

SECOND REGULAR SESSION

# SENATE BILL NO. 620

93RD GENERAL ASSEMBLY

INTRODUCED BY SENATORS GREEN AND CALLAHAN.

Pre-filed December 1, 2005, and ordered printed.

TERRY L. SPIELER, Secretary.

3379S.011

## AN ACT

To repeal sections 290.210, 290.220, 290.230, 290.250, 290.260, 290.262, 290.263, 290.265, 290.270, 290.280, 290.290, 290.300, 290.305, 290.315, 290.320, 290.325, 290.330, 290.335, and 290.340, RSMo, and to enact in lieu thereof twenty new sections relating to actions for prevailing wages on public works, with penalty provisions.

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

Section A. Sections 290.210, 290.220, 290.230, 290.250, 290.260, 290.262, 290.263, 290.265, 290.270, 290.280, 290.290, 290.300, 290.305, 290.315, 290.320, 290.325, 290.330, 290.335, and 290.340, RSMo, are repealed and twenty new sections enacted in lieu thereof, to be known as sections 290.210, 290.220, 290.230, 290.250, 290.260, 290.262, 290.263, 290.265, 290.270, 290.280, 290.290, 290.300, 290.305, 290.315, 290.320, 290.325, 290.330, 290.335, 290.340, and 290.345, to read as follows:

290.210. As used in sections 290.210 to 290.340, unless the context indicates otherwise:

(1) **"Commission", the labor and industrial relations commission;**

(2) "Construction" includes construction, reconstruction, improvement, enlargement, alteration, painting and decorating, or major repair[.];

[(2)] (3) "Department" [means], the department of labor and industrial relations[.];

(4) **"Division", the division of labor standards in the department of labor and industrial relations;**

(5) **"Employer", any individual, partnership, association, corporation, business, business trust, company, or any person or group**

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

12 **of persons employing workers in actual construction work;**

13           [(3)] **(6)** "Locality" [means], the county where the physical work upon  
14 public works is performed, except that if there is not available in the county a  
15 sufficient number of competent skilled [workmen] **workers** to construct the  
16 public works efficiently and properly, "locality" may include two or more counties  
17 adjacent to the one in which the work or construction is to be performed and from  
18 which such workers may be obtained in sufficient numbers to perform the work,  
19 and that, with respect to contracts with the state highways and transportation  
20 commission, "locality" may be construed to include two or more adjacent counties  
21 from which [workmen] **workers** may be accessible for work on such  
22 construction[.];

23           [(4)] **(7)** "Maintenance work" [means the repair, but not the replacement,  
24 of existing facilities when the size, type or extent of the existing facilities is not  
25 thereby changed or increased.], **ordinary repairs or recurrent, day-to-day,**  
26 **periodic, or scheduled work unless it involves the overhaul or**  
27 **replacement of major constituent parts;**

28           **(8)** "Major repairs", **repairs done by overhaul or replacement of**  
29 **major constituent parts that have deteriorated or have otherwise been**  
30 **removed or damaged;**

31           [(5)] **(9)** "Prevailing hourly rate of wages" [means], the wages paid  
32 generally, in the locality in which the public works is being performed, to  
33 [workmen] **workers** engaged in work of a similar character including the basic  
34 hourly rate of pay and the amount of the rate of contributions irrevocably made  
35 by a contractor or subcontractor to a trustee or to a third person pursuant to a  
36 fund, plan or program, and the amount of the rate of costs to the contractor or  
37 subcontractor which may be reasonably anticipated in providing benefits to  
38 [workmen] **workers** and mechanics pursuant to an enforceable commitment to  
39 carry out a financially responsible plan or program which was communicated in  
40 writing to the [workmen] **workers** affected, for medical or hospital care, pensions  
41 on retirement or death, compensation for injuries or illness resulting from  
42 occupational activity, or insurance to provide any of the foregoing, for  
43 unemployment benefits, life insurance, disability and sickness insurance, accident  
44 insurance, for vacation and holiday pay, for defraying costs of apprenticeship or  
45 other similar programs, or for other bona fide fringe benefits, but only where the  
46 contractor or subcontractor is not required by other federal or state law to provide  
47 any of the benefits; provided, that the obligation of a contractor or subcontractor

48 to make payment in accordance with the prevailing wage determinations of the  
49 department, insofar as sections 290.210 to [290.340] **290.345** are concerned, may  
50 be discharged by the making of payments in cash, by the making of irrevocable  
51 contributions to trustees or third persons as provided herein, by the assumption  
52 of an enforceable commitment to bear the costs of a plan or program as provided  
53 herein, or any combination thereof, where the aggregate of such payments,  
54 contributions and costs is not less than the rate of pay plus the other amounts as  
55 provided herein. **Two thousand eighty hours shall be used for fringe**  
56 **benefit credit calculations. Fringe amounts paid for hours worked on**  
57 **public works projects cannot be used to fund hours worked on**  
58 **nonpublic works projects;**

