

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.

**INITIATIVE PETITION**

To the Honorable Jason Kander, Secretary of 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 law 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 8<sup>th</sup> day of November, 2016, and each for himself or herself says: I have personally signed this petition; I am a registered voter of 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.

[Official Ballot title]

**CIRCULATOR'S AFFIDAVIT**

STATE OF MISSOURI, COUNTY OF \_\_\_\_\_

I, \_\_\_\_\_, being first duly sworn, say (print or type names of signers)

NAME (Signature)	DATE SIGNED	REGISTERED VOTING ADDRESS (Number) (Street), (City, Town, or Village)	ZIP CODE	CONGR. 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:

\_\_\_\_\_  
(Name of payer) Signature of Affiant (Person obtaining signatures)

\_\_\_\_\_  
Printed Name of Affiant

\_\_\_\_\_  
Address of Affiant (Street, City, State & Zip Code)

Subscribed and sworn to before me this \_\_\_ day of \_\_\_\_\_, A.D. 201\_\_\_\_.

Notary Public (Seal)

\_\_\_\_\_  
Signature of Notary

My commission expires \_\_\_\_\_.

\_\_\_\_\_  
Address of Notary (Street, City, State & Zip Code)



# Statutory Amendment to Chapter 290, RSMo, Relating to the Minimum Wage

*Be it enacted by the people of the State of Missouri:*

Sections 290.502, 290.512, and 290.527 are amended and a new section to be known as section 290.529 is enacted to read as follows:

§ 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, every employer shall pay to each employee wages at the rate of \$ 6.50 per hour, 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. The minimum wage shall be increased or decreased on January 1, 2008, and on January 1 of successive years, by the increase or decrease in the cost of living. On September 30, 2007, 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. Except as may be otherwise provided pursuant to sections 290.500 to 290.530, notwithstanding subsection 1 of this section, effective January 1, 2017, every employer shall pay to each employee wages at the rate of \$9.00 per hour, and effective January 1, 2018 at the rate of \$10.00 per hour, and effective January 1, 2019 at the rate of \$11.00 per hour, and effective January 1, 2020 at the rate of \$12.00 per hour, and effective January 1, 2021 at the rate of \$13.00 per hour, and effective January 1, 2022 at the rate of \$14.00 per hour, and effective January 1, 2023 at the rate of \$15.00 per hour, 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. Thereafter, the minimum wage rate shall be increased or decreased on January 1, 2024, and on January 1 of successive years, per the method set forth in subsection 2 of this section; but, if the federal minimum wage rate is above or is thereafter increased above the minimum wage rate then in effect under this subsection, the higher federal rate shall become the minimum wage rate for as long as it remains higher and shall be increased or decreased per the method set forth in subsection 2.
4. Every employer that is a public body shall pay to its employees wages at the rates established by subsection 3 of this section only provided there are appropriations for wages at those rates. If appropriations are not provided, the public body shall continue to be subject to the requirements of subsections 1 and 2 of this section. As used in this subsection, a public body means the state of Missouri, or any officer, agency, department, bureau, or division, board or commission of the state, or any municipality, county, township, authority, district, or any other political subdivision of or within the state.

§ 290.512. **Gratuities, goods or services as part of wages, effect on minimum wage requirement**

1. No employer of any employee who receives and retains compensation in the form of gratuities in addition to wages is required to pay wages in excess of fifty percent of the minimum wage rate specified in sections 290.500 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. Notwithstanding subsection 1 of this section, effective January 1, 2017, no employer of any employee who receives and retains compensation in the form of gratuities in addition to wages is required to pay wages in excess of sixty percent of the minimum wage rate specified in sections 290.500 to 290.530, and effective January 1, 2018 in excess of eighty percent of the minimum wage rate specified in sections 290.500 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. Effective January 1, 2019, all employers of employees who receive and retain compensation in the form of gratuities will be required to pay the full minimum wage specified in sections 290.500 to 290.530.
3. A public body that is the employer of an employee who receives and retains compensation in the form of gratuities in addition to wages is required to pay wages at the rates established by subsection 2 of this section only provided there are appropriations for wages at those rates. If appropriations are not provided, the public body shall continue to be subject to the requirements of subsection 1 of this section. As used in this subsection, a public body is defined as in subsection 4 of section 290.502.

[2.] 4. 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.

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

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 unpaid 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.

§ 290.529. Severability

All the provisions of sections 290.500 to 290.530 are severable. If any provision, including any section, subsection, subdivision, paragraph, sentence, or clause, of sections 290.500 to 290.530, or the application thereof to any person or circumstance, is found by a court of competent jurisdiction to be invalid, unconstitutional, or unconstitutionally enacted, such decision shall not affect other provisions or applications of sections 290.500 to 290.530 that can be given effect without the invalid, unconstitutional, or unconstitutionally enacted provision or application.