

Missouri Late Postings



Workers' Compensation Law

Roles and Responsibilities for Employers and Employees



DIVISION OF WORKERS' COMPENSATION

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

Insurance Company, Third Party Administrator, Service Company, or Designated Individual If Self-Insured	Name	Address	Phone

Employee Information

The Missouri Division of Workers' Compensation (DWOC) administers programs for workers who have been injured on the job or exposed to an occupational disease arising out of and in the course of employment. The Division's Administrative Law Judges have the authority to approve settlements or issue awards after a hearing relating to an injured employee's entitlement to benefits.

Steps to Take When Injured on the Job

- Notify your employer immediately (written notice must be provided within 30 days of the accident or 30 days after the diagnosis of any occupational disease or repetitive trauma) by contacting:

employer representative

phone number

Failure to do so may jeopardize your ability to receive benefits
- Ask your employer to provide medical treatment (your employer/insurer is responsible for providing medical treatment and paying the medical fees and charges unless you choose to treat with another doctor at your own expense without your employer/insurer's approval).
- Get more information about the benefits available under the Workers' Compensation Program or about the steps you may take to get the benefits you need. Visit www.labor.mo.gov/DWOC or call 800-775-COMP.

Benefits for Injured Employees

Medical Care:

The employer or insurer is required to provide medical treatment and care that is reasonably required to cure and relieve the effects of the injury. This includes all costs for authorized medical treatment, prescriptions, and medical devices. There is no deductible, and all costs are paid by the employer or its workers' compensation insurance company. If you receive a bill, **contact your employer or the insurance company immediately**. The employer/insurer has the right to choose the healthcare provider or treating physician. You may select a different healthcare provider or treating physician, but if you do so, you may be entitled to your own expense.

Payment for Lost Wages:

- If a doctor says you are unable to work due to your injuries or recovery from a surgery, you may be entitled to **temporary total disability (TTD)** benefits. If a doctor says that you can perform light or modified duty work and your employer offers you such work, you may not be eligible for TTD benefits. TTD benefits should be continued until the doctor says you can return to work, or when your treatment is concluded because your condition has reached "maximum medical improvement," whichever occurs first.
- If you return to light or modified duty at less than full pay, you may be entitled to **temporary partial disability benefits**.

Permanent Disability Benefits:

If the injury or illness results in a permanent disability, you may be entitled to receive either permanent partial or permanent total disability benefits.

Survivor Benefits:

If a work-related injury causes an employee's death, the surviving dependents may receive weekly death benefits paid at 66 2/3% of the deceased employee's average weekly wage along with funeral expenses up to \$5,000 from the employer/insurer. For additional information relating to survivor's benefits, including college scholarship opportunities for surviving children, please visit www.labor.mo.gov/DWOC.

Additional Benefits for Occupational Diseases Due to Toxic Exposure - Permanent Total Disability and/or Death:

For information relating to additional benefits available, please refer to the Division's website at www.labor.mo.gov/DWOC/Injured_Workers/benefits_available.

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, either by purchasing a policy or obtaining self-insurance authority. Workers' compensation insurance provides benefits to workers injured on the job. Employers also are required to post this notice in the workplace for employees to view. This poster is required by section 287.127, RSMo, and is available to employers and insurers free of charge by contacting the Division at 800-775-COMP.

Steps to Take When an Injury Occurs

- Be sure first aid is administered and the employee is taken to a physician or hospital for further medical care, if necessary.
- Report the injury to the insurance company or Third Party Administrator (TPA) within five days of the date of injury or within five days of the date on which the injury was reported to the employer by the employee, whichever is later. The insurer, TPA, or Division approved self-insurer is responsible for filing a First Report of Injury with the Division of Workers' Compensation within 30 days of knowledge of the injury.
- Pay medical bills related to the injury for treatment reasonably required to cure and relieve the employee of the effects of the injury. This includes all costs for authorized medical treatment, prescriptions, and medical devices. The employer has the right to choose the healthcare provider or treating physician. (The employer may select a different healthcare provider or treating physician, but if the employer does so, it may be at its/her own expense.)
- For more liability and insurance information relating to the Workers' Compensation Program, visit www.labor.mo.gov/DWOC or call 800-775-COMP.

Workers' Safety

Developing and implementing a comprehensive safety and health program can reduce occupational injuries and help lower workers' compensation costs. Insurance carriers in the state of Missouri must provide safety assistance at the request of the insured employer. The Missouri Department of Labor evaluates these services and provides additional assistance through its Missouri Workers' Safety Program.

Visit www.labor.mo.gov/MWSP or call 573-751-4231 for more information about these programs or for a registry of independent consultants who are certified in the state of Missouri to provide safety assistance.