59 [(6)] **(10)** "Public body" [means], the state of Missouri or any officer,  
60 official, authority, board or commission of the state, or other political subdivision  
61 thereof, or any institution supported in whole or in part by public funds[.];

62 [(7)] **(11)** "Public works" [means], all fixed works constructed for public  
63 use or benefit or paid for wholly or in part out of public funds. It also includes  
64 any work done directly by any public utility company when performed by it  
65 pursuant to the order of the public service commission or other public authority  
66 whether or not it be done under public supervision or direction or paid for wholly  
67 or in part out of public funds when let to contract by said utility. It does not  
68 include any work done for or by any drainage or levee district[.];

69 [(8) "Workmen" means] **(12) "Workers"**, laborers, [workmen and]  
70 mechanics, **and other individuals who are engaged in actual construction**  
71 **work. An individual is a worker when the person or persons for whom**  
72 **the work is performed have the right to control and direct the**  
73 **individual who performs the work, but does not include permanently**  
74 **employed workers of a public body or workers regularly employed by**  
75 **a public body for six months prior to the commencement of a public**  
76 **works project and six months after the completion of a public works**  
77 **project.**

290.220. 1. It is hereby declared to be the policy of the state of Missouri  
2 that a wage of no less than the prevailing hourly rate of wages for work of a  
3 similar character in the locality in which the work is performed shall be paid to  
4 all [workman] **workers** employed by or on behalf of any public body engaged in  
5 public works **on all projects or aggregate of projects in an amount in**  
6 **excess of five thousand dollars**, exclusive of maintenance work. **No public**

7 **body shall divide a public works project into more than one contract**  
8 **for the purpose of avoiding this policy.**

9         **2. Each worker shall be given notice of the wage rates issued by**  
10 **the department that are contained in the contract specifications. A**  
11 **copy of the wage rates shall be delivered to each worker along with**  
12 **their first paycheck on the project.**

290.230. 1. Not less than the prevailing hourly rate of wages for work of  
2 a similar character in the locality in which the work is performed, and not less  
3 than the prevailing hourly rate of wages for legal holiday and overtime work,  
4 shall be paid to all [workmen] **workers** employed by or on behalf of any public  
5 body engaged in the construction of public works, exclusive of maintenance  
6 work. Only such [workmen] **workers** as are directly employed by contractors or  
7 subcontractors in actual construction work on the site of the building or  
8 construction job shall be deemed to be employed upon public works. **The site of**  
9 **the building or construction job shall include adjacent or nearby**  
10 **property provided its use is dedicated exclusively, or nearly so, to the**  
11 **completion of the work under the contract.**

12         2. When the hauling of materials or equipment includes some phase of  
13 construction other than the mere transportation to the site of the construction,  
14 [workmen] **workers** engaged in this dual capacity shall be deemed employed  
15 directly on public works.

290.250. 1. Every public body authorized to contract for or construct  
2 public works, before advertising for bids or undertaking such construction shall  
3 request **from** the department [to determine the prevailing rates of wages for  
4 workmen for the class or type of work called for by the public works, in] **the**  
5 **annual wage order** for the locality where the work is to be performed[. The  
6 department shall determine the prevailing hourly rate of wages in the locality in  
7 which the work is to be performed for each type of workman required to execute  
8 the contemplated contract and such determination or schedule of] **and** the  
9 prevailing hourly rate of wages shall be attached to and made a part of the  
10 specifications for the work. The public body shall then specify in the resolution  
11 or ordinance and in the call for bids for the contract[, what is] the prevailing  
12 hourly rate of wages in the locality for each type of [workman] **worker** needed  
13 to execute the contract and also the general prevailing rate for legal holiday and  
14 overtime work. It shall be mandatory upon the contractor to whom the contract  
15 is awarded and upon any subcontractor under him, to pay not less than the

16 specified rates to all [workmen] **workers** employed by them in the execution of  
17 the contract. The public body awarding the contract shall cause to be inserted in  
18 the contract a stipulation to the effect that not less than the prevailing hourly  
19 rate of wages shall be paid **once a week** to all [workmen] **workers** performing  
20 work under the contract. It shall also require in all contractor's bonds that the  
21 contractor include such provisions as will guarantee the faithful performance of  
22 the prevailing hourly wage clause as provided by contract. [The contractor shall  
23 forfeit as a penalty to the state, county, city and county, city, town, district or  
24 other political subdivision on whose behalf the contract is made or awarded ten  
25 dollars for each workman employed, for each calendar day, or portion thereof,  
26 such workman is paid less than the said stipulated rates for any work done under  
27 said contract, by him or by any subcontractor under him, and the said public body  
28 awarding the contract shall cause to be inserted in the contract a stipulation to  
29 this effect.]

