, a major disaster declaration was granted by President Donald Trump, allowing Missourians in 27 counties whose employment was lost or interrupted due to severe storms and flooding from April 28 to May 11, 2017, to apply for up to 26 weeks of DUA. In July, disaster assistance was expanded to include an additional 8 counties.



409 people impacted by flooding filed a regular UI or DUA claim



UINTERACT

Missouri's new state-of-the-art, fully-integrated system for UI tax, benefits and appeals

DES embarked on a project in 2013 to replace one of the oldest unemployment insurance computer systems in the nation. The system was over 45 years old, relied on outdated technology, and was difficult and costly to maintain. The new system, UInteract, launched November, 2016. It delivers effective, robust, interactive, timely and complete services for tax, benefits and appeals.

Integrity of the UI program has improved by adding functionality to reduce, detect and recover overpaid benefits and ensuring employers are making appropriate tax contributions to the UTF. It reduces manual efforts of staff, increases federal and state compliance and upgrades antiquated technologies to architectures and technologies that are sustainable, extensible, maintainable and flexible.

People that Filed a UI Claim

239,123

Weekly Requests for Payment Processed

1,411,116

Amount of UI Benefits Paid

\$295,543,935

Employers Liable for Contributions

153,456

New Employer Accounts Established

14,072

Employer Contributions Collected

\$488,475,012

UI Programs Section

The DES works to provide prompt and accurate payments 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. 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.

20 weeks

Maximum number of weeks eligible for benefits

\$320

Maximum weekly benefit amount paid

\$258.14

Average weekly benefit amount paid

As part of an ongoing effort to detect and reduce improper UI benefit payments, DES conducts cross-matches to compare relevant databases to claimants who file for UI benefits.

DES cross-matches claims with the Missouri Department of Corrections and participating local law enforcement agencies to identify claimants attempting to obtain unemployment benefits while incarcerated in local facilities.

The Missouri Department of Corrections cross-match prevented an estimated \$34,932 in improper payments

The local incarceration cross-match prevented an estimated \$193,992 in possible improper payments

Claimants who have returned to work and continue to complete weekly requests for payment is one of the leading causes of improper payments. One of the most effective tools for early detection of improper payments is cross-matching new hire data reported by employers.

DES New Hire Cross-match Unit

19,018 Matches detected for investigation

New Hire Cross-match Unit investigated cross-matches

6,777 Overpayment determinations established

Over \$3.1 million in overpayments discovered

In November 2016, the DES implemented an identity verification solution for all unemployment claims filed. The program is designed to ensure that the information provided during the claim intake process is correct and belongs to the person filing a claim for unemployment benefits. It uses a series of questions that only the user should be able to answer. If individuals do not provide the correct answers, they are mailed a letter directing them to report to a Job Center with proof of their identity. Over 3,300 people failed the identity proofing program and subsequently did not report to the Job Center as required to verify their identity.

The DES continues to partner with the Missouri Division of Workforce Development to offer extensive re-employment services for job seekers.

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 find new jobs or seek further education to enhance opportunities for re-employment. For example, implementation of the job matching system, where an unemployed worker is provided with available job openings matching their skills and prior work history when filing an unemployment claim.

UI Tax Section

The UI Tax Section assists businesses in meeting their obligations under the UI program for filing required quarterly reports and payment of UI tax. Liable employers are assigned a UI tax rate as defined within the law.

Employers paid \$488,475,012 in UI taxes that were credited to the UTF

Provided UI coverage for 3,253,479 employees

153,456 employers were assisted in establishment of liability and maintenance of their employer accounts and records.

14,072 Employers not previously liable for UI tax, became liable.

Generally, an employer's tax rate is determined by the relationship between chargeable benefits paid out, UI taxes paid in and an employer's average annual taxable payroll.

**MISSOURI IS
1 OF 7 STATES
THAT ALLOW A MINIMUM
UI TAX
RATE OF 0%**

The UI Tax Section monitors and improves compliance among businesses to ensure equity and a level playing field. Businesses that don't properly report and pay UI taxes for their workers gain an unfair advantage. It also creates barriers for eligible workers to access UI benefits in a time of need.

8,732 Investigations conducted

4,091 Workers identified as improperly classified

\$1,391,667 Additional taxes owed due to improperly classified workers

Benefits Section

The DES utilizes a variety of cross-matches to prevent and detect fraud and improper payments of the UI program, including the quarterly cross-match with wages reported by employers.

\$3,611,317 in improperly paid benefits were detected by quarterly wage cross-match.

Collection of overpaid benefits is a high priority. 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 DES recovered:

\$12.8 million of improperly paid benefits

and more than \$3.7 million in fraud penalties

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

235 Cases Referred
 \$894,810.49 Total Overpayments
 \$3,415.31 Average Overpayment Referred
 174 Convictions
 \$638,849.85 Court Ordered Restitutions

SHAREDWORK
 An alternative to layoffs for employers faced with a reduction in available work

293 Employers participated

19,901 Employee layoffs avoided

\$3,339,524.14 Paid in Shared Work benefits

A business facing a 20 percent reduction in production usually lays off one-fifth of its workforce.



