

■ MINIMUM WAGE LAW

TERMS:

Minimum Wage — Agricultural workers are entitled to the state minimum wage only if they are employed by an agricultural establishment that used more than 500 worker-days of agricultural labor during a calendar quarter in the current or preceding calendar year. That volume of labor is equivalent to, for example, 50 workers employed for 10 days, 20 workers employed for 25 days, or any other such combination, occurring from January through March, April through June, July through September, or October through December.

The current minimum wage rate in Missouri is \$7.70 an hour.

Exceptions — In addition to excluding farmworkers on smaller farms that do not meet the 500 worker-day threshold, the state minimum wage law generally *does not apply* to workers in either of these two categories:

- (1) Workers who (a) are employed as hand harvest laborers, (b) are paid on a piecework basis in a traditionally piecework-paid operation in the local area, (c) commute daily from their permanent residence to the farm, and (d) were employed in agriculture less than 13 weeks during the preceding calendar year.
- (2) Workers 16 years of age or younger who (a) are employed as hand harvest laborers, (b) are paid on a piecework basis in a traditionally piecework-paid operation in the local area, (c) are employed on the same farm as their parents, and (d) are paid the same piece rate as workers over the age of 16 are paid on the same farm.

ENFORCEMENT: *Division of Labor Standards, Missouri Department of Labor and Industrial Relations, Jefferson City, Missouri 65102 (573-751-3403).* A worker who believes he or she is entitled to the state minimum wage and who has not been paid accordingly may file a claim with the Department.

A worker may also take legal action against an employer in court to collect unpaid minimum wages, using a private attorney or public legal service provider.

SPECIAL NOTE: An employer may not fire, discipline or discriminate in any way against a worker because the worker has filed a complaint, participated in a proceeding, or exercised any other right afforded by these provisions.