30 **2. The contractor shall pay penalties to the contracting public**  
31 **body in the amount of fifty dollars per calendar day, or for any portion**  
32 **of a calendar day, for each worker who is paid less than the prevailing**  
33 **wage rate for any work done under such contract. The penalties shall**  
34 **apply to any construction work performed pursuant to any contract or**  
35 **subcontract, and all contracts or subcontracts shall specifically contain**  
36 **penalty provisions to this effect. The department shall have the**  
37 **authority to collect all unpaid penalties due the contracting public**  
38 **body.**

39 **3. The contractor shall, in addition to the penalties provided in**  
40 **subsection 2 of this section, pay penalties to the department in the**  
41 **amount of fifty dollars per calendar day, or for any portion of a**  
42 **calendar day, for each worker who is paid less than the prevailing wage**  
43 **rate for any work done under such contract. The penalties shall apply**  
44 **to any construction work performed pursuant to any contract or**  
45 **subcontract, and all contracts or subcontracts shall specifically contain**  
46 **penalty provisions to this effect. The department shall have the**  
47 **authority to collect all unpaid penalties due the department. The funds**  
48 **collected shall be deposited into the fund established pursuant to**  
49 **subsection 4 of this section for the department, and shall, subject to**  
50 **appropriations, only be used by the department for educational efforts**  
51 **related to the state's prevailing wage law and for enforcement of such**

52 law.

53           4. There is hereby created in the state treasury a fund to be  
54 known as the "Prevailing Wage Enforcement and Education  
55 Fund". Penalty amounts collected pursuant to subsection 3 of this  
56 section by the department for violations of the prevailing wage law  
57 shall be transmitted to the department of revenue for deposit in such  
58 fund.

59           5. Notwithstanding the provisions of section 33.080, RSMo, no  
60 portion of the prevailing wage enforcement and education fund shall  
61 be transferred to the general revenue fund until and at such times  
62 when the amount in the fund at the end of the biennium exceeds two  
63 times the amount of the appropriations from the fund for the preceding  
64 fiscal year. The amount, if any, in the fund which shall lapse is that  
65 amount in the fund which exceeds the appropriate multiple of the  
66 appropriations from the fund for the preceding fiscal years.

67           6. It shall be the duty of [such] a public body awarding [the] a contract,  
68 and its agents and officers, to take cognizance of all complaints of all violations  
69 of the provisions of sections 290.210 to [290.340] **290.345** committed in the course  
70 of the execution of the contract, and, when making payments to the contractor  
71 becoming due under [said] **such** contract, to withhold and retain therefrom all  
72 sums and amounts due and owing as a result of any violation of sections 290.210  
73 to [290.340] **290.345**. It shall be lawful for any contractor to withhold from any  
74 subcontractor under him **or her** sufficient sums to cover any penalties withheld  
75 from him **or her** by the awarding body on account of [said] **such** subcontractor's  
76 failure to comply with the terms of sections 290.210 to [290.340] **290.345**, and if  
77 payment has already been made to him, the contractor may recover from him **or**  
78 **her** the amount of the penalty in a suit at law.

79           7. **It shall be the duty of a public body who awards a contract to**  
80 **notify the department when all work is completed and all final**  
81 **payments have been made for the public works project.**

290.260. 1. The department, as it deems necessary, shall from time to  
2 time investigate and determine the prevailing hourly rate of wages in the  
3 localities. A determination applicable to every locality to be contained in a  
4 general wage order shall be made annually on or before July first of each year for  
5 the Missouri state highways and transportation commission and shall remain in  
6 effect until superseded by a new general wage order. In determining prevailing

7 rates, the department shall ascertain and consider the applicable wage rates  
8 established by collective bargaining agreements, if any, and the rates that are  
9 paid generally within the locality, **but excluding rates paid to workers in a**  
10 **bonafide apprenticeship program pursuant to 8 CSR 30-3.030. The**  
11 **information submitted to the department shall be consistent with the**  
12 **occupational titles and work descriptions as established by 8 CSR 30-**  
13 **3.060. The evidence shall include rate of pay information. The**  
14 **collective bargaining agreement rate shall be adopted as the prevailing**  
15 **wage rate unless there is evidence of no less than eighty hours of actual**  
16 **work performed in the locality during the preceding calendar year of**  
17 **the general wage order. To supersede a wage rate established by a**  
18 **collective bargaining agreement, an individual or individuals shall**  
19 **submit evidence to the department on a form prescribed or accepted by**  
20 **the department. If the department determines the information**  
21 **submitted is fraudulent, the department may forward the information**  
22 **to the prosecuting attorney of the locality in which the person**  
23 **submitting such information resides.**

