

EEOC - KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL

Know Your Rights: Workplace Discrimination is Illegal
The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment.

What is Protected?
Employees (current and former), including managers and temporary employees.
Job applicants.
Union members and applicants for membership in a union.

What Types of Employment Discrimination are Illegal?
Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status, on the basis of:
Race
Color
National origin

EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS
The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government.

FEDERAL MINIMUM WAGE
EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT
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The law requires employers to display this poster where employees can readily see it.

VICTIMS OF DOMESTIC AND SEXUAL VIOLENCE LEAVE TIME ALLOWED
See Section 285.630, RSMo., and refer to Sections 285.625 to 285.670 RSMo., for definitions.

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EMPLOYEES who are victims of domestic or sexual violence, or have a family or household member who is a victim of domestic or sexual violence, may take unpaid leave from work to address such violence by:

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

OSHA - THE OCCUPATIONAL SAFETY AND HEALTH ACT

Job Safety and Health
OSHA'S THE LAW
Occupational Safety and Health Administration

All workers have the right to:
A safe workplace.
Raise a safety or health concern with your supervisor or OSHA, or report a work-related injury or illness, without being retaliated against.

Employers must:
Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.

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Contact OSHA. We can help.
1-800-321-OSHA (6742) TTY 1-877-889-5627 www.osha.gov

EMPLOYEE POLYGRAPH PROTECTION ACT

EMPLOYEE RIGHTS | EMPLOYEE POLYGRAPH PROTECTION ACT
The Employee Polygraph Protection Act (EPPA) prohibits most private employers from using lie detector tests to screen prospective employees or to monitor current employees.

UNEMPLOYMENT INSURANCE BENEFITS NOTICE TO WORKERS
Your employer is subject to the Missouri Employment Security Law and pays tax contributions to cover unemployment insurance (UI) benefits in case you become unemployed through no fault of your own.

PAYDAY NOTICE
Regular Paydays for Employees of
(Company Name)
Should be as follows:

ANTI-DISCRIMINATION NOTICE
It is illegal to discriminate against work-authorized individuals. Employers CANNOT specify which documents they will accept from an employee. The refusal to hire an individual because the documents have a future expiration date may also constitute illegal discrimination.

MISSOURI MINIMUM WAGE
IN EFFECT FOR PRIVATE EMPLOYERS FOR 2025
Beginning January 1, 2025, the minimum wage for all private and non-exempt businesses will be based on the provisions set forth by Proposition A (2024) approved by voters on November 5, 2024. Missouri minimum wage law does not apply to public employers, nor does it allow the state's minimum wage rate to be lower than the federal minimum wage rate.

SALARIO MÍNIMO DE MISSOURI
ENTRA EN VIGOR PARA LOS EMPLEADORES PRIVADOS EN EL 2025
A partir del 1 de enero del 2025, el salario mínimo para todos los negocios privados y con derecho de remuneración por horas extras (non-exempt) se determinará a partir de las disposiciones establecidas en la Proposición A (2024) que aprobaron los votantes el 5 de noviembre del 2024. La ley del Salario Mínimo de Missouri no se aplica a los empleadores públicos, ni permite que la tasa del salario mínimo estatal sea inferior a la tasa del salario mínimo federal.

EMPLOYER RIGHTS
Employers are required to pay, at minimum, the \$13.75 per hour rate, except retail and service businesses whose annual gross sales are less than \$500,000.

EMPLEADOS QUE RECIBEN PROPINAS
Los empleadores tienen que pagar a los empleados que reciben propinas por lo menos el 50 por ciento del salario mínimo, \$6.875 por hora, además de cualquier cantidad de propinas que el empleador les pague.

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USERRA - UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT
YOUR RIGHTS UNDER USERRA
THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT
USERRA protects the jobs of individuals who voluntarily or involuntarily leave employment positions to undertake military service for certain periods of time.

YOUTH EMPLOYMENT LIST
Employers are required to post this list of employed youth under the age of 16 in the workplace.
Name of Worker School Term Shift (7 a.m. and 7 p.m.) Non-School Shift (7 a.m. and 9 p.m.)

CHILD LABOR LAWS
MISSOURI DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
REQUIRED POSTER:
EMPLOYERS EMPLOYING WORKERS UNDER THE AGE OF 16

WORKERS' COMPENSATION
Missouri Division of Workers' Compensation
P.O. Box 58, Jefferson City, MO 65102 573-751-4231

WORKERS' COMPENSATION
Roles and Responsibilities for Employers and Employees
Employer Information
With some exceptions, all employers with five or more employees, and construction industry employers with one or more employees, are required to insure their workers' compensation liability.

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FMLA - FAMILY AND MEDICAL LEAVE ACT

What is FMLA leave? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with job-protected leave for qualifying family and medical reasons. The U.S. Department of Labor's Wage and Hour Division (WHD) enforces the FMLA for most employees.

WITHHOLDING STATUS
You may need to check your withholding status.
Since you have filed Form W-4 with your employer did you:
- Marry or divorce?
- Get a new job dependent?
- Have a major change to...
- Your name (last name)?
- Your marital status (married, divorced, single, etc.)?
- Your tax credits?

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

DISCRIMINATION
IN PLACES OF PUBLIC ACCOMMODATION IS PROHIBITED
Places of public accommodation include places or businesses offering or holding out to the general public goods, services, privileges, facilities, advantages or accommodations for the peace, comfort, health, welfare, and safety of the general public or section 213.01(15), RSMo.

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