Fraud/Noncompliance

Employer Fraud – knowingly making a claim for workers' compensation benefits to which an employee knows he/she is not entitled or knowingly presenting multiple claims for the same occurrence with intent to defraud is a class E felony, punishable by a fine of up to \$10,000, or double the value of the fraud, whichever is greater. A subsequent violation is a class D felony.

Employer Fraud – knowingly misrepresenting an employee's job classification or any other fact to obtain insurance at less than the proper rate is a class A misdemeanor. A subsequent violation is a class E felony. An employer who knowingly makes a false or fraudulent statement regarding an employee's entitlement to benefits to discourage the worker from making a legitimate claim or who knowingly makes a false or fraudulent material statement or material representation to deny benefits to a worker who is a class A misdemeanor punishable by a fine of up to \$10,000. A subsequent violation is a class D felony.

Insurer Fraud – knowingly and intentionally refusing to comply with workers' compensation obligations to which an insurance company or self-insurer knows an employee is entitled is a class E felony, punishable by a fine of up to \$10,000 or double the value of the fraud, whichever is greater. A subsequent violation is a class D felony.

Employer Noncompliance – knowingly failing to insure workers' compensation liability under the law is a class A misdemeanor punishable by a fine of up to three times the annual premium the employer would have paid had it been insured or up to \$50,000, whichever is greater. A subsequent violation is a class E felony. An employer who willfully fails to post the notice of workers' compensation at the workplace is guilty of a class A misdemeanor punishable by a fine of \$50,000 or by imprisonment or both fine and imprisonment.



"Make sure your data is turned on and scan the QR code with your smartphone's camera to go to the Division of Workers' Compensation's Website for more information. If you are not redirected, you may need to update your smartphone's operating system or download a QR Code reader app."

Missouri Division of Workers' Compensation is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. TDD/TTY: 800-775-2966 Relay Missouri: 711

(07-19)

EARNED PAID SICK TIME

Beginning May 1, 2025, employees accrue and are entitled to earned paid sick time at the rate of 1 hour of earned paid sick time for every 20 hours of work and may use the time subject to the limits and terms under sections 290.640 through 290.642 of Missouri law. Employees with 15 or more employees shall provide up to 56 hours of earned paid sick time per year and employers with fewer than 15 employees shall provide up to 40 hours of earned paid sick time unless the employer selects a higher limit.

EXCEPTIONS

All businesses are required to pay Earned Paid Sick Time, except certain exempt employees/employers defined in Section 290.640(5), RSMo. The Missouri Earned Paid Sick Time Law does not apply to public employers nor does it relate to retail or service businesses whose annual gross sales are less than \$500,000. It also does not interfere with collective bargaining agreement rights that were in effect on November 5, 2024.

EMPLOYEE RIGHTS

It is unlawful for an employer or any other person to interfere with, restrain, or deny the exercise of, or the attempt to exercise, with right protected under sections 290.640 through 290.642. An employer's absence control policy cannot restrict earned paid sick time taken under sections 290.640 through 290.642 as an absence that may lead to or result in discipline, discharge, demotion, suspension, or any other adverse action.

RETALIATION PROHIBITED

It is prohibited for an employer to take retaliatory personnel action against employees who exercise or use earned paid sick time allowed under sections 290.640 through 290.642. Each employee has the right to bring a civil action for the full amount of unpaid earned paid sick time plus any actual or punitive damages as the result of the employer's violation of sections 290.640 through 290.642, an additional amount equal to twice any unpaid earned sick time as liquidated damages, attorney's fees, other equitable relief appropriate to remedy the violation and reimbursement to the employee.

LEARN MORE AT LABOR.MO.GOV/DS /PROPOSITION-A-PAID-SICK-TIME-BENEFITS-FAQS



421 East Dunklin Street
P.O. Box 446
Jefferson City, MO 65102-0446

573-751-3403 • Fax: 573-751-3771 • labordstandards@labor.mo.gov

If you have heard or see notice in the *Arkansas Gazette* of the United States and would like information about services and benefits, please complete the survey here:

<https://mhc.dhs.gov/MSHInformationSurvey2024>

Missouri Department of Labor and Industrial Relations is an equal opportunity employer/program. TDD/TTY: 800-775-2966 Relay Missouri: 711

(03-25)

Notice to Employers / Employees

Your state has its own minimum wage law which requires posting a notice regarding the aspects of that law. Employers are still required to post the Missouri Minimum Wage notice from the Missouri Department of Labor Standards Act, in addition to this state posting. According to the Dept. of Labor, where federal and state law have different minimum wage rates, the higher standard applies.