24         2. A certified copy of the [determination so made] **general wage order**  
25 shall be filed immediately with the secretary of state and [with the department  
26 in Jefferson City. Copies shall be supplied by the department to all persons  
27 requesting them] **the commission. The general wage order shall be posted**  
28 **on the division's web page** within ten days after the filing.

29         3. At any time within thirty days after the certified copies of the  
30 [determinations have] **general wage order** has been filed with the secretary  
31 of state and the [department] **commission**, any person who is affected thereby  
32 may object in writing to the [determination] **general wage order** or the part  
33 thereof that [he deems] **is deemed** objectionable by filing a written notice with  
34 the [department] **commission**, stating the specific grounds of the objection. **If**  
35 **no objection is filed, the general wage order is final after thirty days.**

36         4. Within thirty days of the receipt of the objection, the [department]  
37 **commission** shall set a date for a hearing on the objection. The date for the  
38 hearing shall be within sixty days of the receipt of the objection. Written notice  
39 of the time and place of the hearing shall be given to the objectors at least ten  
40 days prior to the date set for the hearing.

41         5. The [department] **commission** at its discretion may hear each written  
42 objection separately or consolidate for hearing any two or more written objections.

43 At the hearing the department shall first introduce in evidence the investigation  
44 it instituted and the other facts which were considered at the time of the original  
45 determination which formed the basis for its determination. The department, or  
46 the objector, or any interested party, thereafter may introduce any evidence that  
47 is material to the issues.

48 6. Within twenty days of the conclusion of the hearing, the [department  
49 must] **commission shall** rule on the written objection and make the final  
50 determination that it believes the evidence warrants. Immediately, the  
51 [department] **commission** shall file a certified copy of its final determination  
52 with the secretary of state and with the department and shall serve a copy of the  
53 final determination on all parties to the proceedings by personal service or by  
54 registered mail.

55 7. This final decision of the [department] **commission** of the prevailing  
56 wages in the locality is subject to review in accordance with the provisions of  
57 chapter 536, RSMo. Any person affected, whether or not the person participated  
58 in the proceedings resulting in the final determination, may have the decision of  
59 the [department] **commission** reviewed. The filing of the final determination  
60 with the secretary of state shall be considered a service of the final determination  
61 on persons not participating in the administrative proceedings resulting in the  
62 final determination. **The division shall be notified of all applications for  
63 review, and may intervene as a party in such actions.**

64 8. At any time before trial any person affected by the final determination  
65 of the [department] **commission** may intervene in the proceedings to review  
66 under chapter 536, RSMo, and be made a party to the proceedings.

67 9. All proceedings in any court affecting a determination of the  
68 [department] **commission** under the provisions of sections 290.210 to [290.340]  
69 **290.345** shall have priority in hearing and determination over all other civil  
70 proceedings pending in the court, except election contests.

290.262. 1. Except as otherwise provided in section 290.260, the  
2 department shall annually investigate and determine the prevailing hourly rate  
3 of wages in each locality for each separate occupational title. A final  
4 determination applicable to every locality to be contained in an annual wage  
5 order shall be made annually on or before July first of each year and shall remain  
6 in effect until superseded by a new annual wage order or as otherwise provided  
7 in this section. In determining prevailing rates, the department shall ascertain  
8 and consider the applicable wage rates established by collective bargaining



9 agreements, if any, and the rates that are paid generally within the locality, and  
10 shall, by March tenth of each year, make an initial determination for each  
11 occupational title within the locality, **but excluding rates paid to workers in**  
12 **a bonafide apprenticeship program pursuant to 8 CSR 30-3.030. The**  
13 **information submitted to the department shall be consistent with the**  
14 **occupational titles and work descriptions as established by 8 CSR 30-**  
15 **3.060. The evidence shall include rate of pay information. The**  
16 **collective bargaining agreement rate shall be adopted as the prevailing**  
17 **wage rate unless there is evidence of no less than eighty hours of actual**  
18 **work performed in the locality during the preceding calendar year of**  
19 **the annual wage order. To supersede a wage rate established by a**  
20 **collective bargaining agreement, an individual or individuals shall**  
21 **submit evidence to the department on a form prescribed or accepted by**  
22 **the department. If the department determines the information**  
23 **submitted is fraudulent, the department may forward the information**  
24 **to the prosecuting attorney of the locality in which the person**  
25 **submitting such information resides.**

26         2. A certified copy of the initial determinations so made shall be filed  
27 immediately with the secretary of state and [with the department in Jefferson  
28 City. Copies shall be supplied by the department to all persons requesting them]  
29 **the commission. The annual wage order shall be posted on the**  
30 **division's web page** within ten days after the filing.

