OVERTIME COMPENSATION
Overtime compensation must also be paid at a rate of at least one and one-half times a covered employee’s regular rate for all hours worked over 40 in a workweek.

TIPPED EMPLOYEES
Employers are required to pay tipped employees at least 50 percent of the minimum wage, $3.925 per hour, or the amount necessary to bring the employee’s total compensation to a minimum of $7.85 per hour.

EXCEPTIONS
All businesses are required to pay at minimum, the $7.85 per hour rate, except retail and service businesses whose annual gross sales are less than $500,000.

The law does not apply to exempt employees/employers, certain classes of employees under the definition of “employee” in Section 290.500(3), RSMo, and employees/employers pertaining to agriculture in Section 290.507, RSMo. It doesn’t supersede more favorable laws or interfere with collective bargaining agreement rights.

EMPLOYEE RIGHTS
An employee not being paid the correct wages, can file a minimum wage complaint at labor.mo.gov/DLS/MinimumWage and is entitled to pursue a private legal right of action to collect any wages due.

An employer who unlawfully pays sub-minimum wages shall be liable for the full amount of wages due as liquidated damages, less any amount actually paid and for costs and such reasonable attorney fees as may be allowed by the Court or jury.

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