Under Shared Work, the firm retains its total workforce on a four-day-a-week basis. Reducing hours from 40 to 32 cuts production by the needed 20 percent.

Allows the business to retain
100%
 of employees



Workers receive wages for the four-day workweek and get unemployment benefits from the Shared Work Program.



The business keeps all employees AND reduces labor costs.

WIN SHAREDWORK.MO.GOV **WIN**



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 unemployment programs, 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.

**18,458 Appeals
filed**

**19,239 Hearings
scheduled**

**17,194 Appeals
disposed 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.

Benefit Claims

Audited ▶ 930

Tax Cases

Audited ▶ 939

In addition, the DES 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 targets

claimants that are most likely to exhaust their UI benefits and recipients of Unemployment Compensation for Ex-Servicemembers (UCX) and refers them to their local Missouri Job Centers to receive reemployment services and a UI eligibility assessment.

Based on the most recent RESEA Program data available, claimants that were selected for the program claimed, on average, about three-fourths of a week less than those not selected for RESEA services.

Claimants Selected for RESEA

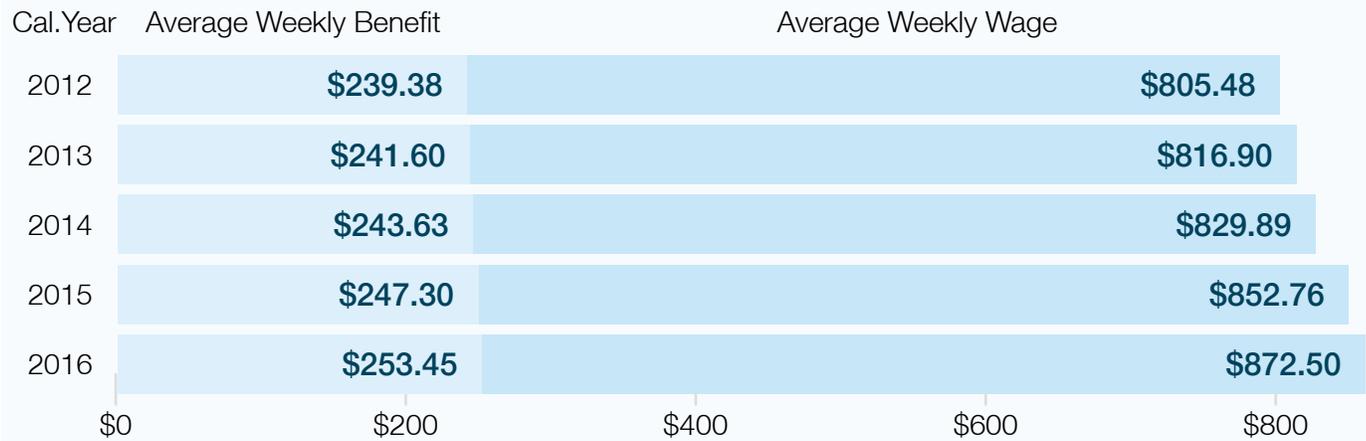
Program ▶ 6,340

Estimated Savings to UTF Due to RESEA

Program ▶ \$1,243,821.78

Other functions and responsibilities of the Quality Control Section include producing and providing statistical information, raw data and financial information to the Department's executive staff, the U.S. Department of Labor (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.

UI Wages and Benefits



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		
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
2015	150,049	2.7M	\$605.9M	\$117B	\$28.6B	0.6	2.0	\$13,000	\$45,130
2016	153,948	2.7M	\$570.9M	\$121.7B	\$29.5B	0.57	1.88	\$13,000	\$45,711

¹ - These are abbreviated figures

UI Claims and Benefits

Cal. Year	First Payments	Weeks Compensated	Benefits Paid ¹	Avg. Weekly Benefit Amt.	Average Duration	Exhaustion Rate	Trust Fund Balance ¹	Outstanding Fed. Loans ¹
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
2015	103,654	1,362,049	\$324.4M	\$247.30	13.1	35.5	\$377.5M	\$0
2016	95,704	1,148,289	\$279.8M	\$253.45	12.0	39.5	\$663.9M	\$0

¹ - These are abbreviated figures

Unemployment Compensation Fund

Balance on Hand - July 1, 2017

\$587,778,580.42

Deposit

Net UI Contributions	\$482,619,891.44
Penalty/Interest	\$3,138,164.21
U.S. Treasury Interest Credits	\$15,175,094.70
Intra-Account Transfer	\$778,200,000.00
From Other States-Interstate Benefits CWC	\$3,177,399.80
FECA Advances/Reimbursements-UCX	\$1,282,194.39
Reimbursable-Local Govt. & Other Pol. Subdivisions	\$2,703,241.17
Reimbursable-State Govt., State Hospitals, and Higher Education	\$1,321,009.81
Reimbursable-Nonprofit Organizations	\$5,844,233.26
Federal Share Extended Benefits	\$0.00
Federal Emergency Compensation/EUC08	\$(1,200,000.00)
Federal Emergency Compensation/FAC	\$(200,000.00)
Short Time Compensation-Federal	\$0.00
FECA Advances/Reimbursements-UCFE	\$4,529,649.99
From Other Sources-Trust Fund Loans	\$96,527.26
From Other Sources-Federal Assessment	\$726.38
From Other Sources-Federal Interest Payment	\$0.00