31         3. At any time within thirty days after the certified copies of the  
32 [determinations] **annual wage orders** have been filed with the secretary of  
33 state and the [department] **commission**, any person who is affected thereby may  
34 object in writing to [a determination] **an annual wage order** or a part thereof  
35 that [he deems] **is deemed** objectionable by filing a written notice with the  
36 [department] **commission**, stating the specific grounds of the objection. If no  
37 objection is filed **for a locality**, the [determination is] **rates in the annual**  
38 **wage order for that locality** are final after thirty days.

39         4. After the receipt of the objection, the [department] **commission** shall  
40 set a date for a hearing on the objection. The date for the hearing shall be within  
41 sixty days of the receipt of the objection. Written notice of the time and place of  
42 the hearing shall be given to the objectors at least ten days prior to the date set  
43 for the hearing.

44         5. The [department] **commission** at its discretion may hear each written

45 objection separately or consolidate for hearing any two or more written objections.  
46 At the hearing the department shall first introduce in evidence the investigation  
47 it instituted and the other facts which were considered at the time of the original  
48 determination which formed the basis for [its determination] **the annual wage**  
49 **order**. The department, or the objector, or any interested party, thereafter may  
50 introduce any evidence that is material to the issues.

51           6. Within twenty days of the conclusion of the hearing, the [department]  
52 **commission** shall rule on the written objection and make the final determination  
53 that it believes the evidence warrants. Immediately, the [department]  
54 **commission** shall file a certified copy of its final determination with the  
55 secretary of state and with the department and shall serve a copy of the final  
56 determination on all parties to the proceedings by personal service or by  
57 registered mail.

58           7. This final decision of the [department] **commission** of the prevailing  
59 wages in the locality for each occupational title is subject to review in accordance  
60 with the provisions of chapter 536, RSMo. Any person affected, whether or not  
61 the person participated in the proceedings resulting in the final determination,  
62 may have the decision of the [department] **commission** reviewed. The filing of  
63 the final determination with the secretary of state shall be considered a service  
64 of the final determination on persons not participating in the administrative  
65 proceedings resulting in the final determination. **The division shall be**  
66 **notified of all applications for review, and may intervene as a party in**  
67 **such actions.**

68           8. At any time before trial any person affected by the final determination  
69 of the [department] **commission** may intervene in the proceedings to review  
70 under chapter 536, RSMo, and be made a party to the proceedings.

71           9. Any annual wage order made for a particular occupational title in a  
72 locality may be altered once each year, as provided in this subsection. The  
73 prevailing wage for each such occupational title may be adjusted on the  
74 anniversary date of any collective bargaining agreement which covers all persons  
75 in that particular occupational title in the locality in accordance with any annual  
76 incremental wage increases set in the collective bargaining agreement. If the  
77 prevailing wage for an occupational title is adjusted pursuant to this subsection,  
78 the employee's representative or employer in regard to such collective bargaining  
79 agreement shall notify the department of this adjustment, including the effective  
80 date of the adjustment. The adjusted prevailing wage shall be in effect until the

81 next final annual wage order is issued pursuant to this section. The wage rates  
82 for any particular job, contracted and commenced within sixty days of the  
83 contract date, which were set as a result of the annual or revised wage order,  
84 shall remain in effect for the duration of that particular job.

85 10. In addition to all other reporting requirements of sections 290.210 to  
86 [290.340] **290.345**, each public body which is awarding a contract for a public  
87 works project shall, prior to beginning of any work on such public works project,  
88 notify the department, on a form prescribed by the department, of the scope of the  
89 work to be done, the various types of [craftsmen] **workers** who will be needed  
90 on the project, and the date work will commence on the project.

290.263. The hourly wages to be paid as prescribed in section 290.250 to  
2 [workmen] **workers** upon public works shall not be less than the minimum wage  
3 specified under Section 6(a)(1) of the Fair Labor Standards Act of 1938, as  
4 amended.

290.265. A clearly legible statement of all prevailing hourly wage rates to  
2 be paid to all [workmen] **workers** employed in order to execute the contract and  
3 employed on the construction of the public works shall be kept posted in a  
4 prominent and easily accessible place at the site thereof by each contractor and  
5 subcontractor engaged in the public works projects under the provisions of this  
6 law and such notice shall remain posted during the full time that any such  
7 [workman] **worker** shall be employed on the public works.

