

HB 1939 -- Living Wage

Sponsor: Bowman

This bill changes the laws regarding Missouri's minimum wage by establishing a living wage. The bill requires certain employers contracting with the state for services valued at \$100,000 or more, except a contractor with 10 or fewer employees with a contract for services valued at less than \$500,000, to pay each employee at least \$8.50 per hour for the duration of the contract.

Within 90 days after the beginning of each fiscal year, the Department of Labor and Industrial Relations, based on any increase or decrease in the federal Consumer Price Index, is required to adjust the living wage rate and post it on the department's web site. "Living wage" is defined as a wage on which it is possible for a wage earner or an individual and his or her family to live at least according to minimum customary standards. The bill exempts certain employees from the specified wage requirements. An employer may reduce the living wage by all or part of the hourly cost of the employer's share of employer-provided health insurance.

Employers subject to the living wage rate are required to prominently post the rate and other pertinent information in an easily accessible place at the work site. The department may impose a civil penalty of up to \$50 per violation for anyone not complying with this requirement.

If a complaint is filed, the bill specifies the department's responsibilities and the procedure for investigating the complaint and the recovery of the employee's lost compensation.