

2014 Annual Report

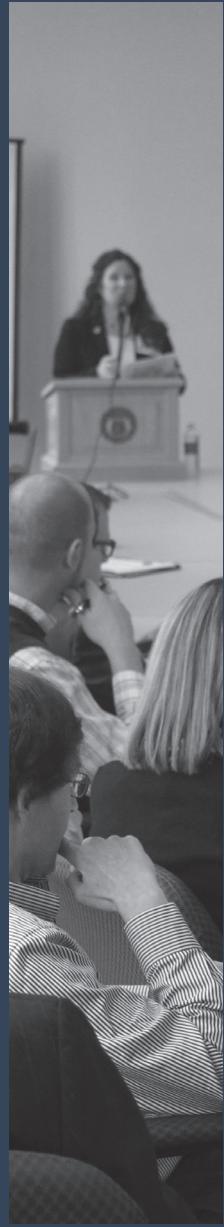
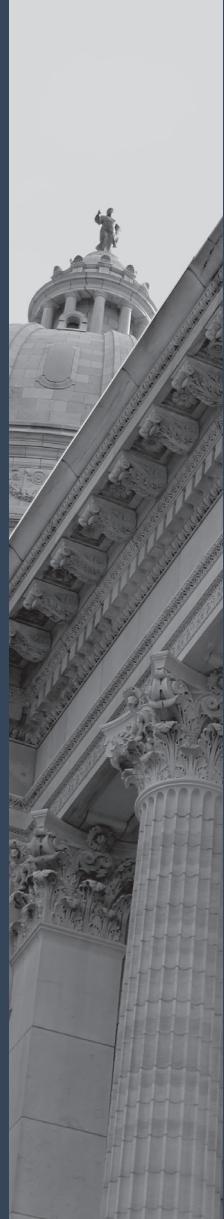
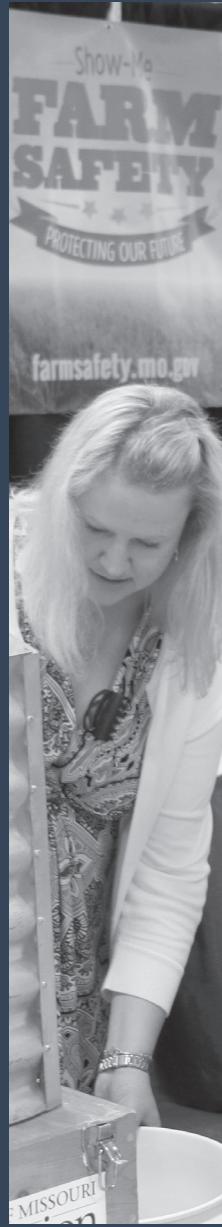
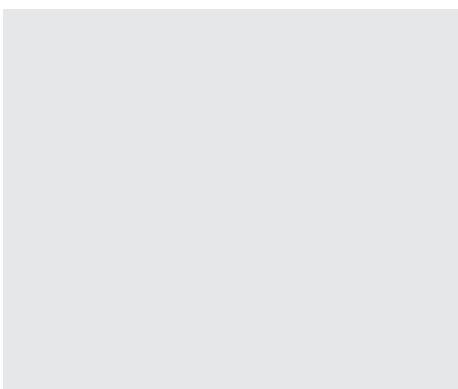


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Letter from the Director

Under the direction of Governor Nixon, the Missouri Department of Labor and Industrial Relations works to respond to the needs of Missouri's businesses and workers to continue to make Missouri a great place to live, work, and do business.

The Missouri Department of Labor and Industrial Relations is responsible for the administration and enforcement of state laws related to employment.



The Division of Employment Security (DES) continues to work on behalf of Missouri employers and employees by administering the state's unemployment insurance laws in a fair and impartial manner. Earlier this year, the DES made the final payment to the United States Treasury to return the state's Unemployment Trust Fund to solvency, fulfilling its obligation from a loan needed to ensure that qualified Missourians were able to receive unemployment insurance during the Great Recession. By meeting the obligation, Missouri employers will realize a saving of \$84 per employee, which totals more than \$186 million statewide.

With Missouri's expanding economy and steady job growth,

Missourians are filing fewer claims for unemployment benefits. Since 2009, the number of unemployment claims has dropped by more than 46 percent. However, the DES continues to work with the Division of Workforce Development to ensure that jobseekers or those who are searching for a new career are aware of the variety of services available at a Missouri Career Center.

During the year, the Division of Labor Standards increased its outreach to help educate both businesses and workers about Missouri's Labor Laws. The Safety and Health Consultation Program increased its efforts to inform businesses about its On-Site inspections which can lead to the

distinguished safety award, SHARP. This year, we had five businesses receive the SHARP award. The Mine and Cave Safety section co-sponsored the 32nd Annual Mine Rescue Competition, bringing teams from across the country to test their skills. Events like this help provide realistic training to prepare rescue teams for the worst case scenario. The Wage and Hour Program works diligently to educate stakeholders about recent changes to Missouri's Prevailing Wage laws.

In the light of recent events, human rights are at the forefront of the public's focus. The Missouri Commission on Human Rights continues to have community dialogue through local

commissions in the St. Louis area and throughout the state. This year also marked the 3rd Annual Missouri Human Rights Conference to celebrate International Human Rights Day. Guests attended to hear national speakers and collaborate on the best practices to engage the community in an effective manner.

The Division of Workers' Compensation (DWC) ensures that an injured worker receives benefits that he or she is entitled to under the Missouri Workers' Compensation Law. This year, the DWC hosted the 20th Annual Workers' Compensation Conference. The conference offers attendees a chance to learn about a variety of topics concerning workers' compensation. This opportunity was utilized to help educate employers, insurance companies, attorneys, and other stakeholders on the changes to the Workers' Compensation Law that took effect January 2014.

The State Board of Mediation (SBM) is granted jurisdiction under the Public Sector Labor Law to determine appropriate bargaining units and to certify or decertify the exclusive bargaining representative for a group of public employees. The SBM is continually working to educate public employees about their rights to collectively bargain. This year, the SBM impacted 56 percent more workers than the previous year.

In closing, I want to personally thank the dedicated staff of the Missouri Department of Labor and Industrial Relations. Their tireless efforts to ensure Missouri's Labor Laws are applied fairly and impartially to benefit all Missouri businesses and workers, which makes Missouri a great place to live, work, and do business.