Total Receipts

\$1,296,688,132.41

Disbursements

Net UI Benefits	\$257,860,137.68
Net Reimbursable Benefit Payments-Local Govt. and Other Pol. Subdivisions	\$6,185,815.18
Net Reimbursable Benefit Payments-State Govt., State Hospitals, and Higher Education	\$2,165,267.37
Net Reimbursable Benefit Payments-NonProfit Organizations	\$12,072,104.57

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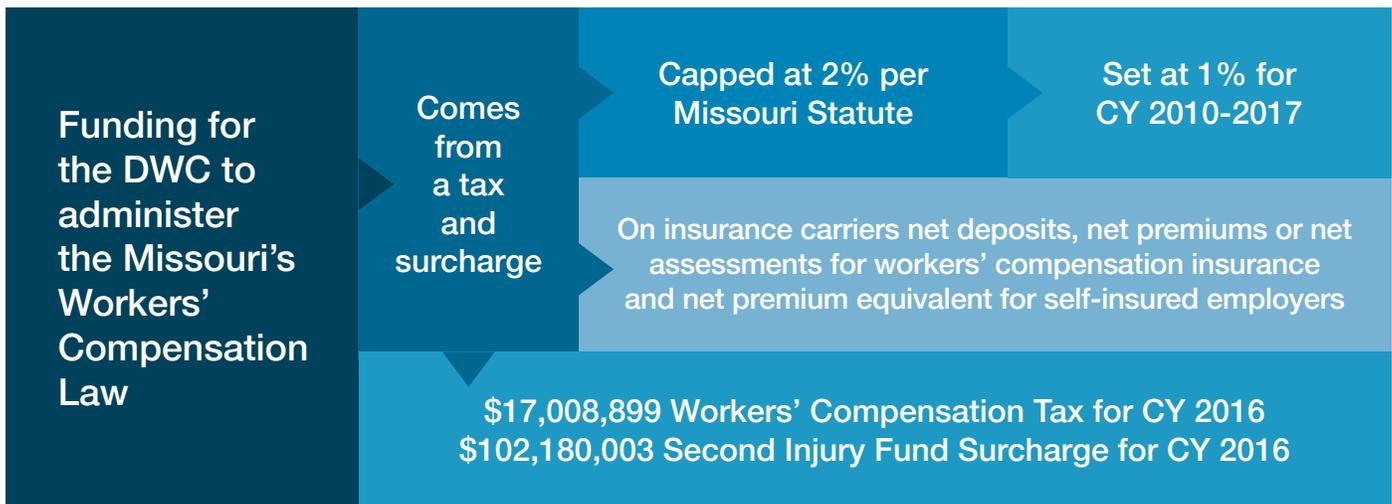
Disbursements (continued)	
FECA Net Benefit Payments-UCX	\$1,235,106.63
Net Federal Benefits-Federal Share (Extended)	\$(48,827.08)
EUC 08 Activity	\$(1,944,233.35)
TEUC Activity	\$(17,967.32)
Federal Emergency Compensation-FAC	\$(113,721.33)
Short Time Compensation-Federal	\$3,306,377.14
To Other States-Interstate Benefits CWC	\$24,882,784.13
Title IX Funds-Withdrawn (Reed Act)	\$375,985.72
To Special Funds Penalty/Interest	\$2,077,874.15
FECA Net Benefit Payments-UCFE	\$4,468,846.41
Intra-Account Transfers	\$778,200,000
Other First Payments EB/Loan Repayment	\$45,152.06
Total Disbursements	\$1,090,750,549.90
Balance on Hand - June 30, 2017	
	\$793,716,010.87
Cash Balance - June 30, 2017	
Clearing Account	
Central Bank, Jefferson City, MO	\$2,316,990.41
Benefit Account	
Central Bank, Jefferson City, MO	\$3,101,771.76
Trust Fund Account	
U.S. Treasury	\$788,297,248.70



DIVISION OF WORKERS' COMPENSATION

Colleen Vetter, Division Director

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 ensures injured workers receive benefits they are entitled to under the Missouri Workers' Compensation Law.



Workplace Injuries Reported



91,709 First Report of Injury (FROI) received, but no claim for compensation filed

10,085 FROI received with a claim for compensation

1,945 Claims for compensation filed but no FROI



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.

