



## NOTICE: Federal Minimum Wage Increase

Beginning July 23rd, 2009 the new Federal minimum wage is being increased from \$6.55 to \$7.25 an hour.

### Missouri Minimum Wage Rates

MISSOURI	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours	
		Daily	Weekly
	\$7.25		40

The following should be considered concerning the minimum wage:

1. In addition to the exemption for federally covered employment, the law exempts, among others, employees of a retail or service business with gross annual sales or business done of less than \$500,000. These businesses are exempt from the minimum wage laws and the employer should be contacted to confirm correct information and that the employer is exempt.
2. Premium pay required after 52 hours in seasonal amusement or recreation businesses.
3. The overtime premium rate is one and one-half times the employee's regular rate, unless otherwise specified.
4. Some employers are allowed to pay a lesser wage of no less than \$2.13 per hour for employees who also receive tips for their work. However, these employees are supposed to make at least minimum wage hourly when the wages and tips are combined. If they do not, the employer must make up the difference.
5. Minimum wage is to be increased or decreased by a cost of living factor starting January 1, 2008 and every January 1 thereafter.

For additional information go to US Department of Labor-Employment Standards Administration at <http://www.dol.gov/esa/>.