Sincerely,



Ryan McKenna
Director

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

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

Enforces Missouri's wage and hour laws and promotes 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 77 bills during the 2014 legislative session that would have impacted the Department. Five bills were passed by the legislature, one of which was vetoed by the Governor, meaning that four ultimately became law this year.



- + SB 510
- + SB 844
- + SB 852
- + HB 1594

SB 510: Modifies the Definition of Misconduct for Purposes of Unemployment Benefits

An employee discharged from employment for misconduct is not qualified to receive unemployment compensation. SB 510 expanded the definition of “misconduct” to cover more discharges and removed language providing that absenteeism or tardiness may constitute a rebuttable presumption of misconduct and added absenteeism and tardiness into the new definition of misconduct as conduct that constitutes misconduct—not just a presumption.

Individuals are disqualified from receiving unemployment benefits if they have voluntarily left their job without “good cause” attributable to the work or directly to the employer. SB 510 added a definition of good cause.

SB 844: Modifies the Shared Work Program

Congress adopted the Middle Class Tax Relief and Job Creations Act of 2012 which required states to meet certain requirements and new provisions in order to operate a Shared Work Program. SB 844 brought Missouri into federal compliance, allowing employers and workers to continue to benefit from this job-saving program during times of economic distress.

SB 852: Line of Duty Death Benefit

The sunset on the line of duty death benefit was set to expire in 2015 if not amended. This bill extended the sunset on the \$25,000 benefit to 2025, safeguarding this benefit for families of those who may be killed in the line of duty.

HB 1594: Volunteers on Public Works Projects

HB 1594 addressed a concern that the State’s prevailing wage law prohibited local communities from benefiting from legitimate volunteer efforts to improve community properties.

Financial Summary

Shows the financial appropriation for each division

Division of
Employment
Security
\$49,181,078*

Division of
Workers'
Compensation
\$9,721,803**

Director
and Staff
\$5,754,406

Division of Labor
Standards
\$2,766,064

Missouri
Commission on
Human Rights
\$1,637,348

Labor and
Industrial
Relations
Commission
\$975,894

State Board of
Mediation
\$115,380

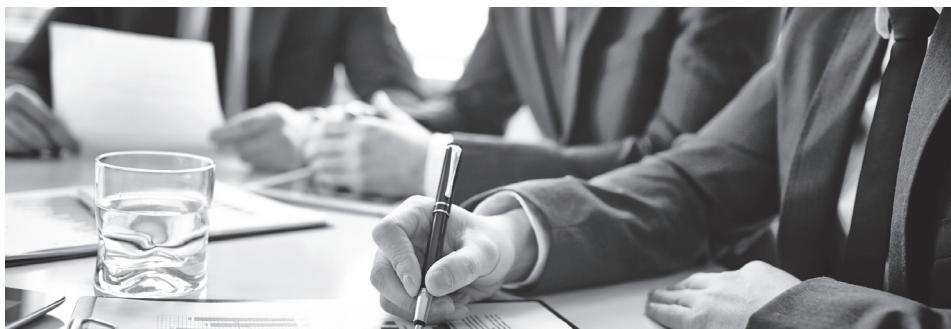
Total
\$70,151,973

* 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

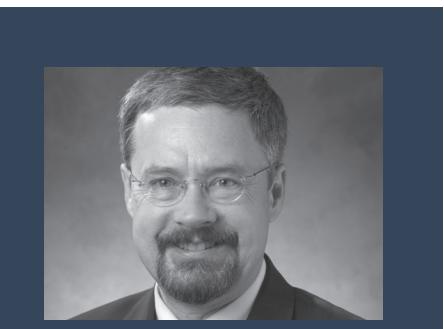
The Labor and Industrial Relations Commission (LIRC) is established by Article IV, Section 49 of the Missouri Constitution. The LIRC's primary constitutional duty is to oversee the Department of Labor and Industrial Relations (Labor Department).



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, crime victims' compensation 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 2014 Appeals

Employment Security

Employee Benefit Appeals	3,631
Employer Contribution Appeals	49
Benefit Decisions Issued	1,107
Benefit Orders Issued	2,588
Contributions Decisions Issued	14
Contributions Orders Issued	32
Oral Arguments Heard	0
Appeals to the Missouri Court of Appeals	414
Benefit Cases Pending as of June 30	335

Workers' Compensation/Crime Victim/Tort Victim

Applications for Review of Award of Administrative Law Judge	220
Motions for Modification of Award	30
Applications for Approval of Settlements	106
Awards Issued	217
Orders Issued	291
Oral Arguments Heard	62
Appeals to the Missouri Court of Appeals	97
Cases Pending as of June 30	99

Prevailing Wage

Objections Filed	127
Hearings Held	2
Decisions Issued	16
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.



Nia Ray
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. No part of the contribution is deducted from worker wages.

Missouri processes weeks claimed 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 (UCX), unemployment compensation for federal employees (UCFE), and Trade Readjustment Allowances (TRA). The DES is also responsible for administering federal-state extended benefits (EB), federal Emergency Unemployment Compensation (EUC), and Disaster Unemployment Assistance when authorized. Missouri processed 3,041,870 of weeks claimed and paid \$567,193,571 in unemployment benefits for all state and federal benefit programs.

Calendar year 2013 marked the fourth consecutive year that the number of individuals filing for and receiving unemployment benefits has decreased. It also marks the fourth year in a row that the amount of unemployment benefits paid out of Missouri UTF has decreased. It is projected that this downward trend will continue in calendar year 2014.

During the national recession, expenditures from Missouri's UTF were larger than revenue received from Missouri employers. In 2009, Missouri became one of 36 states that received a loan from the United States Treasury to ensure the DES could continue to make payments to Missourians who experienced job loss during the Great Recession.

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.

Fiscal Year 2014

Employers Liable for Contributions	144,576
New Employer Accounts Established	18,049
Employer Contributions Collected	\$608,209,111
Employer Compliance Audits Completed	1,711
Initial Claims Filed	354,575
Unemployment Insurance Benefits Paid	\$432,055,619
Unemployment Insurance Overpayments Collected	\$23,279,778
Appeals Filed	24,256

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.

When a state is in a long-term borrowing situation, federal law prescribes a reduction to the federal unemployment tax credit of 5.4 percent in order to pay for the loan. As of January 2014, Missouri had an outstanding loan balance for five consecutive years. Because of this outstanding loan balance, Missouri was a credit reduction state. The reduction to the credit is progressive. The first credit reduction of 0.3 percentage points occurs when a state carries a loan balance through January 1 for two consecutive years. The credit reduction for the third consecutive year is 0.6 percentage points and an additional 0.3 percentage points each year thereafter until the loan is repaid.