This Posting is for Informational Purposes Only

MISSOURI DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

DIVISION OF LABOR STANDARDS



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. – 3 p.m.)	Non-School Shift (Non-4 a.m. – 9 p.m.)
1) _____	_____	_____
2) _____	_____	_____
3) _____	_____	_____
4) _____	_____	_____
5) _____	_____	_____
6) _____	_____	_____
7) _____	_____	_____
8) _____	_____	_____
9) _____	_____	_____
10) _____	_____	_____

Work certificates are required for youth 14 to 15 years of age before they start employment on any job other than in the entertainment industry during the school year. No child under the age of 14 may be employed in any capacity other than in the entertainment industry or in newspaper delivery, babysitting, occasional yard or farm work with parental consent, or some youth sporting events. Work certificates are issued by school officials or their designees (or a parent of a home-schooled child) only upon application requested in person by the child with the consent of his/her parent, legal custodian or guardian, or if deemed necessary, by the issuing officer, the child shall be accompanied by his parent, guardian or custodian. The school official has the right to deny a certificate if deemed not in the best interest of the youth. School officials should keep copies of certificates issued, and cancellation notices.

Unacceptable Types of Work and Workplaces for All Youth Under 16

- Door-to-door sales (excluding churches, schools, scouts)
- Operating hazardous equipment: ladders, scaffolding, freight elevators, cranes, hoisting machines, man lifts, etc.
- Handling/maintaining power-driven machinery (with the exception of lawnmower machinery in a domestic setting)
- (HSRs 294.011(7)(c), and RSMo 294.040(c))
- Mining, quarrying, or stone crushing/processing (except in jewelry stores)
- Transporting or handling Type A and B explosives or ammunition
- Operation of any motor vehicle

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(05-16)

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Employees:
For additional information on our services, please visit our website at www.adp.com.
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DISCRIMINATION IS PROHIBITED



TAKE ACTION FILE A COMPLAINT

If you believe you have been discriminated against in regard to employment, you may consider about filing a complaint with the Missouri Human Rights Act (MHRA).

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

CONTACT US

MISSOURI COMMISSION ON HUMAN RIGHTS
Email: mhr@labor.mo.gov
Phone: 573-751-4231

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

Toll-free Discrimination Complaint Hotline: 877-731-4238 TDD/TTY: 800-775-2966

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.

Missouri Department of Labor and Industrial Relations is an equal opportunity employer/program. TDD/TTY: 800-775-2966 Relay Missouri: 711

(03-25)

UNEMPLOYMENT INSURANCE BENEFITS NOTICE TO WORKERS

Your employer is subject to the Missouri Unemployment Security Law and pays tax contributions to cover unemployment insurance (UI) benefits on your behalf. If 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;
- If you have lost 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.

Jefferson City: 573-751-0940
Kansas City: 816-889-3101
Outside Local Calling Area: 800-320-2519

Springfield: 417-896-6361
St. Louis: 314-340-4950

If you believe someone is fraudulently collecting unemployment benefits, email ReportUIfraud@labor.mo.gov or call 573-751-4068, 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 leave them in unfair competitive advantage. Improperly classified workers lose unemployment benefits, workers' compensation coverage and employer tax benefits.

If you think you may be improperly classified or suspect a business is improperly classifying workers, visit labor.mo.gov/UI or call 573-751-1089.

LEARN MORE AT LABOR.MO.GOV/UNEMPLOYED-WORKERS



421 East Dunklin Street
P.O. Box 59
Jefferson City, MO 65102-0059
573-751-3403

Important: If you receive, call 573-751-0940 for assistance in the translation and understanding of the information in this document.

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: 800-775-2966 Relay Missouri: 711

(11-23)

VICTIMS OF DOMESTIC OR SEXUAL VIOLENCE LEAVE TIME ALLOWED

See Sections 288.030, RSMo, and refer to Section 290.650 to 290.656, RSMo, for definitions.

EMPLOYERS 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 services 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 an employer with 50 or more employees is entitled to up to two workweeks of unpaid leave within any 12-month period to address the related trauma. An individual who works for business employers with 20 or fewer employees is entitled to up to one workweek of unpaid leave within any 12-month period to address such violence.

Leave may be taken incrementally or as a reduced work week.

EMPLOYERS shall provide to the employee all necessary information such as notice in not provided that:

• May request certification of the employee or member of family or household is a victim as described above.

• May request the employee to be positioned in employment held prior to the reporting of domestic or sexual violence or an equivalent position.

• May maintain coverage for the employee and any family or household member under any group health plan for the duration of such leave of the level and under the conditions coverage would have been provided had the employee continued in the employment previously held.

• May, under any circumstances, recover from the employee the expenses and fees for medical care if the employee fails to return from leave after the leave period has expired.

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(11-23)

