



The Missouri Department of Labor and Industrial Relations



The Missouri Department of Labor and Industrial Relations

The Missouri Labor Department is comprised of the Labor and Industrial Relations Commission and five divisions: (1) The Division of Employment Security adjudicates claims for and provides payment of unemployment insurance (UI) benefits for employees who become unemployed through no fault of their own. To finance the payment of UI benefits to qualified claimants, the DES collects contributions (taxes) from Missouri employers; (2) The Division of Workers' Compensation ensures that workers injured on the job receive the benefits they deserve and investigates allegations of workers' compensation fraud and noncompliance; (3) The Division of Labor Standards regulates wages and wage rates and promotes safe working environments; (4) The State Board of Mediation determines the appropriate bargaining unit for public employees and regulates utility labor relations; and (5) The Missouri Human Rights Commission enforces and adjudicates Missouri's anti-discriminatory, fair housing and employment, and public accommodation statutes.

Mission Statement: to promote industry and labor and protect the rights and safety of Missouri's workforce

Contents

- 2 - The Labor and Industrial Relations Commission**
- 3 - Division of Employment Security**
- 4 - Division of Workers' Compensation**
- 5 - Division of Labor Standards**
- 6 - State Board of Mediation**
- 7 - Missouri Commission on Human Rights**
- 8 - Speakers Bureau and Training Opportunities**

The Labor and Industrial Relations Commission

The Labor and Industrial Relations Commission (LIRC) is comprised of three commissioners appointed by the governor, with the advice and consent of the Senate. The LIRC nominates, and the governor appoints, the director of the Department. The LIRC is charged with the statutory authority to approve or disapprove the rules or regulations promulgated by most of the divisions within the Department.

The LIRC reviews all appeals from decisions and awards in workers' compensation cases, unemployment insurance cases, crime victims' compensation cases, and tort victims' compensation cases. The LIRC also hears objections to

prevailing wage determinations and matters involving project labor agreements. The LIRC's decisions and opinions are subject to review by Missouri Appellate Courts.

Contact Information

3315 West Truman Blvd.
P.O. Box 599
Jefferson City, MO 65102-0599
573-751-2461
Fax: 573-751-7806
E-mail: lirc@labor.mo.gov
www.labor.mo.gov/lirc

The Division of Employment Security

The Division of Employment Security (DES) collects contributions from employers and pays unemployment insurance (UI) benefits to eligible unemployed individuals. State unemployment contributions paid by Missouri employers into Missouri's fund are set aside for the sole purpose of providing for the payment of weekly UI benefits to qualified claimants. In addition to providing the unemployed with necessary temporary assistance, the UI benefits paid to workers also help maintain Missouri's economy during periods of economic downturn by helping preserve the level of consumer purchasing power. The DES Employer Contributions Section ensures employers are properly classifying workers, reporting workers' wages, and paying the correct contributions on wages.

Contact Information

421 E. Dunklin St.
P.O. Box 59
Jefferson City, MO 65104-0059
573-751-3215
Fax: 573-751-4945
Shared Work: 573-751-WORK
www.SharedWork.mo.gov
TAA: 573-751-3935
www.labor.mo.gov/es

Other Division Programs

The Shared Work Program is an unemployment compensation program that is an alternative to layoffs for employers faced with a reduction in available work. It allows an employer to divide the available work among a specified group of affected employees instead of laying them off. These employees receive a portion of their UI benefits while working reduced hours.

The Trade Adjustment Assistance (TAA) Program assists workers whose jobs have been hurt by increased foreign trade. TAA offers services to help workers retool their skills through financial aid for training, work search commuting, and new job relocation, if necessary.

The Division of Workers' Compensation

The Missouri Division of Workers' Compensation (DWC) administers the programs which provide for Missouri workers who are injured on the job or develop occupational diseases. The DWC focuses on making sure that those who can return to work do so as soon as possible, having received adequate treatment and benefits. For those who cannot return to work because of their injury or injuries, the DWC ensures that they receive the permanent benefits allowed by Missouri law.

Employers are required to report workplace injuries within 30 days of occurrence. The DWC processes approximately 120,000 reports of workplace injury and more than 100 reports of workplace deaths each year.

Other Division Programs

The Line of Duty Compensation Fund provides \$25,000 in benefits to survivors of firefighters; volunteer firefighters; law enforcement officers; air ambulance pilots; air ambulance registered professional nurses; and emergency medical technicians who are killed in the line of duty.

The Tort Victims' Compensation Fund helps compensate those who have been injured due to the negligence or recklessness of another (such as in a motor vehicle collision or a hunting accident), and who have been unable to obtain full compensation because the party at fault had no insurance, or inadequate insurance, has filed for bankruptcy, or for other reasons specified by the law.