On May 27, 2014, the DES retired its UTF obligation one year ahead of prior projections. By retiring its obligations early, Missouri businesses will see their FUTA credits restored, saving them \$84 per employee in FUTA taxes, resulting in a federal tax savings of \$186 million for 2014.

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.

The EUC program ended on December 28, 2013. With the end of EUC, only state benefits are available to eligible unemployed workers. 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 2014 was \$242.44.

Federal Benefits, Timeliness, and Quality Review

scored
81.8%
for separation
determinations

scored
94.59%
for non-separation
determinations

surpassed the
federal Core
Measure goal of
75%

The Missouri Department of Corrections cross-match, initiated in 2012, prevented an estimated \$71,836 in possible overpayments for 30 claims during 2014. Additionally, since March 2014, the DES has been cross-matching claims with participating local law enforcement agencies to identify claimants attempting to obtain unemployment benefits while incarcerated in local facilities. As of September 30, 2014, this cross-match has prevented an estimated \$121,000 in possible overpayments for more than 500 claims.

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

In May 2014, the DES upgraded its Interactive Voice Response (IVR) system that is used in DES Regional Claims Centers. This enhancement modernized and improved the efficiency of the claims system. One new feature of the IVR system is speech recognition functionality. This allows callers to verbally answer questions pertaining to their claims for benefits. This option is offered along with the original method of using the keypad to submit responses. In addition, the upgrade allows users to perform several different types of transactions with just one phone call.

Senate Bill 510 was enacted in August 2014, which changed the definition of misconduct as it relates to receiving unemployment benefits. This law change impacted the adjudication of separation issues resulting from a discharge from employment. Given the impact of the changes in the definition of misconduct, statewide training sessions were conducted with all DES staff members who decide benefit eligibility on separation issues.

Employer Contributions Section

The Employer Contributions Section ensures that 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 2014, the average tax rate for all employers was 2.099 percent. The average rate for employers that had a positive experience account balance was 1.628 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 7.337 percent.

During FY 2014, there were 144,576 employers subject to coverage provisions of the law. There were 18,049 employers not previously covered that became subject to the law. These employers reported 2,952,437 employees. Employee wages are required to be reported each calendar quarter as they are used to determine claimant benefit entitlement.

The DES collected \$608,209,011 in taxes, which is credited to the UTF for payment of unemployment benefits.

Contributions Field Section

Worker Misclassification

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 2014, 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 that were issued determinations that its workers are employees and not independent contractors are contacted after a year to verify if they are complying with their DES determination.

In FY 2014, 6,099 misclassified workers were identified through audits and investigations, resulting in \$885,315 of additional taxes owed.

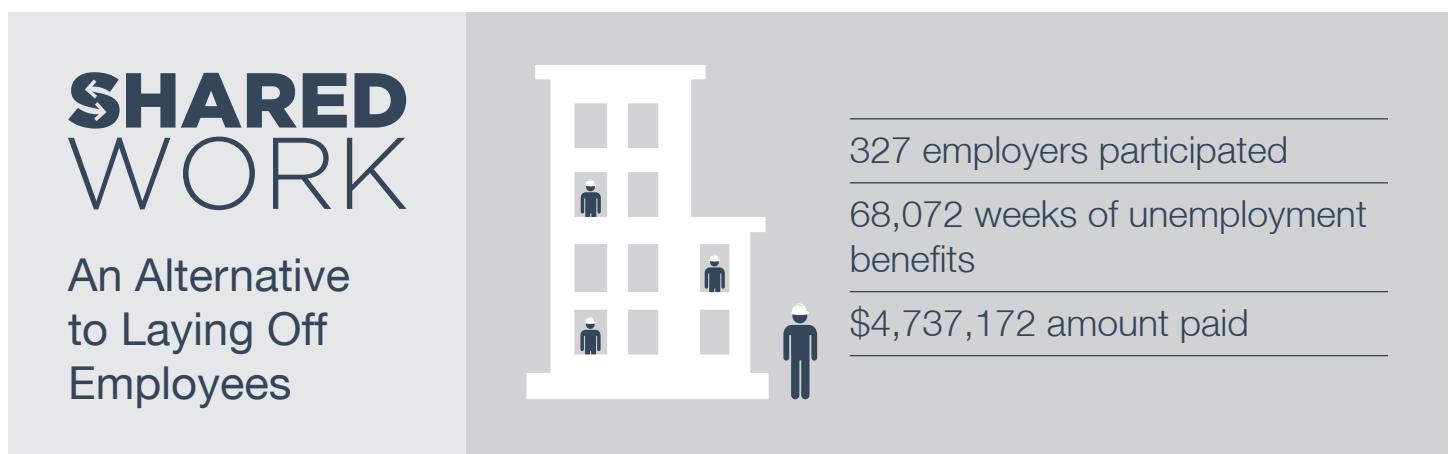
Field Audits and Collections

In FY 2014, 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.

- 1,711 audits were conducted
- 6,099 workers identified as incorrectly classified
- \$885,315 added to the tax amount due
- \$11,102,579 resolved in past due taxes, interest, and penalties
- 19,490 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 2014, there were 327 employers that were approved to participate in the Shared Work Program. There were 68,072 weeks of unemployment benefits paid in the amount of \$4,737,172. Senate Bill 844 was enacted in June 2014, which allowed Missouri to comply with new federal requirements regarding the operation of its Shared Work Program. The changes to Missouri's law were minor, but did include continued coverage of fringe benefits to participating employees as if their hours had not been reduced, and allowed workers participating in the Shared Work Program to be enrolled in Workforce Investment Act (WIA) training in addition to employer-sponsored training.



The DES continued its efforts to prevent and detect fraud and improper payments of the UI program. During FY 2014, benefits paid under all programs administered by the DES amounted to \$567,193,571. Overpayments for all programs totaled \$27,342,464.42, representing 4.8 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 30,000 requests for wage information to employers each quarter. On average 13.5 percent of these requests result in cases of overpaid benefits. Improperly paid benefits in the amount of \$9,318,462 were detected by this quarterly cross-match during FY 2014.

Collection of overpaid benefits is a high priority in the DES. During FY 2014, the DES recovered \$23.2 million of improperly paid benefits and more than \$7 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. In FY 2014, convictions for theft and stealing rose 18 percent. Restitution payments received from the courts increased an additional 13 percent.