Self-Insurance

Security Held FY 2017 ²	\$622,419,435
Security Held FY 2016	\$632,312,532
Security Held FY 2015	\$606,845,818

Individual Self-Insurance

FY	Employers	Employees Covered ¹	Payroll Covered ¹	Applications Received	Applications Approved	Voluntary Withdrawals	Involuntary Terminations
2017	277	408,792	\$19,365,151,611	5	1	6	0
2016	284	404,941	\$18,791,261,053	6	4	2	0
2015	284	411,976	\$18,343,765,153	0	2	6	0
2014	290	401,155	\$17,463,219,006	6	5	6	0

Group Trust Self-Insurance

FY	Employers	Employees Covered ¹	Payroll Covered ¹	Applications Received	Applications Approved	Voluntary Withdrawals	Involuntary Terminations
2017	2,667	273,261	\$9,327,369,666	0	0	0	0
2016	2,705	274,783	\$9,271,689,585	0	0	0	0
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

¹ - Number valid as of close of prior calendar year
² - Excludes security called due to default

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 (SIF).

The SIF 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 SIF, which receives money from a surcharge on employers' workers' compensation premiums, began facing financial difficulty in 2005 when the SIF

surcharge was capped at three percent by the General Assembly.

A change to the law in 2014 authorized the imposition of a supplemental surcharge, not to exceed three percent, on employers' workers' compensation premiums. In addition, the SIF's liability was reduced by eliminating permanent partial disability claims to be filed against the SIF and permanent total claims were limited to certain prior disabilities. Other benefits were also eliminated from the SIF 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.

Second Injury Fund

Total recipients of *PTD benefits (both ongoing and lump sum)	2,432
Recipients who received ongoing, lifetime PTD benefits	1,999
Total PTD benefits paid	\$79,286,432.86
Total recipients of **PPD benefits (both ongoing and lump sum)	3,173
Total PPD benefits paid	\$19,295,010.59
Total recipients of Rehab benefits (both ongoing and lump sum)	23
Total Rehab benefits paid	\$11,891.38
Total recipients of Uninsured Medical benefits (both ongoing and lump sum)	12
Total Uninsured Medical benefits paid	\$186,072.79
Total recipients of Uninsured Death benefits (both ongoing and lump sum)	12
Total Uninsured Death benefits paid	\$275,152.89
Total recipients of Lost Wages benefits (both ongoing and lump sum)	32
Total Lost Wages benefits paid	\$106,094.51

*Permanent Total Disability
 **Permanent Partial Disability

Most workers' compensation cases are resolved through a settlement between the parties and without proceeding to a hearing. A hearing can be 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.

2,820	Cases set for hearing
1,505	Evidentiary hearings conducted
741	Awards issued*
19,785	Compromise settlements approved*
6,418	Claims dismissed*

*(INS, SIF and MFD)

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.

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."

1,417 Fraud and Noncompliance Cases investigated

311 Fraud and Noncompliance cases referred to Attorney General's Office for prosecution

1,736 Workers potentially impacted by failure of employer to insure, from the referred cases

\$1,450,056.34 In penalties recovered from the referred cases to the Attorney General's Office*

*Penalties recovered include those from cases referred, or penalties from, previous fiscal years. Some cases take longer than a year to reach a resolution and many penalties are paid in monthly installments over several years.



Administrative Law Judges

Lorne Baker
 Karla Boresi
 Kenneth Cain
 Suzette Carlisle
 Joseph Denigan
 Robert Dierkes
 Kevin Elmer
 Hannelore Fischer
 Karen Fisher
 Emily Fowler
 Kathleen Hart
 Lawrence Kasten
 Joseph Keaveny
 Edwin Kohner
 Margaret Landolt
 Victorine Mahon
 Robert Miner
 John Ottenad
 Lisa Pottenger
 Lawrence Rebman
 Gary Robbins
 Angela Heffner
 Lee Schaefer
 Mark Siedlik
 Carl Strange
 Marvin Teer
 Maureen Tilley
 David Zerrer

As of 11-29-17

Accidents and Diseases by Severity*

Industry	Fatalities ¹	Lost Time ²	Medical ³	Unknown or Incident Only ⁴	Total
Accommodation and Food Services	2	429	2,608	3,022	6,061
Administrative and Support and Waste Management and Remediation Services	7	539	1,725	1,802	4,073
Agriculture, Forestry, Fishing and Hunting	2	77	314	385	778
Arts, Entertainment and Recreation	0	142	961	743	1,846
Construction	15	936	1,962	2,395	5,308
Educational Services	1	594	4,477	3,093	8,165
Finance and Insurance	0	87	462	667	1,216
Health Care and Social Assistance	7	1,213	8,320	9,873	19,413
Information	1	135	410	556	1,102
Management of Companies and Enterprises	0	8	44	60	112
Manufacturing	11	1,448	6,611	5,899	13,969
Mining	0	10	45	65	120
Employer Industry Unknown	5	39	50	664	758
Other Services (Except Public Administration)	7	212	1,078	877	2,174
Professional, Scientific and Technical Services	3	191	1,481	1,369	3,044
Public Administration	11	918	3,655	4,357	8,941
Real Estate and Rental and Leasing	4	119	419	581	1,123
Retail Trade	9	1,083	4,984	5,325	11,401
Transportation and Warehousing	16	1,041	1,819	2,253	5,129
Utilities	2	140	800	318	1,260
Wholesale Trade	6	752	2,012	2,808	5,578
Total	109	10,113	44,237	47,112	101,571

*Workers' Compensation cases develop over time. The counts disclosed above are based on information as of 11/27/2017 and are likely not reflective of the final counts and dollar amounts for the Fiscal Year, because the cases have not fully developed.

