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Client Alert

Missouri's Paid Sick Time Law

This Client Alert has been replaced by a more recent Client Alert. Please refer to the Repeal of Missouri's Paid Sick Leave Law Client Alert issued on July 21, 2025

WHAT'S NEW: In late 2024, Missouri voters approved Proposition A, which mandates employers to provide paid sick time to employees beginning May 1, 2025. The statute is commonly called the Missouri Paid Sick Time Law.

WHAT IT MEANS:

Starting May 1, 2025, employers must allow all employees to accrue paid sick time.

- Employees may use their earned paid sick time for when:
  - They or a family member have a mental or physical illness, injury, or health condition;
  - They or a family member require medical care, a medical diagnosis, or treatment, as well as receiving preventative medical care services;
  - Their place of employment has been ordered closed by a public official due to a public health emergency;
  - They need to care for a child whose school district has been ordered closed by a public official due to a public health emergency; or
  - They need to be absent to attend to matters relating to domestic violence, sexual assault, or stalking.
- Earned paid sick time can be used to care for children, parents, spouses, domestic partners, individuals with whom the employee is in a continuing social relationship of a romantic or intimate nature, grandparents, grandchildren, siblings, or persons for whom the employee is responsible for providing or arranging health or safety-related care.

<u>Accrual of Paid Sick Time</u>

- Employers must allow employees to accrue at least one hour of paid sick leave for every 30 hours worked.
  - Employers with at least 15 employees may limit employees to using 56 hours of paid sick time each year.
  - For employers with 14 or fewer employees, employers may limit employees to using 40 hours of paid sick time annually.
- Employers must allow carryover of up to 80 hours of accrued and unused paid sick time from year to year. Alternatively, an employer may pay out up to 80 hours of an employee's accrued, earned paid sick time benefit at the end of each 12-month period.
- Employers are not required to pay out accrued but unused paid sick time upon separation of employment. However, should the employer not pay it out, they must reinstate any accrued but unused paid sick time if the employee is rehired within nine months.
- Employees are required to provide notice in advance when possible or as soon as practicable. Employers cannot place conditions on use of paid sick time, including a requirement that the employee secure a replacement.
- If an employer has a paid time off policy already in existence and it makes available an amount of paid sick leave sufficient to meet the accrual requirements and may be used for the same purposes and under the same conditions as earned paid sick time under this new law, they are not required to change or provide additional earned paid sick time.
- Employers are required to display a notice regarding earned paid sick time rights.

WHAT EMPLOYERS SHOULD DO:

Employers should review their current sick time policy to ensure compliance with the new requirements and update their policy as needed to comply by May 1, 2025. Sample Paid Sick Time Policy

Employers have until **April 15, 2025,** to display the required notice to their employees as explained below. Going forward, written notice must also be provided to an employee at the time of hire.

Employers must provide employees with written notice of the earned paid sick time entitlements on a single piece of 8.5" x 11" paper in no less than 14-point font and include the following information: (1) employees accrue paid sick time at the rate of 1 hour earned for every 30 hours worked (2) employers are prohibited from taking retaliatory action against employees who request or use paid sick leave (3) employees have a right to bring a civil action if paid sick leave is denied (4) the contact information for the Missouri Department of Labor and Industrial Relations is:

PO Box 449
Jefferson City, MO 65102-0449
Phone: (573) 751-3403
Fax: (573) 751-3721
Email: minimumwage@labor.mo.gov

A sample notice can be found here: https://labor.mo.gov/media/pdf/earned-paid-sick-time-notice-ls-122

If your policy needs to be revised, please reach out to your Engage Human Resources Partner for guidance.