Prosecution Activity Report FY 2013 vs FY 2014

	FY 2013	FY 2014	Year-Over-Year
Cases Referred	418	292	-30%
Overpayment Total	\$3,604,258.09	\$1,855,684.54	-49%
Average Overpayment Referred	\$8,622.63	\$6,355.08	-26%
Convictions	254	300	18%
Court Ordered Restitutions	\$1,860,553.22	\$2,188,727.96	18%
Restitutions Received			
Cash	\$798,000.06	\$902,894.54	13%
UI Weeks	\$17,832.27	\$9,929.41	-44%
Tax/Lottery Intercepts	\$920,587.10	\$800,595.33	-13%
Total Restitution Received	\$1,736,419.43	\$1,713,419.28	-1%

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 2014, 24,256 appeals were filed with the Appeals Section. The section scheduled 26,290 hearings and disposed of 22,820 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 and Eligibility Assessment (REA) Program. This program randomly selects UI claimants and refers them to their local Missouri Career 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 2014

Fiscal Notes Prepared	65
USDOL Required Reports Submitted	478
Benefit Claims Audited	930
Tax Cases Audited	1,157
Claimants Selected for the REA Program	10,372

UI Wages and Benefits

Calendar Year	Average Weekly Wage	Average Weekly Benefit
2009	\$767.86	\$256.41
2010	\$762.77	\$244.16
2011	\$781.39	\$237.70
2012	\$805.48	\$239.38
2013	\$816.90	\$241.60

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		
2009	137,732	2.58M	\$569.9M	\$104.2B	\$25.8B	0.6	2.1	\$13,000	\$39,575
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

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
2009	241,057	4,438,399	\$1.1B	\$256.41	18.4	52.1	\$13.8M	\$474.3M
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

1 - These are abbreviated figures

Unemployment Compensation Fund FY 2014

Balance on Hand, July 1, 2013	\$15,770,857.16
Deposit	
Net UI Contributions	\$608,209,011.06
Penalty/Interest	\$3,876,277.64
U.S. Treasury Interest Credits	\$34,561.86
Intra-Account Transfer	\$1,185,500,000.00
From Other States-Interstate Benefits CWC	\$5,642,955.93
FECA Advances/Reimbursements-UCX	\$4,100,193.92
Reimbursable-Local Govt. And Other Pol. Subdivisions	\$8,940,188.32
Reimbursable-State Govt., State Hospitals, and Higher Education	\$4,200,962.94
Reimbursable-Nonprofit Organizations	\$18,157,747.50
Federal Share Extended Benefits	\$0
Federal Emergency Compensation	\$121,095,030.78 (ended Dec. 28, 2013)
Short Time Compensation-Federal	\$4,299,000.00
FECA Advances/Reimbursements-UCFE	\$8,956,858.43
From Other Sources-Trust Fund Loans	\$54,622,461.76
From Other Sources-Federal Assessment	\$12,441,304.73
From Other Sources-Federal Interest Payment	\$12,756,255.53
Total Receipts	\$2,052,832,780.40
Disbursements	
Net UI Benefits	\$383,010,599.11
Net Reimbursable Benefit Payments-Local Govt. And Other Pol. Subdivisions	\$8,601,775.80
Net Reimbursable Benefit Payments-State Govt., State Hospitals, and Higher Education	\$4,348,095.78

Disbursements (continued)

Net Reimbursable Benefit Payments-Nonprofit Organizations	\$18,970,872.65
FECA Net Benefit Payments-UCX	\$4,071,064.17
Net Federal Benefits-Federal Share (Extended)	(\$212,758.11)
Emergency Unemployment Compensation Activity	\$113,172,338.55
TEUC Activity	(\$79,406.66)
Federal Emergency Compensation-FAC	(\$384,783.77)
Short Time Compensation-Federal	\$4,691,948.26
To Other States-Interstate Benefits CWC	\$33,281,371.62
Title IX Funds-Withdrawn (Reed Act)	\$8,723,725.00
To Special Funds Penalty/Interest	\$16,285,069.82
FECA Net Benefit Payments-UCFE	\$8,845,270.23
Intra-Account Transfers	\$1,185,500,000.00
Other First Pmts EB/Loan Repayment	\$232,756,225.53
Total Disbursements	\$2,021,581,407.9

Balance On Hand, June 30, 2014 \$47,022,229.58

Cash Balance, June 30, 2014

Clearing Account

Central Bank, Jefferson City, MO (\$345,433.01)

Benefit Account

Central Bank, Jefferson City, MO \$1,735,112.00

Trust Fund Account

U.S. Treasury \$45,632,550.59

Division of Labor Standards

The Division of Labor Standards (DLS) consists of three sections: Wage and Hour Program, On-Site Safety and Health Consultation Program, and Mine and Cave Safety and Health Training Program. In FY 2014, DLS answered 27,248 incoming phone calls from citizens.



John Lindsey
Director

Public Works Construction Projects Reported

2014	1,659
2013	2,030
2012	3,899
2011	4,208
2010	4,188

Wage and Hour Program

The Wage and Hour Program administers and enforces the state's Prevailing Wage Law, Minimum Wage Law, Child Labor Law, and the 10-Hour Construction Safety Training Act. The Wage and Hour Program helps Missourians get accurate information regarding wages, work hours, vacations, breaks, hiring, and more. The program also educates employers and employees of their workplace rights and responsibilities.

The Wage and Hour Program is also responsible for compiling wage surveys to ascertain the wage rates that prevail in each construction occupation in every Missouri county. The program also provides educational outreach, and conducts investigations to ensure employer compliance with Missouri's Prevailing Wage, Minimum Wage, and Child Labor Laws. The Prevailing Wage and Minimum Wage Laws require employers to provide payroll documentation to assure compliance with the law. Obtaining necessary information can be challenging at times, but the DLS continues to persevere to assure Missourians are paid the correct wages and to protect the health and safety of Missouri's children from dangers in the workplace.

Prevailing Wage

In FY 2014, DLS' commitment to conducting quality investigations resulted in the assessed restitution to the amount of \$326,061.38 due to 287 workers. In FY 2014, restitution was a result of 139 complaints filed and 60 violations found. The DLS focuses on education for workers and public bodies, resulting in more stringent compliance and more detailed and accurate complaints received.

Minimum Wage

In FY 2014, DLS received 697 minimum wage complaints resulting in 61 violations, versus FY 2013's 894 complaints and 66 violations. The DLS' commitment to quality resulted in assessed back wages of \$73,570.43 for FY 2014.

