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## Minimum Wage

**The state minimum wage for 2022 is \$11.15/hr.**

Employers engaged in retail or service businesses whose annual gross income is less than \$500,000 are not required to pay the state minimum wage rate. Employers not subject to the minimum wage law can pay employees wages of their choosing. For more information, please contact the [United States Department of Labor](#).

If you feel you are not being paid the correct wages, you can [file a minimum wage complaint](#).

2022 Minimum Wage

**\$11.15/hr**

## Minimum Wage History

Time Period	\$ Amount
2015	\$7.65

2016	\$7.65
2017	\$7.70
2018	\$7.85
2019	\$8.60
2020	\$9.45
2021	\$10.30
2022	\$11.15
2023	\$12.00

## Missouri Minimum Wage Summary Posters

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All employers subject to any provisions of the law shall post a summary of the law and regulations. The Division of Labor Standards has created a summary to post for the convenience of Missouri employers. You also may print a Spanish Minimum Wage Summary Poster. Please post the summary in a conspicuous and accessible place at the business. *Required by Missouri Revised Statutes, Section 290.522.*

### English - 2022

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# \$11.15 MISSOURI MINIMUM WAGE

## IN EFFECT FOR PRIVATE EMPLOYERS FOR 2022

The minimum wage rate will increase 85 cents each year through 2023 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, \$5.575 per hour, plus any amount necessary to bring the employee's total compensation to a minimum of \$11.15 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 \$11.15 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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LS-52 (11-21) AI

# \$12.00 MISSOURI MINIMUM WAGE

## IN EFFECT FOR PRIVATE EMPLOYERS FOR 2023

The minimum wage rate will increase 85 cents each year through 2023 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.



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LS-52 (11-22) AI

# \$11.15 SALARIO MÍNIMO DEL ESTADO DE MISSOURI EN VIGOR PARA LOS EMPLEADORES DEL SECTOR PRIVADO PARA 2022

La tarifa de salario mínimo aumentará 85 centavos cada año hasta el 2023 para todas las empresas privadas, no exentas. La ley de salario mínimo de Missouri no aplica a los empleadores del sector público ni permite que la tarifa del salario mínimo estatal sea menor que el salario mínimo federal.



## 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, \$5.575 por hora, además de cualquier cantidad necesaria para llevar la compensación total del empleado al salario mínimo de \$11.15 por hora.



## COMPENSACIÓN DE LAS HORAS EXTRAS

Las horas extras también deberán pagarse a una tarifa de por lo menos tiempo y medio de la tarifa regular de un empleado cubierto por todas las horas extras trabajadas en exceso de las 40 horas regulares en una semana laboral.



## EXCEPCIONES

Todos los negocios tienen que pagar como mínimo la tarifa de \$11.15 por hora, con excepción de los negocios de ventas al por menor y de servicios cuyas ventas anuales brutas son menores de \$500,000.

La ley no aplica a algunos empleados/empleadores definidos en la Sección 290.500(3) de los Estatutos Revisados de Missouri ni a los empleados/empleadores relacionados con la agricultura en la Sección 290.507 de los Estatutos Revisados de Missouri ni reemplaza a otras leyes más favorables ni interfiere con los derechos de los convenios colectivos.



## DERECHOS DEL EMPLEADO

Un empleado que no recibe los salarios correctos, puede presentar una queja por salario mínimo en [labor.mo.gov/DLS/MinimumWage](http://labor.mo.gov/DLS/MinimumWage) y tiene derecho a interponer una demanda privada para cobrar los salarios adeudados.

Un empleador que paga ilegalmente un salario por debajo del mínimo será responsable por la cantidad total de los salarios adeudados (más el doble de la cantidad no pagada por daños y perjuicios) menos cualquier cantidad realmente pagada. El empleador también es responsable de los costos y honorarios razonables de los abogados según lo permita el tribunal o un jurado.

**PARA OBTENER MÁS INFORMACIÓN, VISITE [LABOR.MO.GOV/DLS/MINIMUMWAGE](http://LABOR.MO.GOV/DLS/MINIMUMWAGE)**



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LS-52-S(11-21) AI

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This poster can be downloaded and printed from this website or requested from:

Missouri Department of Labor and Industrial Relations

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**Governor**  
Michael L. Parson

**Director**  
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