County_____
Page No_____

It is a class A misdemeanor punishable, notwithstanding the provisions of section 560.021, RSMo, to the contrary, for a term of imprisonment not to exceed one year in the county jail or a fine not to exceed ten thousand dollars or both, for anyone to sign any initiative petition with any name other than his or her own, or knowingly to sign his or her name more than once for the same measure for the same election, or to sign a petition when such person knows he or she is not a registered voter.

RECEIVED 2015 APR -9 AM 9:40

INITIATIVE PETITION

To the Honorable Jason Kander, Secretary of the State for the state of Missouri:
We the undersigned, registered voters of the state of Missouri and _____ County (or city of St Louis), respectfully order that the following proposed amendment to the constitution shall be submitted to the voters of the state of Missouri, for their approval or rejection, at the general election to be held on the 8th day of November, 2016, and each for himself or herself says: I have personally signed this petition, I a, a registered vpter pf the state of Missouri and County (or city of St. Louis), my registered voting address and the name of the city, town or village in which I live are correctly written after my name.

Statutory Amendment to RSMo Chapter 290, Relating to Minimum Wage

Shall the. Sections 290.010, 290.011, 290.146, 290.502, 290.512 and 290.527 be amended to read as follows:
Be it enacted by the people of the State of Missouri:

Minimum wages shall be increased to$15.00 per hour on a graduated basis by April 15th, 2019. Salaried employees will receive hourly wages If their salary is less than $70,000 annually. Employees will be available for earned vacation and no employee or prospective employee will be discriminated against for any reason. Wage theft will be punishable as a criminal offense.

CIRCULATOR'S AFFIDAIT **STATE OF MISSOURI, COUNTY OF _____**
Being first duly sworn, say (print or type names of signers)

NAME(SIGNATURE)	DATE SIGNED	REGISTERED VOTING ADDRESS-STREET-(CITY,TOWN OR VILLAGE)	ZIP CODE	CONG. DIST	NAME (PRINTED OR TYPED)
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					

signed this page of the foregoing petition, and each of them signed his or her name thereto in my presence; I believe that each has stated his or her name, registered voting address and city, town or village correctly, and that each signer is a registered voter of the state of Missouri and _____. County.
FURTHERMORE, I HEREBY SWEAR OR AFFIRM UNDER PENALTY OF PERJURY THAT ALL STATEMENTS MADE BY ME ARE TRUE AND CORRECT AND THAT I HAVE NEVER BEEN CONVICTED OF, FOUND GUILTY OF, OR PLED GUILTY TO ANY OFFENSE INVOLVING FORGERY.
I am at least 18 years of age. I do .... do not .... (check one) expect to be paid for circulating this petition. If paid, list the payer _____ .....

_____ _____ _____
Signature of Affiant (person obtaining signatures Printed name of affiant address of affiant

Subscribed and sworn to before me this ____ day of_____, A.D._____

_____ Notary Public Seal My commission expires on __/__/____
Signature of notary
Address of notary

Statutory Amendment to RSMo Chapter 290, Relating to Minimum Wage

Shall the. Sections 290.010, 290.011, 290.146, 290.502, 290.512 and 290.527 be amended to read as follows:
Be it enacted by the people of the State of Missouri:

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290.011 **Guaranteed benefits of employee's labor.**

1. Any employee showing up at request of employer will receive at least 4 hours pay even if hours of service are less than 4 hours.
2. Any employee working 180 shifts in a 12 month period will be entitled to one week's paid vacation time of 40 hours at a rate of his current salary.
3. Any employee working 180 shifts in 2nd and following years without a break in service of more than 3 months unless layoff by employer will earn 2 weeks vacation time of 40 hours at a rate of his current salary.
4. All employees will have a schedule of work hours posted at least for a week before their weekly schedule. Overtime will be mandatory only if given 24 hour notice.
5. Employers may have up to 20% of work force on call for unforeseen work loads. The 20% will be available by bid to those with seniority if they desire, otherwise to the newest employees. On call employees will receive a 10% bonus pay if on a weekly basis they meet the 'on call' requirements being available at all times.
6. Employees scheduled or working less than 32 hours a week because of employer choice will receive a 10% wage bonus.

290.146

Discrimination by employer by refusal to hire, promote or terminate employee or prospective employee **because** of age, race, nationality, marriage status, religious affiliation or sexual preference, dwarfism, immigrant status or handicap if employee is able to perform the duties required of the job. is prohibited.

1. All workers will receive equal compensation for comparable duties regardless of age, race, nationality, marriage status, religious affiliation or lack of, sex, sexual preference, dwarfism, immigrant status or handicap.