Child Labor

The Missouri Child Labor Law protects Missouri's young workers by promoting safety and health in the workplace and prohibiting youth from working long hours or in hazardous occupations, which can jeopardize their development and education. In FY 2014, the DLS received 10 complaints resulting in 138 violations and \$3,050 in fines collected.

10-Hour Construction Safety Training

The 10-Hour Construction Safety Training Act requires all contractors and subcontractors who perform public works construction to provide a 10-Hour Construction Safety Training course to all on-site employees regarding the potential hazards they may encounter while working on construction projects. The DLS has issued penalties of \$1,044,100 since the Act became effective August 28, 2009.

Fiscal Year 2014

Child Labor Complaints Received	10
Employers Found with Child Labor Violations	17
Child Labor Violations Found	138
Fines Resulting From Child Labor Violations	\$3,050
Mines/Caves Inspected	556
Miners Trained	2,289
On-Site Consultations Conducted	537
Hazards Corrected On-Site	1,935
Prevailing Wage Complaints Received	139
Prevailing Wage Violations Found	60
Prevailing Wage Restitution Assessed	\$326,061.38
Affected Workers Receiving Restitution	287
Minimum Wage Complaints Received	697
Minimum Wage Violations Found	61
Minimum Wage Restitution Assessed	\$75,570.43
Affected Workers Receiving Back Wages	320



Mine and Cave Safety and Health Program

The Mine and Cave Safety and Health Program helps improve 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 that are open to the public also must be inspected at least once a year. The annual inspection fee is \$35. In FY 2014, the program trained 2,289 miners, and inspected 556 mines and caves.

Fiscal Year 2014

Mine Fatalities	2
Miners Trained	2,289
Mines/Caves Inspected	556
Hazards Found/Abated	761
Miners Affected	8,451
Total Fees Collected	\$62,522.17

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
2005	1,057,841.38	539,955.99	26,024	0	365,647	75,536	1,351,935.32	689,325.78	736,729.70
2006	1,155,430.92	591,089.42	21,910	0	352,196	71,435	1,418,371.45	625,872.79	681,061.00
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	260,425.00	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	15,614.00	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

10 Year Total Production Fee Collection

2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
\$78,531.57	\$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

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 on 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 on-site safety and health consultations, with no penalties or fines, for Missouri employers with less than 250 employees.

Consultants have also dramatically increased the number of hazards corrected on-site. In FY 2014, 37 percent of hazards found were corrected on-site, leading the region (Missouri, Kansas, Iowa, Nebraska).

On-Site Safety and Health Consultations

537
On-Site
consultations
conducted

5,218
hazards identified

\$9,647,172
in potential
OSHA penalties
avoided



FY 2014 New SHARP Members:

ANOVA, St. Louis

Buckhorn Inc.,
Springfield

Beehler Corporation,
Mountain Grove

McGinnis Wood
Products Inc., Cuba

Wallach Iron and
Metal Inc., St. Louis

Having more hazards corrected on-site leads to a safer work environment for employees and greater administrative efficiency for both 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. The idea was to develop what's known as the Hazard Lab, where actual hazards are put on display and attendees walk through the lab to 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, attendees then attend a presentation discussing the hazards and the OSHA standard 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 have worked with On-Site consultants and implemented safety programs that have significantly reduced their workplace injury and illness rate. A total of 37 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.

Division of Workers' Compensation

The Missouri Division of Workers' Compensation (DWC) administers the programs that provide services to all stakeholders including workers who have been injured on the job or have been exposed to occupational diseases arising out of and in the course of employment. The DWC makes sure that an injured worker receives benefits that he or she is entitled to under the Missouri Workers' Compensation Law.



John J. Hickey
Director

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 permanent benefits allowed by Missouri law.

Administrative Law Judges

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

Fiscal Year 2014

Workplace Injuries (FROIs plus Claims for Compensation filed where no FROI was filed)	104,620
Total Workers' Compensation Awards and Settlements	18,629
Total Fraud and Noncompliance Cases Investigated	1,923
Total Fraud and Noncompliance Cases Referred to Attorney General's Office for Prosecution	368



Several Changes have been made to the Workers' Compensation Law effective January 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, asbestos, berylliosis, coal worker's pneumoconiosis, bronchiolitis obliterans, silicosis, silicotuberculosis, manganism, acute myelogenous leukemia and myelodysplastic syndrome. Pursuant to §287.200 (4), RSMo (Supp. 2013), 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 Administrative Surcharge is capped at two percent per Missouri Statute. For calendar years 2010 through 2014, the administrative tax and administrative surcharge rate has been 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.

Since FY 2009, DWC has been actively monitoring late reporting of First Reports of Injury (FROI) by insurers and service companies. This monitoring has led to a significant drop in the late filing of reports. In FY 2013, zero companies were referred to the Missouri Attorney General's Office for habitual late reporting. This trend continued for FY 2014, as there were also zero companies referred from the Division during the fiscal year for habitual late reporting.

Employers who are subject to the Missouri Workers' Compensation Law are required to either purchase workers' compensation insurance coverage through an insurance carrier that is 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 2014, more than 2,900 employers opted to self-insure their workers' compensation liabilities.

Injured workers bear the burden of proving their 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. The SIF encourages employment by permitting persons to be employed without exposing employers to 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 effective January 1, 2014, authorizes 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.

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 those cases that are 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 2014, more than 2,200 hearings were held and over 1,200 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 (RSMo). 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 2014, this unit investigated more than 1,900 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 make or cause to be made any false or fraudulent material statement or material representation for the purpose of obtaining or denying any benefit."