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 the DWC as a precautionary measure.

Cost by Industry and Type of Benefit*

Industry	Temporary Benefits	Permanent Benefits	Death Benefits	Medical Benefits	Total Benefits
Accommodation and Food Services	\$731,909.07	\$1,153,707.80	\$0.00	\$10,173,757.10	\$12,059,373.97
Administrative and Support and Waste Management and Remediation Services	\$1,584,151.07	\$2,146,410.97	\$264,811.35	\$12,387,196.48	\$16,382,569.87
Agriculture, Forestry, Fishing and Hunting	\$151,608.87	\$393,868.55	\$0.00	\$1,847,949.77	\$2,393,427.19
Arts, Entertainment and Recreation	\$486,881.42	\$588,862.17	\$0.00	\$7,562,823.00	\$8,638,566.59
Construction	\$5,098,111.46	\$5,537,488.83	\$17,807.23	\$28,279,053.01	\$38,932,460.53
Educational Services	\$1,258,057.97	\$1,938,365.74	\$0.00	\$18,377,534.97	\$21,573,958.68
Finance and Insurance	\$223,221.20	\$450,072.58	\$0.00	\$2,295,177.98	\$2,968,471.76
Health Care and Social Assistance	\$2,965,410.33	\$3,686,455.21	\$6,446.88	\$27,360,143.24	\$34,018,455.66
Information	\$559,502.71	\$256,366.90	\$0.00	\$2,585,951.90	\$3,401,821.51
Management of Companies and Enterprises	\$24,917.34	\$44,503.54	\$0.00	\$217,949.03	\$287,369.91
Manufacturing	\$4,708,496.52	\$7,397,449.90	\$93,233.81	\$42,353,448.88	\$54,552,629.11
Mining	\$28,977.34	\$104,987.06	\$0.00	\$621,831.65	\$755,796.05
Employer Industry Unknown	\$239,867.85	\$761,108.84	\$11,160.69	\$664,326.10	\$1,676,463.48
Other Services (Except Public Administration)	\$516,073.21	\$669,576.77	\$0.00	\$4,837,229.65	\$6,022,879.63
Professional, Scientific and Technical Services	\$566,547.90	\$805,981.59	\$0.00	\$5,448,087.45	\$6,820,616.94
Public Administration	\$2,863,784.02	\$4,512,579.35	\$4,402.64	\$24,684,061.44	\$32,064,827.45
Real Estate and Rental and Leasing	\$353,668.08	\$317,290.66	\$0.00	\$2,549,519.27	\$3,220,478.01
Retail Trade	\$2,698,484.58	\$3,793,266.31	\$159,111.81	\$23,688,438.33	\$30,339,301.03
Transportation and Warehousing	\$5,333,604.51	\$4,109,839.00	\$300,000.00	\$20,041,043.10	\$29,784,486.61
Utilities	\$707,154.99	\$665,375.42	\$0.00	\$4,839,937.30	\$6,212,467.71
Wholesale Trade	\$3,144,228.35	\$2,682,898.31	\$0.00	\$14,889,643.17	\$20,716,769.83
Total	\$34,244,658.79	\$42,016,455.50	\$856,974.41	\$255,705,102.82	\$332,823,191.52

* Workers' Compensation cases develop over time. The dollar amounts disclosed above are based on information as of 11/27/2017 and are likely not reflective of the final dollar amounts for the Fiscal Year, because the cases have not fully developed.