290.270. The finding of the department ascertaining and declaring the  
2 prevailing hourly rate of wages shall be final for the locality, unless reviewed  
3 under the provisions of sections 290.210 to [290.340] **290.345**. Nothing in  
4 sections 290.210 to [290.340] **290.345**, however, shall be construed to prohibit the  
5 payment to any [workman] **worker** employed on any public work of more than  
6 the prevailing rate of wages. Nothing in sections 290.210 to [290.340] **290.345**  
7 shall be construed to limit the hours of work which may be performed by any  
8 [workman] **worker** in any particular period of time.

290.280. The authorized representative of the department may administer  
2 oaths, take or cause to be taken the depositions of witnesses, and require by  
3 subpoena the attendance and testimony of witnesses and the production of all  
4 books, records, and other evidence relative to any **public works project or**  
5 **nonpublic works project if the information is needed in any**  
6 **investigation concerning a public works project, prevailing wage**  
7 **survey information, or any matter under investigation or hearing. The**

8 **information may be requested for a period of two years after final**  
9 **payment is made on a public works project.** The subpoena shall be signed  
10 and issued by the department's authorized representative. In case of failure of  
11 any person to comply with any subpoena lawfully issued under this section, or on  
12 the refusal of any witness to produce evidence or to testify to any matter  
13 regarding which he may be lawfully interrogated, the authorized representative  
14 of the department may proceed to enforce obedience to the subpoenas in the  
15 manner provided by section 536.077, RSMo, for administrative agencies. The  
16 authorized representative of the department shall have the power to certify to  
17 official acts.

290.290. 1. The contractor and each subcontractor engaged in any  
2 construction of public works shall keep full and accurate **payroll** records [clearly  
3 indicating the names, occupations and crafts of every workman employed by them  
4 in connection with the public work together with an accurate record of the  
5 number of hours worked by each workman and the actual wages paid therefor]  
6 **containing the name, address, and Social Security number of each**  
7 **worker, the occupational title or titles for the work performed, the rate**  
8 **of pay, daily and weekly hours worked for each occupational title,**  
9 **deductions made, and actual wages paid for work performed by each**  
10 **worker.** The payroll records required to be so kept shall be open to inspection  
11 by any authorized representative of the contracting public body or of the  
12 department at any reasonable time and as often as may be necessary and such  
13 records shall not be destroyed or removed from the state for the period of [one  
14 year] **two years** following the [completion of] **final payment on the contract**  
15 **for** the public work in connection with which the records are made.

2. **Each month the contracting public body shall collect certified**  
17 **copies of current payroll records from each contractor and**  
18 **subcontractor performing public works construction. The payroll**  
19 **records shall contain the name, address, and Social Security number of**  
20 **each worker, the occupational title or titles for the work performed, the**  
21 **rate of pay, daily and weekly hours worked for each occupational title,**  
22 **deductions made, and actual wages paid for work performed by each**  
23 **worker. Each month, the public body shall examine the payroll and**  
24 **other records of each contractor or subcontractor to ensure proper**  
25 **compliance with the provisions of Missouri's prevailing wage law. The**  
26 **public body shall keep the payroll and other records on file for each**

27 **project for no less than two years from the date the final payments are**  
28 **made on the project. The payroll and other records kept by the public**  
29 **body shall be available at all times for inspection by an authorized**  
30 **representative of the department.**

31           **3.** Each contractor and subcontractor shall file with the contracting public  
32 body upon completion of the public work and prior to final payment therefor an  
33 affidavit stating that he had fully complied with the provisions and requirements  
34 of this chapter, and no public body shall be authorized to make final payment  
35 until such affidavit is filed therewith in proper form and order.

36           **[3.] 4.** Each contractor and subcontractor engaged in any construction of  
37 public works shall have its name, acceptable abbreviation or recognizable logo  
38 and the name of the city and state of the mailing address of the principal office  
39 of the company, on each motor vehicle and motorized self-propelled piece of  
40 equipment which is used in connection with such public works project during the  
41 time the contractor or subcontractor is engaged on such project. The sign shall  
42 be legible from a distance of twenty feet but the size of the lettering need not be  
43 larger than two inches. In cases where equipment is leased or where affixing a  
44 legible sign to the equipment is impractical, the contractor may place a temporary  
45 stationary sign, with the information required pursuant to this subsection, at the  
46 main entrance of the construction project in place of affixing the required  
47 information on the equipment so long as such sign is not in violation of any state  
48 or federal statute, rule or regulation. Motor vehicles which are required to have  
49 similar information affixed thereto pursuant to requirements of a regulatory  
50 agency of the state or federal government are exempt from the provisions of this  
51 subsection.

