

SECOND REGULAR SESSION

# SENATE BILL NO. 1325

103RD GENERAL ASSEMBLY

INTRODUCED BY SENATOR NICOLA.

5351S.02I

KRISTINA MARTIN, 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Section A. Section 290.502, RSMo, is repealed and one new  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. **Notwithstanding any provision of this section to**  
10 **the contrary, any employer may pay any minor employee wages**  
11 **at the rate of not less than \$12.30 per hour, or wages at**  
12 **the same rate or rates set under the provisions of federal**  
13 **law as the prevailing federal minimum wage applicable to**  
14 **those covered jobs in interstate commerce, whichever rate**  
15 **per hour is higher. For purposes of this subsection, the**  
16 **term "minor employee" means any employee who is less than**  
17 **eighteen years of age.**

**EXPLANATION-Matter enclosed in bold-faced brackets [thus] in this bill is not enacted and is intended to be omitted in the law.**

18           3. The minimum wage shall be increased or decreased on  
19 January 1, 2008, and on January 1 of successive years but  
20 ending December 31, 2024, by the increase or decrease in the  
21 cost of living. On September 30, 2007, and on each  
22 September 30 of each successive year but ending December 31,  
23 2024, the director shall measure the increase or decrease in  
24 the cost of living by the percentage increase or decrease as  
25 of the preceding July over the level as of July of the  
26 immediately preceding year of the Consumer Price Index for  
27 Urban Wage Earners and Clerical Workers (CPI-W) or successor  
28 index as published by the U.S. Department of Labor or its  
29 successor agency, with the amount of the minimum wage  
30 increase or decrease rounded to the nearest five cents.

31           [3.] 4. Except as may be otherwise provided pursuant  
32 to sections 290.500 to 290.530, and notwithstanding  
33 subsection 1 of this section, effective January 1, 2025,  
34 every employer shall pay to each employee wages at the rate  
35 of not less than \$13.75 per hour, or wages at the same rate  
36 or rates set under the provisions of federal law as the  
37 federal minimum wage applicable to those covered jobs in  
38 interstate commerce, whichever rate per hour is higher.  
39 Thereafter, the minimum wage established by this subsection  
40 shall be increased by \$1.25 per hour, to \$15.00 per hour,  
41 effective January 1, 2026. If at any time the federal  
42 minimum wage rate is above or is thereafter increased above  
43 the minimum wage then in effect under this subsection, the  
44 higher federal rate shall immediately become the minimum  
45 wage required by this subsection.

46           [4.] 5. For purposes of this section, the term "public  
47 employer" means an employer that is the state or a political  
48 subdivision of the state, including a department, agency,  
49 officer, bureau, division, board, commission, or

50 instrumentality of the state, or a city, county, town,  
51 village, school district, or other political subdivision of  
52 the state. Beginning on August 28, 2025, the provisions of  
53 this section shall apply to a public employer with respect  
54 to its employees.

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