Statistics for FY 2014

Work Volume (as of 10-08-2014)

Percentage of claims filed to reports of injuries received	13.51%
Received FROIs	102,603
Filed claims for compensation	13,863
Cases set for hearing or conference	10,517
Formal hearings conducted	2,241
Awards Issued	1,273
Employer/Insurer compromise settlements approved	18,088
Employer/Insurer claims dismissed	1,916

Assessments

Workers' Compensation tax CY 2013	\$14,798,930.64
Second Injury Fund surcharge CY 2013	\$44,111,298.00

Second Injury Fund

Total recipients of *PTD benefits (both ongoing and lump sum)	1,401
Recipients who received ongoing, lifetime PTD benefits	1,398
Total PTD benefits paid	\$49,995,667.26
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)	85
Total Rehab benefits paid	\$37,228.60
Total recipients of Uninsured Medical benefits (both ongoing and lump sum)	16
Total Uninsured Medical benefits paid	\$480,467.13
Total recipients of Uninsured Death benefits (both ongoing and lump sum)	16
Total Uninsured Death benefits paid	\$222,937.90
Total recipients of Lost Wages benefits (both ongoing and lump sum)	26
Total Lost Wages benefits paid	\$102,235.01

*Permanent Total Disability

**Permanent Partial Disability

Self-Insurance Statistics by Fiscal Year

Security Held FY 2014 ¹	\$614,670,258
Security Held FY 2013	\$613,656,185
Security Held FY 2012	\$629,411,992

Individual Self-Insurance

FY	Employers	Employees Covered ²	Payroll Covered ²	Applications Received	Applications Approved	Voluntary Withdrawals	Involuntary Terminations
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
2011	294	413,794	\$17,645,597,734	9	10	10	0

Group Trust Self-Insurance

FY	Employers	Employees Covered ²	Payroll Covered ²	Applications Received	Applications Approved	Voluntary Withdrawals	Involuntary Terminations
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
2011	2,761	346,854	\$8,618,163,855	0	0	3	0

1 - Excludes security called due to default

2 - Number valid as of close of prior calendar year

Accidents and Disease by Severity for FY 2014

Industry	Fatalities ¹	Lost Time ²	Medical ³	Unknown or Incident Only ⁴	Total
Accommodation and Food Services	0	376	2,146	3,577	6,099
Administrative and Support and Waste Management and Remediation Services	7	408	1,636	1,947	3,998
Agriculture, Forestry, Fishing and Hunting	2	99	352	494	947
Arts, Entertainment and Recreation	1	136	862	813	1,812
Construction	8	841	1,936	2,741	5,526
Educational Services	2	638	4,125	4,000	8,765
Finance and Insurance	0	108	477	1,007	1,592
Health Care and Social Assistance	0	1,171	7,607	10,773	19,551
Information	2	138	467	712	1,319
Management of Companies and Enterprises	0	6	32	65	103
Manufacturing	9	1,113	5,537	6,839	13,498
Mining	1	19	49	62	131
Missing	8	29	58	651	746
Other Services (Except Public Administration)	1	187	938	1,045	2,171
Professional, Scientific, and Technical Services	6	174	1,048	1,565	2,793
Public Administration	5	994	2,818	5,371	9,188
Real Estate and Rental and Leasing	0	111	392	654	1,157
Retail Trade	6	970	4,471	5,608	11,055
Transportation and Warehousing	6	1,147	1,727	2,459	5,339
Utilities	0	162	800	567	1,529
Wholesale Trade	8	538	1,577	2,207	4,330
Total	72	9,365	39,055	53,157	101,649

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 2014

Industry	Temporary Benefits	Permanent Benefits	Death Benefits	Medical Benefits	Total Benefits
Accommodation and Food Services	\$452,002.24	\$584,809.92	\$0.00	\$6,039,883.99	\$7,076,696.15
Administrative and Support and Waste Management and Remediation Services	\$986,685.87	\$1,144,529.39	\$0.00	\$7,944,723.98	\$10,075,939.24
Agriculture, Forestry, Fishing, and Hunting	\$230,140.45	\$350,223.80	\$0.00	\$2,226,405.45	\$2,806,769.70
Arts, Entertainment, and Recreation	\$246,104.94	\$265,686.62	\$0.00	\$3,653,003.10	\$4,164,794.66
Construction	\$3,918,194.43	\$3,222,600.06	\$0.00	\$18,787,137.71	\$25,927,932.20
Educational Services	\$1,154,745.74	\$1,518,371.82	\$0.00	\$13,965,532.16	\$16,638,649.72
Finance and Insurance	\$235,045.49	\$177,804.72	\$0.00	\$2,462,205.73	\$2,875,055.94
Health Care and Social Assistance	\$2,179,443.21	\$2,719,129.56	\$0.00	\$20,338,915.81	\$25,237,488.58
Information	\$350,375.09	\$306,361.52	\$0.00	\$2,233,742.86	\$2,890,479.47
Management of Companies and Enterprises	\$11,529.39	\$7,819.85	\$0.00	\$88,200.69	\$107,549.93
Manufacturing	\$3,164,451.51	\$4,647,608.25	\$13,942.24	\$32,599,861.52	\$40,425,863.52
Mining	\$102,847.67	\$36,447.82	\$0.00	\$399,191.23	\$538,486.72
Missing	\$128,634.60	\$473,679.71	\$0.00	\$350,147.40	\$952,461.71
Other Services (Except Public Administration)	\$399,300.37	\$528,642.16	\$0.00	\$4,334,093.92	\$5,262,036.45
Professional, Scientific, and Technical Services	\$469,235.73	\$522,227.13	\$0.00	\$4,125,878.58	\$5,117,341.44
Public Administration	\$2,632,089.23	\$3,234,907.76	\$15,005.19	\$17,476,664.44	\$23,358,666.62
Real Estate and Rental and Leasing	\$289,496.23	\$287,372.79	\$0.00	\$2,250,182.87	\$2,827,051.89
Retail Trade	\$2,052,669.17	\$2,354,085.80	\$0.00	\$17,616,954.42	\$22,023,709.39
Transportation and Warehousing	\$4,670,499.94	\$2,337,419.69	\$0.00	\$16,180,975.87	\$23,188,895.50
Utilities	\$564,732.99	\$480,915.37	\$0.00	\$4,873,915.36	\$5,919,563.72
Wholesale Trade	\$1,525,244.49	\$1,104,553.57	\$303,479.66	\$8,956,778.13	\$11,890,055.85
Total	\$25,763,468.78	\$26,305,197.31	\$332,427.09	\$186,904,395.22	\$239,305,488.40