52           **[4.] 5.** The provisions of subsection **[3] 4** of this section shall not apply  
53 to construction of public works for which the contract awarded is in the amount  
54 of two hundred fifty thousand dollars or less.

          290.300. Any **[workman] worker** employed by the contractor or by any  
2 subcontractor under the contractor who shall be paid for his services in a sum  
3 less than the **[stipulated rates for work done under the contract,] applicable**  
4 **prevailing wage rate** shall have a right of action for double whatever difference  
5 there may be between the amount so paid and the **[rates provided by the**  
6 **contract] applicable prevailing wage rate**, together with a reasonable  
7 attorney's fee to be determined by the court, and an action brought to recover  
8 same shall be deemed to be a suit for wages, and any and all judgments entered

9 therein shall have the same force and effect as other judgments for wages.

290.305. No person, firm or corporation shall violate the wage provisions  
2 of any contract contemplated in sections 290.210 to [290.340] **290.345** or suffer  
3 or require any employee to work for less than the rate of wages so fixed, or violate  
4 any of the provisions contained in sections 290.210 to [290.340] **290.345**. Where  
5 [workmen] **workers** are employed and their rate of wages has been determined  
6 as provided in sections 290.210 to [290.340] **290.345**, no person[, either for  
7 himself or any other person,] shall request, demand or receive, either before or  
8 after such [workman] **worker** is engaged, that such workman pay back, return,  
9 donate, contribute, or give any part or all of [said workman's] **such worker's**  
10 wages, salary, or thing of value, to any person, upon the statement,  
11 representation, or understanding that failure to comply with such request or  
12 demand will prevent such [workman] **worker** from procuring or retaining  
13 employment, and no person shall, directly or indirectly, pay, request or authorize  
14 any other person to violate this section. This section does not apply to any agent  
15 or representative of a duly constituted labor organization acting in the collection  
16 of dues or assessments of such organization.

290.315. All contractors and subcontractors required in sections 290.210  
2 to [290.340] **290.345** to pay not less than the prevailing rate of wages shall make  
3 full payment of such wages in legal tender, without any deduction for food,  
4 sleeping accommodations, transportation, use of small tools, or any other thing  
5 of any kind or description. This section does not apply where the employer and  
6 [employee] **worker** enter into an agreement in writing at the beginning of [said]  
7 **such** term of employment covering deductions for food, sleeping accommodations,  
8 or other similar items, provided such agreement is submitted by the employer to  
9 the public body awarding the contract and the same is approved by such public  
10 body as fair and reasonable.

290.320. No public body, officer, official, member, agent or representative  
2 authorized to contract for public works shall fail, before advertising for bids or  
3 contracting for such construction, to [have the department determine the  
4 prevailing rates of wages of workmen for each class of work called for by the  
5 public works in] **request the annual wage order for** the locality where the  
6 work is to be performed as provided in sections 290.210 to [290.340] **290.345**.

290.325. No public body, officer, official, member, agent or representative  
2 thereof authorized to contract for public works shall award a contract for the  
3 construction of such improvement or disburse any funds on account of the

4 construction of such public improvement, unless such public body [has first had  
5 the department determine the prevailing rates of wages of workmen] **included**  
6 **the wage rates set forth in the applicable annual or general wage order**  
7 for the class of work called for by such public works in the locality where the  
8 work is to be performed [and such determination has been made a part of] **in the**  
9 specifications and contract for such public works.

290.330. The department after investigation, upon complaint or upon its  
2 own initiative, shall file with the secretary of state a list of the contractors and  
3 subcontractors who it finds have been [prosecuted and] convicted [for] **or plead**  
4 **guilty or nolo contendere** to violations of sections 290.210 to [290.340]  
5 **290.345** and such contractor or subcontractor, or simulations thereof, shall be  
6 prohibited from contracting directly or indirectly with any public body for the  
7 construction of any public works or from performing any work on the same as a  
8 contractor or subcontractor for a period of one year from the date of the first  
9 conviction [for such violation] **or entry of a pleading to the charge of**  
10 **violating the prevailing wage law**, and for a period of three years from the  
11 date of each subsequent violation [and], conviction, **guilty plea, or plea of nolo**  
12 **contendere** thereof. No public body shall award a contract for a public works  
13 to any contractor or subcontractor, or simulation thereof, during the time that its  
14 name appears on said list. The filing of the notice of conviction, **guilty plea, or**  
15 **plea of nolo contendere** with the secretary of state shall be notice to all public  
16 bodies and their officers, officials, members, agents and representatives **that**  
17 **such actions have occurred. The secretary of state, upon notification,**  
18 **shall publish the notice of debarment when the final actions for the**  
19 **conviction, guilty plea, or plea of nolo contendere have occurred.**