Cost by Type of Disability of All Incidences*

Type	Fiscal Year	Number of Incidences ¹	Non Medical Compensation ²	Medical Compensation	Total
Accidental³					
Temporary ⁴	2014	46,712	\$12,671,703.98	\$103,868,205.67	\$116,539,909.65
	2015	45,534	\$16,513,003.36	\$118,392,805.20	\$134,905,808.56
	2016	49,024	\$22,793,746.89	\$161,586,088.35	\$184,379,835.24
	2017	48,799	\$25,072,776.02	\$193,180,935.40	\$218,253,711.42
Permanent ⁵	2014	15,858	\$287,420,540.65	\$319,710,150.62	\$607,130,691.27
	2015	14,436	\$242,814,664.05	\$269,982,671.29	\$512,797,335.34
	2016	11,640	\$168,700,399.06	\$194,639,204.85	\$363,339,603.91
	2017	4,508	\$49,632,144.38	\$58,652,383.63	\$108,284,528.01
Death ⁶	2014	84	\$5,580,188.72	\$2,164,812.33	\$7,745,001.05
	2015	100	\$6,209,352.81	\$1,239,037.88	\$7,448,390.69
	2016	87	\$1,708,398.42	\$361,373.62	\$2,069,772.04
	2017	96	\$869,534.25	\$893,973.36	\$1,763,507.61
Total	2014	62,654	\$305,672,433.35	\$425,743,168.62	\$731,415,601.97
	2015	60,070	\$265,537,020.22	\$389,614,514.37	\$655,151,534.59
	2016	60,751	\$193,202,544.37	\$356,586,666.82	\$549,789,211.19
	2017	53,403	\$75,574,454.65	\$252,727,292.39	\$328,301,747.04
Occupational					
Temporary	2014	1,619	\$222,226.03	\$1,696,993.94	\$1,919,219.97
	2015	1,810	\$282,679.49	\$1,999,070.93	\$2,281,750.42
	2016	1,542	\$432,148.35	\$2,637,311.42	\$3,069,459.77
	2017	1,412	\$347,440.85	\$2,141,703.56	\$2,489,144.41
Permanent	2014	771	\$15,116,597.16	\$7,600,186.59	\$22,716,783.75
	2015	647	\$11,704,471.86	\$6,239,473.24	\$17,943,945.10
	2016	430	\$7,429,850.01	\$4,075,865.98	\$11,505,715.99
	2017	103	\$1,196,193.20	\$836,106.87	\$2,032,300.07

Occupational (continued)					
Type	Fiscal Year	Number of Incidences	Non Medical Compensation ²	Medical Compensation	Total
Death	2014	16	\$533,914.00	\$16,282.48	\$550,196.48
	2015	24	\$815,000.00	\$ -	\$815,000.00
	2016	15	\$1,324,168.52	\$ -	\$1,324,168.52
	2017	13	\$ -	\$ -	\$0.00
Total	2014	2,406	\$15,872,737.19	\$9,313,463.01	\$25,186,200.20
	2015	2,481	\$12,802,151.35	\$8,238,544.17	\$21,040,695.52
	2016	1,987	\$9,186,166.88	\$6,713,177.40	\$15,899,344.28
	2017	1,528	\$1,543,634.05	\$2,977,810.43	\$4,521,444.48
Disability Type Not Determined Due to Lack of Reported Compensation	2014	39,415	\$ -	\$ -	\$0.00
	2015	39,695	\$ -	\$ -	\$0.00
	2016	41,070	\$ -	\$ -	\$0.00
	2017	46,640	\$ -	\$ -	\$0.00
Total	2014	104,475	\$321,545,170.54	\$435,056,631.63	\$756,601,802.17
	2015	102,246	\$278,339,171.57	\$397,853,058.54	\$676,192,230.11
	2016	103,808	\$202,388,711.25	\$363,299,844.22	\$565,688,555.47
	2017	101,571	\$77,118,088.70	\$255,705,102.82	\$332,823,191.52

* Workers' Compensation cases develop over time. The above counts and amounts are based on information as of 11/27/2017. The more recent the year, the less reflective the above counts and amounts are of what the final counts and dollar amounts will be once the cases have fully developed.

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.



DIVISION OF LABOR STANDARDS

Matthew Cowell, Division Director

The Division of Labor Standards (DLS) and its sections help employers comply with Missouri labor laws and handle complaints from workers to ensure all Missourians are safe on the job and paid wages required by law.

The Division of Labor Standards consists of three sections: Wage and Hour, On-Site Safety and Health Consultation Program, and Mine and Cave Safety. The Division determines and enforces Missouri’s Child Labor Law and Minimum Wage Law. The Division offers a free consultation service to employers to reduce workplace fatalities and help businesses comply with federal Occupational Safety and Health Administration (OSHA) regulations. Mine and cave inspections are also provided along with training to miners on safe work practices.

Wage and Hour Section

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. The Division continues to provide outreach programs to help Missouri businesses comply with wage and hour laws.

Youth Employment

The Missouri Child Labor Law ensures no child under 16 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.

1,270
Entertainment
permits
issued

4,313
Work
certificates
reviewed

1,948
Public and
private
contacts

59
Youth at
businesses in
compliance

13
Complaints
reviewed

Minimum Wage

The Minimum Wage Program responds to inquiries from employers and workers about their responsibilities and rights under Missouri wage and hour laws. It also provides educational outreach to businesses and mediates pay disagreements under the Minimum Wage Law.

Business visits ▶ 852

Public and private contacts ▶ 17,985

Businesses in violation assisted with compliance ▶ 83

Complaints reviewed ▶ 941

Mine and Cave Safety

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 requires each mine to be inspected on a regular basis for hazards and unsafe or unhealthy work practices. Missouri has received federal funding to provide required training to miners since 1979.

Inspections Required Per Year



On average, two fatalities occur per year in Missouri's mining industry.

Zero mining fatalities occurred in FY 2017.

The last recorded fatality from an operator that received training from this program was in 1995.