Cost by Type of Disability of All Incidences

Type	Fiscal Year	Number of Incidences	Non Medical Compensation ²	Medical Compensation	Total
Accidental³					
Temporary ⁴	2011	51,291	\$11,949,335.62	\$104,877,194.10	\$116,826,529.72
	2012	50,154	\$13,715,332.93	\$113,631,518.01	\$127,346,850.94
	2013	49,166	\$17,087,188.96	\$135,365,122.18	\$152,452,311.14
	2014	43,810	\$19,753,759.44	\$150,162,678.85	\$169,916,438.29
Permanent ⁵	2011	16,008	\$242,962,933.32	\$274,200,983.62	\$517,163,916.94
	2012	14,141	\$203,778,886.78	\$561,404,221.73	\$765,183,108.51
	2013	10,645	\$132,118,640.35	\$161,896,863.01	\$294,015,503.36
	2014	3,398	\$31,860,721.21	\$36,791,829.56	\$68,652,550.77
Death ⁶	2011	121	\$3,955,563.81	\$2,130,341.70	\$6,085,905.51
	2012	99	\$2,989,744.25	\$481,089.28	\$3,470,833.53
	2013	86	\$714,872.81	\$681,707.95	\$1,396,580.76
	2014	71	\$371,478.78	\$809,315.23	\$1,180,794.01
Total	2011	67,420	\$258,867,832.75	\$381,208,519.42	\$640,076,352.17
	2012	64,394	\$220,483,963.96	\$675,516,829.02	\$896,000,792.98
	2013	59,897	\$149,920,702.12	\$297,943,693.14	\$447,864,395.26
	2014	47,279	\$51,985,959.43	\$187,763,823.64	\$239,749,783.07
Occupational					
Temporary	2011	1,553	\$315,904.53	\$1,760,496.79	\$2,076,401.32
	2012	1,491	\$299,282.85	\$2,424,504.48	\$2,723,787.33
	2013	1,766	\$405,861.48	\$2,120,339.83	\$2,526,201.31
	2014	1,373	\$251,460.19	\$2,361,664.50	\$2,613,124.69
Permanent	2011	751	\$12,491,388.70	\$6,736,574.87	\$19,227,963.57
	2012	621	\$9,390,674.89	\$5,996,087.93	\$15,386,762.82

Occupational (continued)

Type	Fiscal Year	Number of Incidences	Non Medical Compensation ²	Medical Compensation	Total
	2013	372	\$5,441,818.02	\$3,967,354.54	\$9,409,172.56
	2014	88	\$1,138,967.62	\$910,745.75	\$2,049,713.37
Death	2011	2	\$0.00	\$0.00	\$0.00
	2012	5	\$23,637.98	\$11,895.16	\$35,533.14
	2013	3	\$0.00	\$0.00	\$0.00
	2014	1	\$0.00	\$0.00	\$0.00
Total	2011	2,306	\$12,807,293.23	\$8,497,071.66	\$21,304,364.89
	2012	2,117	\$9,713,595.72	\$8,432,487.57	\$18,146,083.29
	2013	2,141	\$5,847,679.50	\$6,087,694.37	\$11,935,373.87
	2014	1,462	\$1,390,427.81	\$3,272,410.25	\$4,662,838.06
Records Unknown ⁷	2011	41,900	\$0.00	\$0.00	\$0.00
	2012	40,318	\$0.00	\$0.00	\$0.00
	2013	40,771	\$0.00	\$0.00	\$0.00
	2014	52,908	\$0.00	\$0.00	\$0.00
Total	2011	111,626	\$271,675,125.98	\$389,705,591.08	\$661,380,717.06
	2012	106,829	\$230,197,559.68	\$683,949,316.59	\$914,146,876.27
	2013	102,809	\$155,768,381.62	\$304,031,387.51	\$459,799,769.13
	2014	101,649	\$53,376,387.24	\$191,036,233.89	\$244,412,621.13

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.

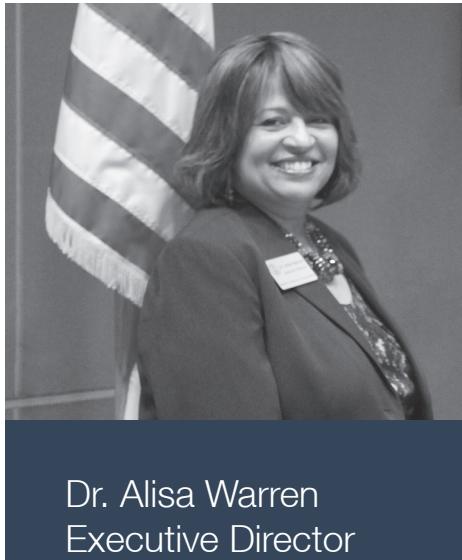
5-Defined as any non fatal injury with reported PPD or PTD compensation.

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 2014, 1,876 complaints were filed, while MCHR staff resolved 1,539 complaints. Nearly 2,100 people attended MCHR education, training, and outreach events. MCHR received Partnership Initiative funding from the U.S. Department of Housing and Urban Development to educate residents, property owners, advocacy groups, and local governments about their fair housing rights and to educate Community Development Block Grant recipients about their obligation to affirmatively further fair housing. MCHR also provides mediation services to assist employees and businesses attempting to avoid costly litigation. MCHR negotiated \$1,923,976 in settlements in FY 2014. There are 11 local human rights agencies in Missouri supporting human rights education and outreach efforts as well as addressing local human rights issues.

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 for 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 worksharing relationships with the 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.

2013 Award Recipients

Local Human Rights Commission of the Year: City of Columbia Human Rights Commission

Judge Arnold Krekel Trailblazer Award: Tina Meier, Megan Meier Foundation

Lucile Bluford Lifetime Achievement Award: Alvin Carter, former Chair, Missouri Commission on Human Rights

2014 Award Recipients

Local Human Rights Commission of the Year: St. Charles Human Rights Commission

Judge Arnold Krekel Trailblazer Award: Senator Jolie L. Justus

Lucile Bluford Lifetime Achievement Award: Rex R. Campbell, PH.D.

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 expires 4-1-2015

Vacant Slot

Commissioner 3rd District

Dr. Roger

Worthington

Commissioner 4th District
Term expired 4-1-2014

Donna L. Birks

Commissioner 5th District
Term expires 4-1-2018

Dr. 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

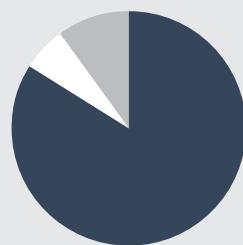
1,876

cases received

1,539

decisions
rendered

Complaints Filed by Category



84% Employment
6% Housing
10% Public
Accommodations

Complaints Received in Each Protected Category

Protected Category	Number	Percent
Age	356	19.0%
Ancestry/National Origin	91	4.9%
Disability	415	22.1%
Race	545	29.1%
Religion	56	3.0%
Retaliation	828	44.1%
Sex (including Sexual Harassment)	560	29.9%
Sexual Harassment	247	13.2%
Other	198	10.5%
Total	1,876	

Totals do not match total number of cases received or equal 100 percent because many cases allege multiple allegations and categories.