290.335. 1. If it is found that a public body, contractor or subcontractor  
2 has not complied with any of the terms of sections 290.210 to [290.340] **290.345**,  
3 the department shall give notice of the precise violation in writing to such public  
4 body, contractor or subcontractor. Sufficient time may be allowed for compliance  
5 therewith as the department deems necessary. After the expiration of the time  
6 prescribed in [said] **such** notice, the department may in writing inform the  
7 attorney general of the fact that such notice has been given and that the public  
8 body, contractor or subcontractor or the authorized representative or agent  
9 thereof to whom it was directed has not complied with such notice. Upon receipt  
10 thereof, the attorney general shall at the earliest possible time bring suit in the  
11 name of the state in the circuit court of the county in which such public body is

12 located or where any such contractor or subcontractor is engaged in any public  
13 works to enjoin the award of such contract for a public works, or any further work  
14 or payments thereunder if the contract has been awarded, until the requirements  
15 of such notice are fully complied with. The court may issue a temporary  
16 restraining order **and a preliminary injunction** with due notice to the  
17 defendant in such action. [The plaintiff shall in any such injunctive action post  
18 an adequate bond to be set by the circuit judge.] Upon final hearing thereof, if the  
19 court is satisfied that the requirements of the notice by the department to the  
20 defendant were not unreasonable or arbitrary, it shall issue an order enjoining  
21 the awarding of such contract for a public works, or any further work or payments  
22 thereunder if the contract has been awarded, until the notice is fully complied  
23 with. Such injunction shall continue operative until the court is satisfied that the  
24 requirements of such notice have been complied with and the court shall have and  
25 exercise with respect to the enforcement of such injunctions all the power in it in  
26 other similar cases. Both the plaintiff and defendant in such action have the  
27 same rights of appeal as are provided by law in other injunction proceedings.

28 **2. Whenever it appears to the department that a contractor or**  
29 **subcontractor has engaged in a violation of any of the provisions and**  
30 **requirements of sections 290.210 to 290.345, such that a penalty is due**  
31 **to a public body and the department or a wage is due to a worker, or**  
32 **both, then the department may notify the attorney general of that**  
33 **determination in writing. Upon receipt of such notice, the attorney**  
34 **general may bring suit in the name of the state in the circuit court of**  
35 **the county in which the contracting body is located to obtain**  
36 **restitution on behalf of workers not properly paid or penalties due the**  
37 **public body. The public body, if not the state, shall be joined in any**  
38 **such suit and shall have authority to compromise its claims for penalty**  
39 **in the discretion of the attorney general. Nothing in this subsection**  
40 **shall be construed to preclude any person or public body from**  
41 **asserting any cause of action which it may have against a contractor or**  
42 **subcontractor or surety pursuant to contractual or statutory rights.**

43 **3. All actions for the collection of any deficiency in wages or**  
44 **penalties due shall be commenced within five years of the accrual of**  
45 **the cause of action.**

290.340. 1. Any officer, official, member, agent or representative of any  
2 public body, contractor or subcontractor who willfully violates and omits to



3 comply with, or **knowingly provides false information with regard to**, any  
4 of the provisions and requirements of sections 290.210 to [290.340] **290.345** shall  
5 be punished for each violation thereof by a fine not exceeding five hundred  
6 dollars, or by imprisonment not exceeding six months, or by both such fine and  
7 imprisonment. Each day such violation or omission continues shall constitute a  
8 separate offense as contemplated by this section.

9 **2. It shall be the duty of each prosecuting attorney and circuit**  
10 **attorney in their respective jurisdictions to commence any criminal**  
11 **actions pursuant to this section, and the attorney general shall have**  
12 **concurrent original jurisdiction to commence such criminal actions**  
13 **throughout the state where venue is appropriate.**

**290.345. Any person or persons, company, or corporation who**  
2 **shall discharge or refuse to further employ a worker for filing a**  
3 **complaint or assisting in the investigation of a complaint relating to a**  
4 **violation of sections 290.210 to 290.345 shall be punished by a fine not**  
5 **exceeding five hundred dollars or by imprisonment as penalty for such**  
6 **dismissal. Each day such violation or omission continues shall**  
7 **constitute a separate offense as contemplated by this section. In such**  
8 **a case, the worker shall be returned to employment and shall receive**  
9 **from the employer wages from the date of discharge or refusal to**  
10 **employ until the date of re-employment.**

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