

Client Alert



ARMSTRONG TEASDALE LLP

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EMPLOYMENT AND LABOR PRACTICE GROUP

MISSOURIANS VOTE TO RAISE STATE'S MINIMUM WAGE

On November 7, 2006, Missouri voters overwhelmingly approved an increase in the Missouri minimum wage to \$6.50 per hour or to the level of the federal minimum wage if it is higher, and thereafter to adjust the Missouri state minimum wage annually beginning January 1, 2008 based on changes in the Consumer Price Index.

Previously, Missouri's minimum wage law did not cover any employee covered by the federal minimum wage laws, which in effect meant that almost all Missouri employers only had to be concerned about paying the federal minimum wage. The effect of this new law is to raise Missouri's minimum wage for almost all Missouri workers from \$5.15 per hour to \$6.50 per hour effective January 1, 2007 with likely annual increases thereafter if the consumer price index increases. The new Missouri minimum wage

for learners and apprentices shall not be less than 90 cents per hour less than the Missouri minimum wage. Of course, if the federal minimum wage is increased in the future and that new federal minimum wage rate is higher than the Missouri minimum wage rate, employers would have to pay the higher rate.

For further information, please contact Dan O'Toole in St. Louis, John Vering in Kansas City, or the Armstrong Teasdale attorney with whom you normally consult.

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