

# SENATE BILL NO. 532

103RD GENERAL ASSEMBLY

INTRODUCED BY SENATOR NICOLA.

1689S.01I

KRISTINA MARTIN, Secretary

## AN ACT

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

*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Section A. Section 290.502, RSMo, is repealed and one new  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 **rates established in this section**  
10 shall be increased or decreased on [January 1, 2008, and on]  
11 January 1 of [successive years] **each year**, by the increase  
12 or decrease in the cost of living. On [September 30, 2007,  
13 and on each] September 30 of each [successive] year, the  
14 director shall measure the increase or decrease in the cost  
15 of living by the percentage increase or decrease as of the  
16 preceding July over the level as of July of the immediately  
17 preceding year of the Consumer Price Index for Urban Wage  
18 Earners and Clerical Workers (CPI-W) or successor index as

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

19 published by the U.S. Department of Labor or its successor  
20 agency, with the amount of the minimum wage increase or  
21 decrease rounded to the nearest five cents.

22 3. Except as may be otherwise provided pursuant to  
23 sections 290.500 to 290.530, and notwithstanding subsection  
24 1 of this section, effective January 1, 2025, every employer  
25 shall pay to each employee wages at the rate of not less  
26 than \$13.75 per hour, or wages at the same rate or rates set  
27 under the provisions of federal law as the prevailing  
28 federal minimum wage applicable to those covered jobs in  
29 interstate commerce, whichever rate per hour is higher.  
30 Thereafter, the minimum wage established by this subsection  
31 shall be increased by \$1.25 per hour, to \$15.00 per hour,  
32 effective January 1, 2026. Thereafter, the minimum wage  
33 established by this subsection shall be increased or  
34 decreased on January 1, 2027, and on January 1 of successive  
35 years, per the method set forth in subsection 2 of this  
36 section. If at any time the federal minimum wage rate is  
37 above or is thereafter increased above the minimum wage then  
38 in effect under this subsection, the minimum wage required  
39 by this subsection shall continue to be increased pursuant  
40 to this subsection, but the higher federal rate shall  
41 immediately become the minimum wage required by this  
42 subsection and shall be increased or decreased per the  
43 method set forth in subsection 2 for so long as it remains  
44 higher than the state minimum wage required and increased  
45 pursuant to this subsection.

46 4. **Notwithstanding subsection 3 of this section to the**  
47 **contrary, any employer may pay any minor employee wages at**  
48 **the rate of not less than \$12.30 per hour, or wages at the**  
49 **same rate or rates set under the provisions of federal law**  
50 **as the prevailing federal minimum wage applicable to those**

51 covered jobs in interstate commerce, whichever rate per hour  
52 is higher. For purposes of this subsection, the term "minor  
53 employee" means any employee who is less than eighteen years  
54 of age.

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

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