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Client Alert

Repeal of Missouri's Paid Sick Leave Law

WHAT'S NEW: On May 14, 2025, the Missouri Senate passed a bill repealing the state's paid sick leave law. **Governor Kehoe signed the bill into law on July 10, 2025**.

WHY IT MATTERS: The new law revokes the paid sick leave provisions of Proposition A – a voter-approved initiative that required employers to provide one hour of paid sick leave for every 30 hours worked.

The bill also revoked a portion of the minimum wage increase provision in Proposition A, which based future increases to minimum wage on the consumer price index beginning in 2027.

WHAT EMPLOYERS SHOULD DO: Employers must continue to allow employees to accrue paid sick leave and approve employee requests to use paid sick leave through August 27, 2025. Failure to comply with the paid sick leave requirements until that date may result in legal claims being filed by employees.

Starting on August 28, 2025, employers will no longer be required to provide paid sick leave to employees. Employers may choose to continue to offer paid sick leave as an employee benefit at their own discretion.

Employers that plan to change the terms of their paid sick time policy or stop offering paid sick leave to their employees must issue a written notice informing employees of the change in policy before August 28, 2025. The written notice should indicate the date the employer intends for the changes to start and include details on whether any remaining employee sick time leave balances will be available for use or forfeit.

If you have any questions, please contact your HR Business Partner/Consultant.