

# VICTIMS OF DOMESTIC OR SEXUAL VIOLENCE

## LEAVE TIME ALLOWED

See [Section 285.630, RSMo.](#), and refer to [Sections 285.625 to 285.670 RSMo.](#) for definitions.

**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: \_\_\_\_\_

- Seeking medical attention for, or recovering from, physical or psychological injuries caused by such violence.
- Obtaining services from a victim services organization.
- Obtaining psychological or other counseling.
- Participating in safety planning, temporarily or permanently relocating, or taking other actions to increase the safety of the employee or employee's family or household.
- Seeking legal assistance or remedies to ensure health and safety.

In the case of domestic or sexual violence as defined by statute, an individual who works for a business with 50 or more employees is entitled to up to two workweeks of unpaid leave within any 12-month period to address the related matters above. An individual who works for a business employing 20 to 49 employees is entitled to up to one workweek of unpaid leave within any 12-month period to address such matters.

*Leave may be taken intermittently or on a reduced work schedule. The employee shall provide to the employer 48 hours notice unless such notice is not practicable.*

### EMPLOYER: \_\_\_\_\_

- May request certification that the employee or member of family or household is a victim as described above.
- Must restore the employee to the position of employment held prior to the reporting of domestic or sexual violence or an equivalent position.
- Must maintain coverage for the employee and any family or household member under any group health plan for the duration of such leave at the level and under the conditions coverage would have been provided had the employee continued in the employment previously held.
- May, under many circumstances recover from the employee the premium paid for maintaining coverage if the employee fails to return from leave after the leave period has expired.

*Missouri Department of Labor and Industrial Relations is an equal opportunity employer/program.  
TDD/TTY: 306-735-2966 Relay Missouri 711*

# 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.

*Nothing is deducted from your pay to cover its cost.*



## WHEN TO APPLY FOR UI BENEFITS

- If you are unemployed, laid off or working less than full time; or
- If you lose your job through no fault of your own or quit for a valid reason related to the work or the employer; and
- If you are able to work, available for work and actively seeking employment.



## HOW TO APPLY FOR UI BENEFITS

- To apply, visit [uinteract.labor.mo.gov](http://uinteract.labor.mo.gov) to create a new user account and file your initial claim; or
- If you do not have Internet access, call a Regional Claims Center during normal business hours, Monday through Friday from 8 a.m. to 5 p.m.

Jefferson City.....	573-751-9040	Springfield .....	417-895-6851
Kansas City.....	816-889-3101	St. Louis .....	314-340-4950
Outside Local Calling Area.....			800-320-2519

If you believe someone is fraudulently collecting unemployment benefits, email [ReportUIFraud@labor.mo.gov](mailto:ReportUIFraud@labor.mo.gov) or call 573-751-4058, option 5.



## PROPER WORKER CLASSIFICATION

Missouri law defines who is considered an employee or an independent contractor. Businesses that improperly treat workers as independent contractors have an unfair competitive advantage. Improperly classified workers miss out on unemployment benefits, workers' compensation coverage and employer tax contributions.

If you think you may be improperly classified or suspect a business of improperly classifying workers, visit [labor.mo.gov/offthebooks](http://labor.mo.gov/offthebooks) or call 573-751-1099.

**LEARN MORE AT [LABOR.MO.GOV/UNEMPLOYED-WORKERS](http://LABOR.MO.GOV/UNEMPLOYED-WORKERS)**



**DIVISION OF  
EMPLOYMENT  
SECURITY**

P.O. Box 59  
Jefferson City, MO 65104-0059

Fax: 573-751-9730  
[labor.mo.gov/claimant-form](http://labor.mo.gov/claimant-form)

**IMPORTANT:** If needed, call 573-751-9040 for assistance in the translation and understanding of the information in this document.  
**IMPORTANTE:** Si es necesario, llame el 573-751-9040 para asistencia en la traducción y entendimiento de la información en este documento.  
Missouri Division of Employment Security is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. TDD/TTY: 800-735-2966 Relay Missouri: 711

MODES-B-2 (11-20) AI  
Benefits



ERROR: undefined  
OFFENDING COMMAND: eexec

STACK:

/quit  
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# DISCRIMINATION IN EMPLOYMENT IS PROHIBITED



## TAKE ACTION FILE A COMPLAINT

If you believe you have been discriminated against in regard to employment, you may contact us about filing a complaint of discrimination using the information below.

*Note: complaints must be filed within 180 days of the alleged discrimination.*

### CONTACT US

#### MISSOURI COMMISSION ON HUMAN RIGHTS

Email: [mchr@labor.mo.gov](mailto:mchr@labor.mo.gov)

1221 East Dunklin Street  
P.O. Box 1129  
Jefferson City, MO 65102-1129  
573-751-3325

Toll-free Discrimination Complaint Hotline: 800-7-781-4236  
TDD/TTY: 800-735-2966  
Relay Missouri: 711

The statutory purpose of the Missouri Commission on Human Rights is to prevent and eliminate discrimination based on protected categories under the Missouri Human Rights Act (Act) in employment, housing, and places of public accommodations through education and the enforcement of the Act.

*The Missouri Commission on Human Rights is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.*

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).

An employment agency includes any person or agency, public or private, regularly undertaking with or without compensation to procure employees for an employer or to procure for employees opportunities to work for an employer.

#### THE MISSOURI HUMAN RIGHTS ACT APPLIES TO:

- Private employers with six or more employees.
- All employment agencies.
- All apprenticeship or training programs.
- All state and local government agencies.
- All labor organizations.

#### DISCRIMINATORY PRACTICES PROHIBITED BY THE MISSOURI HUMAN RIGHTS ACT INCLUDE:

- Hiring and firing; compensation, assignment, or classification of employees; transfer, promotion, layoff, or recall; job advertisements, recruitment, testing, use of company facilities, training, and apprenticeship programs; fringe benefits, pay, retirement plans, or disability leave; or other terms and conditions of employment.
- Harassment on the basis of race, color, religion, national origin, ancestry, sex, disability, or age.
- Retaliating against an individual for filing a complaint of discrimination, participating in a discrimination investigation or hearing, or opposing discriminatory practices.
- Discriminating in any aspect of employment against a person in one of the protected categories.



# \$12.00 MISSOURI MINIMUM WAGE

## IN EFFECT FOR PRIVATE EMPLOYERS FOR 2023

The minimum wage rate will increase 85 cents each year through 2025 for all private, non-exempt businesses. 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.



### TIPPED EMPLOYEES

Employers are required to pay tipped employees at least 50 percent of the minimum wage, \$6.00 per hour, plus any amount necessary to bring the employee's total compensation to a minimum of \$12.00 per hour.



### 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.



### EXCEPTIONS

All businesses are required to pay, at minimum, the \$12.00 per hour rate, except retail and service businesses whose annual gross sales are less than \$500,000.

The law does not apply to certain exempt employees/employers defined in Section 290.500(3), RSMo, and employees/employers pertaining to agriculture in Section 290.507 RSMo, nor does it 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](http://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 will be liable for the full amount of wages due (plus twice the amount left unpaid as liquidated damages) less any amount actually paid. The employer is also liable for costs and reasonable attorney fees as may be allowed by the court or jury.

**LEARN MORE AT [LABOR.MO.GOV/DLS/MINIMUMWAGE](http://LABOR.MO.GOV/DLS/MINIMUMWAGE)**



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