Hearing Decisions in FY 2014

STATE OF MISSOURI ex rel. Charlene & Benjamin Burke v. Tamara & Doyle McDowell

Mr. and Mrs. Burke and their two minor children rented a dwelling from Mr. and Mrs. McDowell in a housing complex consisting of four dwellings. The McDowells' decided they wanted to only rent to older persons and terminated the tenancy of the Burkes. The hearing panel determined the McDowells' actions discriminated against the Burkes because of their familial status (two minor children). Complainants were awarded \$2,000 in damages for pain, suffering, and emotional distress; \$2,000 in damages for deprivation of their civil rights; and \$6,000.20 in actual damages for out-of-pocket expenses related to the Burkes' moves for a total of \$10,000.20. The McDowells were also ordered to pay MCHR a civil penalty of \$1,000 to vindicate the public interest.

STATE OF MISSOURI ex rel. Daniel Huhn v. China Buffet Fenton, Inc.

China Buffet Fenton refused to allow Complainant, Daniel Huhn, his son, and his guide dog into the restaurant. Complainant is blind and has a trained and certified guide dog. The police were called, and they informed the owner he would be breaking the law if he did not allow the Complainant and his guide dog into the restaurant. But the owner still refused to admit the Complainant. The hearing panel determined the restaurant violated the law when it simply refused to allow the Complainant entrance to the restaurant because he had a guide dog. Complainant was awarded \$24,000 in damages for humiliation and emotional distress and \$8,000 in damages for deprivation of his civil rights.

Dispositions in FY 2014

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
Failure to Cooperate	21	0	5	26	1.7
Negotiated Settlement	9	0	19	28	1.8
No Jurisdiction	67	11	3	81	5.3
No Probable Cause	524	58	49	631	41.1
Probable Cause	7	6	4	17	1.1
Right to Sue on Request	420	68	7	495	32.2
Unable to Locate	5	0	1	6	0.4
Withdrawal	76	10	2	88	5.8
Withdrawal/Settled	96	6	5	107	7.1
Other Administrative Closures	37	2	3	42	2.7

Dispositions (continued)

Conciliation	Employment	Public Accommodations	Housing	Total
Administrative Closure	0	0	0	0
Successful Conciliations	5	1	2	8
Right to Sue	3	1	2	6
Hearings Decisions				
Administrative Closure	2	0	0	2
Hearing Panel Order	0	1	1	2
Prehearing Settlement	0	0	0	0
Total	1,272	164	103	1,539

At the end of FY 2014 there were 1,539 complaints under investigation, eight conciliation complaints, and 12 public hearing complaints.

The Commission maintains five offices in Missouri as a means of providing access and delivery of 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 Category

Fiscal Year	Category	MCHR	Dual Filed ¹
2014	Employment	1,588	2,049
	Public Accommodations	179	
	Housing	109	
Total		1,876	2,049
2013	Employment	1,504	2,123
	Public Accommodations	162	
	Housing	186	
Total		1,852	2,123

Total Cases Received by Year and Category (continued)

Fiscal Year	Category	MCHR	Dual Filed ¹
2012	Employment	1,552	2,437
	Public Accommodations	145	
	Housing	157	
Total		1,854	2,437
2011	Employment	1,443	2,114
	Public Accommodations	206	
	Housing	182	
Total		1,831	2,114

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 2,049 cases under the dual filed column reflect the number of additional cases MCHR would be responsible for if MCHR and EEOC did not have a work-sharing agreement.

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 Moye
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.

FY 2014:

45
requests for Public
Sector Labor
Law assistance/
information

1
decision following
a hearing held in
a previous fiscal
year

18
petitions filed

2
hearings on
disputed issues

1
unit clarification

9
representation
elections
conducted

elections affected
826
public employees

5
cases were
dismissed

Department Contact Information

Director's Office

Ryan McKenna, Director

421 East Dunklin St., P.O. Box 504, Jefferson City, MO 65102-0504
573-751-4091
Fax: 573-751-4135
www.labor.mo.gov
diroffice@labor.mo.gov

Labor and Industrial Relations Commission

John J. Larsen Jr., Chairman
James G. Avery Jr., Commissioner
Curtis E. Chick Jr., Commissioner
3315 West Truman Blvd. Room 214, P.O. Box 599, Jefferson City, MO 65102-0599
573-751-2461
Fax: 573-751-7806
www.labor.mo.gov/LIRC
lirc@labor.mo.gov

Division of Employment Security

Vacant

421 East Dunklin St., P.O. Box 59, Jefferson City, MO 65104-0059
573-751-3215
Fax: 573-751-4945
www.labor.mo.gov/DES
Employers: esemptax@labor.mo.gov
Claimants: esuiclaims@labor.mo.gov
Appeals: appealtribunal@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: 573-751-3366
Report Worker Misclassification: 573-751-1099

Division of Labor Standards

John Lindsey, Director

3315 West Truman Blvd. Room 205, P.O. Box 449, Jefferson City, MO 65102-0449
573-751-3403
Fax: 573-751-3721
www.labor.mo.gov/DLS
laborstandards@labor.mo.gov

Important Telephone Numbers

On-Site Safety and Health Consultation: 573-522-SAFE
Wage and Hour: 573-751-3403
Mine and Cave Safety and Health: 573-52-MINE1
Workers' Safety Program: 573-751-3403

Division of Workers' Compensation

John Hickey, Director

3315 West Truman Blvd. Room 131, P.O. Box 58, Jefferson City, MO 65102-0058
573-751-4231
Fax: 573-751-2012
www.labor.mo.gov/DWC
workerscomp@labor.mo.gov

Important Telephone Numbers

Information Line: 800-775-2667
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

Missouri Commission on Human Rights

Dr. Alisa Warren, Executive Director

3315 West Truman Blvd. Room 212, P.O. Box 1129, Jefferson City, MO 65102-1129
573-751-3325
Fax: 573-751-2905
Toll Free: 877-781-4236
www.labor.mo.gov/mohumanrights
mchr@labor.mo.gov

State Board of Mediation

Butch Albert, Chairman

3315 West Truman Blvd. Suite 211, P.O. Box 2071, Jefferson City, MO 65102-2071
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573-751-1518
Tom.Bastian@labor.mo.gov

Relay Missouri Service

Missouri TTY User: 800-735-2966 or 711 for Relay Missouri

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

Social Media



/MoLabor



/MoLabor



/MoLaborDept



/MoLaborDept



[labor.mo.gov/
GovDelivery](http://labor.mo.gov/GovDelivery)



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