

FIRST REGULAR SESSION

SENATE BILL NO. 407

101ST GENERAL ASSEMBLY

INTRODUCED BY SENATOR BECK.

1941S.01I

ADRIANE D. CROUSE, Secretary

AN ACT

To repeal section 290.502, RSMo, and to enact in lieu thereof one new section relating to the minimum wage rate.

Be it enacted by the General Assembly of the State of Missouri, as follows:

Section A. Section 290.502, RSMo, is repealed and one new
2 section enacted in lieu thereof, to be known as section 290.502,
3 to read as follows:

290.502. 1. Except as may be otherwise provided
2 pursuant to sections 290.500 to 290.530, effective January
3 1, 2007, every employer shall pay to each employee wages at
4 the rate of \$6.50 per hour, or wages at the same rate or
5 rates set under the provisions of federal law as the
6 prevailing federal minimum wage applicable to those covered
7 jobs in interstate commerce, whichever rate per hour is
8 higher.

9 2. The minimum wage shall be increased or decreased on
10 January 1, 2008, and on January 1 of successive years, by
11 the increase or decrease in the cost of living. On
12 September 30, 2007, and on each September 30 of each
13 successive year, the director shall measure the increase or
14 decrease in the cost of living by the percentage increase or
15 decrease as of the preceding July over the level as of July
16 of the immediately preceding year of the Consumer Price
17 Index for Urban Wage Earners and Clerical Workers (CPI-W) or
18 successor index as published by the U.S. Department of Labor

19 or its successor agency, with the amount of the minimum wage
20 increase or decrease rounded to the nearest five cents.

21 3. Except as may be otherwise provided pursuant to
22 sections 290.500 to 290.530, and notwithstanding subsection
23 1 of this section, effective January 1, 2019, every employer
24 shall pay to each employee wages at the rate of not less
25 than \$8.60 per hour, or wages at the same rate or rates set
26 under the provisions of federal law as the prevailing
27 federal minimum wage applicable to those covered jobs in
28 interstate commerce, whichever rate per hour is higher.
29 Thereafter, the minimum wage established by this subsection
30 shall be increased each year by \$.85 per hour, effective
31 January 1 of each of the next four years, until it reaches
32 \$12.00 per hour, effective January 1, 2023. Thereafter, the
33 minimum wage established by this subsection shall be
34 increased **by one dollar per hour, effective January 1 of**
35 **each of the succeeding three years, until it reaches fifteen**
36 **dollars per hour, effective January 1, 2026. Thereafter,**
37 **the minimum wage rate established by this subsection shall**
38 **be increased** or decreased on January 1, 2024, and on January
39 1 of successive years, per the method set forth in
40 subsection 2 of this section. If at any time the federal
41 minimum wage rate is above or is thereafter increased above
42 the minimum wage then in effect under this subsection, the
43 minimum wage required by this subsection shall continue to
44 be increased pursuant to this subsection, but the higher
45 federal rate shall immediately become the minimum wage
46 required by this subsection and shall be increased or
47 decreased per the method set forth in subsection 2 for so
48 long as it remains higher than the state minimum wage
49 required and increased pursuant to this subsection.

50 4. For purposes of this section, the term "public
51 employer" means an employer that is the state or a political
52 subdivision of the state, including a department, agency,
53 officer, bureau, division, board, commission, or
54 instrumentality of the state, or a city, county, town,
55 village, school district, or other political subdivision of
56 the state. Subsection 3 of this section shall not apply to
57 a public employer with respect to its employees. Any public
58 employer that is subject to subsections 1 and 2 of this
59 section shall continue to be subject to those subsections.

✓