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. The program also provides training to public bodies, reviews complaints for authenticity and presents audit conclusions in pay disagreements.

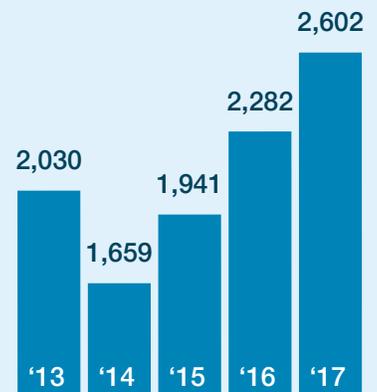
204 Public Body visits

7,529 Contacts made

144 Businesses assisted with compliance

168 Complaints reviewed

Public Works Construction Projects Reported



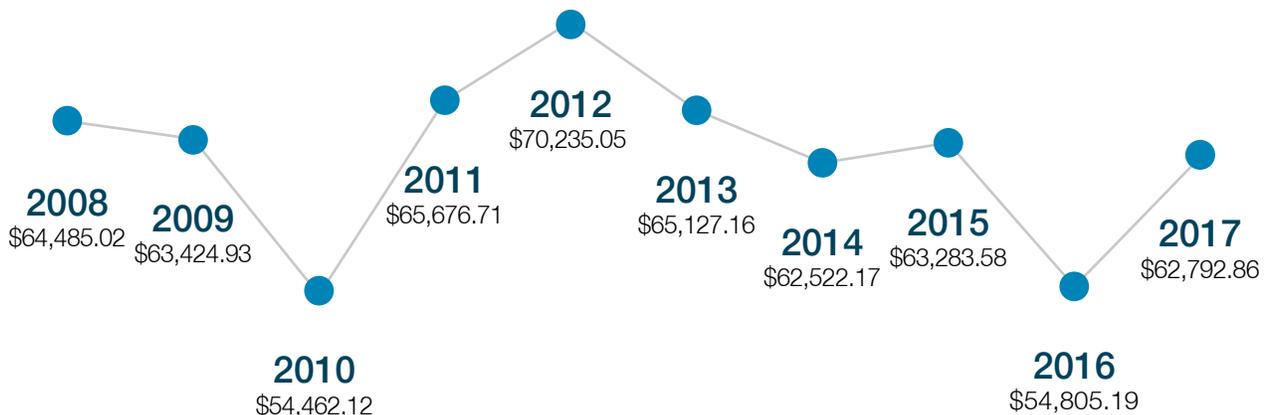
The program experienced a 6.8 percent increase in training to contractors over the past three years. Small operators that are unable to take advantage of the resources larger operators receive, continues to be the focus as well as providing training resources for contractors and other stakeholders. Currently, three full-time mine training specialists and one private contract trainer provide the required MSHA training.

2,570	Miners trained
466	Total inspections
758	Hazards found and eliminated
12,981	Miners and contractors affected
\$545,760	Fines operators avoided

10 Year Production in Tons

Year	Clay	Coal	Copper	Iron	Lead	Zinc	Granite	Shale	Silica
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
2016	1,735,977.45	99,232.85	21,605	0	172,748	34,294	1,053,681.69	252,048.19	718,810.22
2017	1,810,909.24	245,713.53	27,765	0	185,171	33,498	1,198,199.09	194,104.67	2,068,906.61

10 Year Production Fee Collection



On-Site Safety and Health Consultation 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. The program provides consultations at no cost to Missouri businesses. At the request of the employer, the consultants identify safety and health hazards and offer recommendations for correction with no penalties or fines.



597
On-Site
consultations
conducted



4,636
Hazards
identified



38%
of hazards were
corrected on
location



\$8,891,484
Potential OSHA
penalties avoided

Safety and Health Achievement Recognition Program (SHARP)

The Missouri On-Site Safety and Health Consultation Program, in conjunction with OSHA, administers the SHARP program. It 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.

**Doing Steel in Springfield, MO and Bill's Quick Mart
in Rogersville, MO achieved SHARP status**

37 companies are currently participating in SHARP





MISSOURI COMMISSION ON HUMAN RIGHTS

Dr. Alisa Warren, Executive Director

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.

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.



1,652
Complaints
resolved by
MCHR staff



1,471
Complaints
filed



\$3,294,582
Negotiated
in
settlements



11 Local
human rights
agencies in
Missouri



Nearly 3,900
people attended
education,
training and
outreach events

During MCHR's 60 years of working toward eradicating discrimination, the agency has provided immeasurable services. The Commission has five offices as a means of providing access to and delivery of its services. The agency continues to receive among the largest number of complaints in the Midwestern region of alleged discrimination in employment, public accommodations and housing.