Contact Information

3315 West Truman Blvd.
P.O. Box 58
Jefferson City, MO 65102-0058
573-751-4231
Fax: 573-751-2012
E-mail: workerscomp@labor.mo.gov
www.labor.mo.gov/wc

The Division of Labor Standards

The Division of Labor Standards (DLS) determines and enforces Missouri's Prevailing Wage Law and administers and enforces Missouri's Child Labor and the Minimum Wage Laws. The DLS also helps protect Missouri workers by inspecting the state's mine and cave sites, certifying and auditing safety consultants, engineers, and programs used by employers, and offering safety and health consultations to help employers identify and remedy workplace hazards.

Other Division Programs

The Safety and Health Consultations Program is a no charge and confidential service to employers to help them comply with federal Occupational Safety and Health Administration (OSHA) regulations. It is offered to high hazard businesses with 250 or fewer employees to help identify hazards on the job and come up with inexpensive solutions. Participation potentially can decrease workplace injuries and

reduce insurance premiums.

Contact Information

3315 West Truman Blvd.
Jefferson City, MO 65102-0449
573-751-3403
Fax: 573-751-3721
E-mail: laborstandards@labor.mo.gov
www.labor.mo.gov/ls
Safety Programs: 573-522-SAFE
www.labor.mo.gov/SAFE

The Mine and Cave Safety Program

trains miners and mine owners in all areas of mine safety, helping them identify hazards and administer first aid and CPR. To ensure

workplace safety, the program offers a no charge consultation with no fine and no fault so the company can abate a hazard before an accident or injury occurs. By law, the program also inspects all regulated mines and caves open to the public.

The State Board of Mediation

The State Board of Mediation (SBM) directly administers the Missouri Public Sector Labor Law and is charged with determining appropriate bargaining units of public employees that request the establishment of such units. The SBM also is responsible for conducting secret ballot elections to determine the exclusive bargaining representative for those units. Public bodies or their designated representatives meet and discuss proposals concerning employment conditions with the labor or employee organization that the public employees have chosen as their exclusive bargaining representative. The SBM's jurisdiction includes all public employees with the exception of police officers, deputy sheriffs, Missouri State Highway Patrol Officers, members of the Missouri National Guard, and all teachers of Missouri schools, colleges, and universities. All public employees, even those not within the jurisdiction of the SBM, have the right to join a union. Public employees, however, have no right to strike.

Contact Information

3315 West Truman Blvd.
P.O. Box 2071
Jefferson City, MO 65102-2071
573-751-3614
Fax: 573-751-0083
E-mail: sbm@labor.mo.gov
www.labor.mo.gov/sbm

The Missouri Commission on Human Rights

The Missouri Human Rights Act requires the Missouri Commission on Human Rights (MCHR) to receive, investigate, settle or conciliate complaints of alleged discrimination and conduct public hearings. The MCHR is able to certify local commissions, establish relationships with federal and local civil and human rights agencies, implement educational or research programs, and develop ways to prevent discrimination. The MCHR responds to complaints of alleged discrimination in employment, housing, and public accommodations based on race, color, religion, national origin, ancestry, sex, physical/mental disability handicap, age (40-70: employment only), and familial status (housing only).

MCHR Programs

The MCHR Training Institute offers training and education about discrimination in the workplace, in places of public accommodations (like schools), and in neighborhoods. These specially designed Equal Opportunity Training Programs assist the employee, employer, tenant, housing provider or landlord, and business in working together so that all can co-exist in an environment free of discrimination.

Contact Information

3315 West Truman Blvd.
P.O. Box 1129
Jefferson City, MO 65102-1129
573-751-3325
Fax: 573-751-2905
E-mail: mchr@labor.mo.gov
www.labor.mo.gov/mohumanrights

Speakers Bureau and Training Opportunities

The Missouri Labor Department offers speakers who can provide seminars and training - usually at no cost - for your business or organization on the following topics:

- Labor Department Overview
- Child Labor Law
- Wage and Hour Standards
- Prevailing Wage/Public Works Projects
- Mine and Cave Safety and Health
- OSHA Regulations and Inspection Procedures
- Workplace Safety Consultations
- Workplace Safety Standards and Requirement Certificate Training
- Sexual Harassment Prevention
- Cultural Sensibility
- Disability Awareness
- Housing Discrimination
- Public Accommodations Regulations
- Diversity
- Investigating Discrimination Complaints
- Immigration Discrimination
- Overview of the Missouri Human Rights Act
- Predatory Lending
- Anti-Discrimination School Presentations
- Unemployment Insurance - Tax, Benefits, Appeals
- Shared Work Program
- Workers' Compensation Laws
- Construction Industry Workers' Comp. Insurance Regulations
- Survivor Benefits/
Line of Duty Benefits

To request a speaker for your next event, please submit a Speaker Request Form by visiting www.labor.mo.gov/SpeakersBureau



**The Missouri Department of Labor
and Industrial Relations**

421 E. Dunklin St.

P.O. Box 504

Jefferson City, MO 65102-0504

Phone: 573-751-4091

www.labor.mo.gov