

\$15.00 MISSOURI MINIMUM WAGE IN EFFECT FOR 2026

Beginning August 28, 2025, the minimum wage will be based on the provisions set forth by HB 567 (2025), signed into law on July 10, 2025.

at least
\$7.50
per hour

TIPPED EMPLOYEES

Employers are required to pay tipped employees at least 50 percent of the minimum wage, \$7.50 per hour, plus any amount necessary to bring the employee's total compensation to a minimum of \$15.00 per hour.

at least
1.5 X
rate

OVERTIME COMPENSATION

Overtime compensation must also be paid at a rate of at least one and one-half times a covered employee's regular rate for all hours worked over 40 in a workweek.



EXCEPTIONS

All non-exempt employers are required to pay, at minimum, the \$15.00 per hour rate, except retail and service businesses whose annual gross sales are less than \$500,000.

The law does not apply to certain exempt employees/employers defined in Section 290.500(3), RSMo, and employees/employers engaged in agriculture in Section 290.507, RSMo, nor does it supersede more favorable laws or interfere with collective bargaining agreement rights.



EMPLOYEE RIGHTS

An employee not being paid the correct wages can file a minimum wage complaint at labor.mo.gov/DLS/MinimumWage and is entitled to pursue a private legal right of action to collect any wages due.

An employer who unlawfully pays sub-minimum wages will be liable for the full amount of wages due (plus twice the amount left unpaid as liquidated damages) less any amount actually paid. The employer is also liable for costs and reasonable attorney fees as may be allowed by the court or jury.

LEARN MORE AT labor.mo.gov/DLS/MinimumWage



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If you have served on active duty in the Armed Forces of the United States and would like information about veteran's services and benefits, please complete the survey here: mvic.dps.mo.gov/MoVeteransInformation/Survey/DOLIR.
Missouri Department of Labor and Industrial Relations is an equal opportunity employer/program. TDD/TTY: 800-735-2966 Relay Missouri: 711