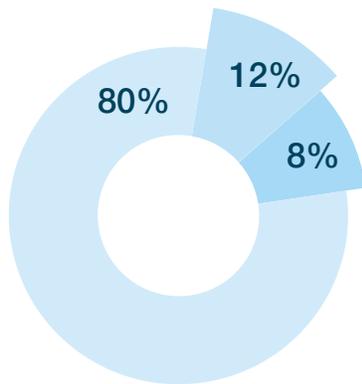


- a. Jefferson City (Central Office)
- b. Kansas City
- c. St. Louis
- d. Sikeston
- e. Springfield

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 the Equal Employment Opportunity Commission (EEOC), local human rights agencies, and the U.S. Department of Housing and Urban Development (HUD). These efforts allow more efficient use of state resources.

Complaints Filed by Type



1,180 Employment

121 Housing

170 Public Accommodations

Complaints Received in Each Protected Category

Age	301
Ancestry/National Origin	78
Disability	556
Race	432
Religion & Familial Status	61
Retaliation	678
Sex	540
Sexual Harassment	220
Unknown/Other	152
Total	1,471

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

Commissioners

Commissioners are appointed by the Governor with the advice and consent of the Senate. The Governor appoints one member from each of Missouri's eight Congressional Districts, two members are at large, and one member as chairperson. The Commissioners serve for six years without compensation. The Commission meets quarterly, and its meetings are open to the public.

Anna E. Crosslin
Commissioner, 1st District
 Term Expires: April 1, 2019

Michael Dierkes
Commissioner, 2nd District
 Term Expires: April 1, 2015

Vacant
Commissioner, 3rd District

David C. Thomas
Commissioner, 4th District
 Term Expires: April 1, 2020

Donna L. Birks
Commissioner, 5th District
 Term Expires: April 1, 2018

Dr. Melody A. Smith
Commissioner, 6th District
 Term Expires: April 1, 2018

Jenifer M. Placzek
Commissioner, 7th District
 Term Expires: April 1, 2015

Vacant
Commissioner, 8th District

Vacant
Commissioner, At-Large

Sara N. Lampe
Commission Chair and Commissioner, At-Large
 Term Expires: April 1, 2017

**1,413 Complaints
under investigation**

**6 Conciliation
complaints**

**6 Public hearing
complaints**

Hearing Decisions

MCHR did not issue any hearing decisions in FY 2017. The following cases settled prior to hearing.

State of Missouri ex rel. Holly Goyea
v. Public Water Supply District #6

State of Missouri ex rel. Tracy Walker
v. Trinity Industries, Inc., et al.

Complainant alleged that the Respondent discharged her in retaliation for filing an internal complaint about sex discrimination. Before the case went to trial, the parties settled the matter for \$78,000.

Complainant alleged that Respondent discharged her because of her disability. The case settled before trial for \$20,000.

Case Dispositions

Investigations	Employment	Public Accommodations	Housing	Total
Administrative Closure	26	2	2	30
Failure to Cooperate	37	5	5	47
Negotiated Settlement	14	0	50	64
No Jurisdiction	61	17	4	82
No Violation	440	48	60	548
Probable Cause	8	1	4	13
Right to Sue	544	44	7	595
Unable to Locate	3	0	2	5
Withdrawal	102	10	10	122
Withdrawal/Settled	114	3	19	136
Conciliation				
Administrative Closure	1	0	1	2
Successful Conciliations	1	0	0	1
Right to Sue	4	0	1	5
Hearings Decisions				
Administrative Closure	0	0	0	0
Hearing Panel Order	0	0	0	0
Prehearing Settlement	2	0	0	2
Total	1,357	130	165	1,652



STATE BOARD OF MEDIATION

Todd Smith, Acting Chair

The State Board of Mediation determines appropriate bargaining units of public employees based on their community of interests and conducts secret ballot elections to determine whether a majority of the employees in a bargaining unit agree to be represented by a petitioning labor organization.

**Consists of five members
appointed by the governor**

**One member is a neutral
party who serves as
full-time chairman
and administrator**

**Todd
Smith**

**Two members are
employers or selected
from an association
representing employers**

**Leonard P.
Teonjes**

**Michael P.
Rother**

**Two members hold
membership in a trade
or labor union**

**Lewis B.
Moye**

**Robert G.
Miller**

If a public employer and a petitioning labor organization cannot agree on which employees should be included in an appropriate bargaining unit or on the manner of conducting the election, the board 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 legal arguments, 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 board 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. The labor organization will also represent unit members with regard to individual employment issues that may arise, such as disciplinary charges.

The board'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 board, 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 board has no authority to play a role when they are engaged in such activities.

Petitions Filed	22
Representation Elections Conducted	8
Decertifications	4
Requests for Public Sector Labor Law Assistance/Information	2
Hearings on Disputed Issues	2
Public Employees Affected	1,744
Unit Clarifications	3
Cases Dismissed	2
Amendment of Certifications	2



**DEPARTMENT OF LABOR
& INDUSTRIAL RELATIONS**

421 East Dunklin Street

P.O. Box 504

Jefferson City, MO 65102-0504

573-751-4091

Fax: 573-751-4135

TDD/TTY: 800-735-2966

Relay Missouri: 711

www.labor.mo.gov