2. No prospective employee will be denied employment because of age, race, nationality, marriage status, religious affiliation or lack of, sex, sexual preference, dwarfism, immigrant status or handicap unless length of service is taken into account for wages.

3. No employee will be denied promotion opportunities or any benefits because of age, race, nationality, marriage status, religious affiliation or lack of, sex, sexual preference, dwarfism, immigrant status or handicap.

4. No employee will be fired because of age, race, nationality, marriage status, religious affiliation or lack of, sex, sexual preference, dwarfism, immigrant status or handicap.

5. No employee shall be fired or disciplined because of sharing information concerning salary or wages received.

290.502. Minimum wage rate--increase or decrease, when

1. Except as may be otherwise provided pursuant to sections 290.500 to 290.530, effective [January 1, 2007] April 15th. 2017, every employer shall pay to each employee no less than wages at the rate of [$6.50] $13.00 per hour increasing as noted in section 290.502.2, or wages at the same rate or rates set under the provisions of federal law as the prevailing federal minimum wage applicable to those covered jobs in interstate commerce, whichever rate per hour is higher.

2. If the federal minimum wage rate is increased above the minimum wage rate then in effect under this section, the higher federal rate shall become the minimum wage rate in effect under this section. The minimum wage rate in effect under this section shall be increased to $14.00 per hour on April 15th, [2008] 2018, and shall be increased to $15.00 per hour and on April15th, 2019 and on April 14th of successive years, by the increase or decrease in the cost of living. On September 30, [2007] 2019, and on each September 30 of each successive year, the director shall measure the increase or decrease in the cost of living by the percentage increase or decrease as of the preceding July over the level as of July of the immediately preceding year of the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) or successor index as published by the U.S. Department of Labor or its successor agency, with the amount of the minimum wage increase or decrease rounded to the nearest five cents.

3. Businesses with less than 5 million dollars per year in sales (considered a small business) will have an introductive rate of 10 dollars per hour beginning on April 15th 2017 and will increase the per hour rate by one dollar per hour on April 15th of each year until their rate has become the same as larger businesses, then will be indexed and the same as larger businesses.

4. Executive, administrative, professional employees, and sales people(unless sales people in charge of own hours worked) making less than $70.000 per year as a salary will be paid an hourly wage with overtime for over 40 hours. Only salary employees making over $70,000 will not work under Section 290.502 regulations as a wage earner.

Gratuities, goods or services as part of wages, effect on minimum wage requirements.

290.512

1. [No employer] All employers of any employee who receives and retains compensation in the form of gratuities in addition to wages [is required] will be required to pay wages equal to or in excess of fifty percent of the minimum wage rate specified in sections290.500 to 290.530, however total compensation for such employee shall total at least the minimum wage specified in sections 290.500 to 290.530, the difference being made up by the employer.
2. If an employee receives and retains compensation in the form of goods or services as an incident of his employment and if he is not required to exercise any discretion in order to receive the goods or services, the employer is required to pay only the difference between the fair market value of the goods and services and the minimum wage otherwise required to be paid by sections 290.500 to 290.530. The fair market value of the goods and services shall be computed on a weekly basis. The director shall provide by regulation a method of valuing the goods and services received by any employee in lieu of the wages otherwise required to be paid under the provisions of sections 290.500 to 290.530. He shall also provide by regulation a method of determining those types of goods and services that are an incident of employment the receipt of which does not require any discretion on the part of the employee.

(L. 1990 H.B. 1881 § 6, A.L. 2006 Adopted by Initiative, Proposition B, November 7, 2006)

290.527. Action for underpayment of wages, employee may bring--limitation

1. Any employer who pays any employee less wages than the wages to which the employee is entitled under or by virtue of sections 290.500 to 290.530 shall be liable to the employee affected for the full amount of the wage rate and an additional [equal] amount equal to twice the underpaid wages as liquidated damages, less any amount actually paid to the employee by the employer and for costs and such reasonable attorney fees as may be allowed by the court or jury. The employee may bring any legal action necessary to collect the claim. Any agreement between the employee and the employer to work for less than the wage rate shall be no defense to the action. All actions for the collection of any deficiency in wages shall be commenced within [two] three years of the accrual of the cause of action.

2. Actions responsible for underpayment of/or lack of wages shall be considered wage theft or stealing. Employer theft of wages will carry the same penalties as stealing as in Chapter 570, Section 570.030.2. Persons responsible will be the immediate supervisor and each of his superiors who are aware of or involved in any way including accounting. Corporations will be responsible for their involvement, but the persons responsible shall be responsible for individual fines and or other penalties. Incorporation will not relieve individuals of responsibility.