Clox

Missouri wage and hour cheat sheet

Minimum wage, overtime, breaks, final pay, and record retention on one sheet. Rates verified November 2026.

Minimum wage

$15.00 per hour statewide, effective January 1, 2026. Tipped employees must be paid at least 50 percent of the minimum wage, $7.50 per hour, plus whatever is needed to bring total pay to at least $15.00 per hour. Employers in retail or service businesses with annual gross income under $500,000 are not required to pay the state minimum wage rate (the federal FLSA can still apply to them). No 2027 increase is scheduled. HB 567, signed July 10, 2025, repealed the cost-of-living adjustment that would have started on January 1, 2027.

Overtime

1.5x the regular rate for hours over 40 in a workweek (Section 290.505, RSMo, part of the Missouri Minimum Wage and Overtime Law, Sections 290.500 to 290.530, RSMo). Seasonal amusement or recreation businesses owe premium pay only after 52 hours in a workweek. For tipped employees, the overtime rate is figured on the full $15.00 minimum, so the total is at least $22.50 per hour, and the tip credit stays at $7.50 (Section 290.512.1, RSMo). Employees cannot waive overtime and accept straight time.

Daily overtime

None. Missouri overtime is based on a 40-hour workweek, not an eight-hour day. Long single-day shifts do not by themselves trigger overtime.

Meal break

No state meal-break requirement for adult employees. The Missouri Department of Labor states that Missouri law does not require employers to provide a break of any kind, including a lunch hour. Youth-only rule: in the entertainment industry, a youth cannot work more than five and one-half hours without a meal break.

Rest break

No state rest-break requirement for adult employees. Missouri law does not require employers to provide breaks of any kind. The entertainment industry does require breaks and rest periods for youth workers.

Final paycheck

Discharged: at the time of dismissal (Section 290.110, RSMo). If the wages are not paid, the employee may send a certified-mail request, return receipt requested, and the employer has seven days to respond. For an employee who quits, Missouri law sets no specific deadline. Wages not paid by the next regular pay period can be collected by legal action. The state does not collect wages for individuals, so claims go to small claims court (under $5,000) or circuit court.

How long to keep time records

Federal law requires keeping time cards 2 years and payroll records 3 years, and some states go longer. Keep the records where you can produce them; a wage claim is decided on whoever has the better records.

Clox

Missouri wage and hour cheat sheet (continued)

Rates verified November 2026. The $15.00 rate took effect January 1, 2026. No 2027 increase is scheduled. HB 567, signed July 10, 2025, repealed the cost-of-living indexing that would have started January 1, 2027, so any future change needs new legislation. HB 567 also repealed the state paid sick leave requirement, and employers have not been required to provide earned paid sick time since August 28, 2025. This is general information, not legal or payroll advice. Check the Missouri labor department for the current rules, and talk to a professional for your situation.

Primary source: https://labor.mo.gov/dls/minimum-wage. Full list of sources: getclox.com/blog/missouri-time-tracking.