

MISSOURI PAID SICK LEAVE: THE FINAL COUNTDOWN



The May 1, 2025, effective date for Missouri's highly anticipated [paid sick leave requirement](#) is quickly approaching. As we enter the final leg before the finish line, Missouri employers should keep these three checkpoints top of mind.

1. Monitor the status of legal challenges, but plan for implementation

Missouri voters passed Proposition A in November 2024, which provides paid sick leave and incremental minimum wage increases for Missouri workers. While a legislative challenge has cleared the Missouri House and Senate, Governor Mike Kehoe has yet to sign off. If signed, Proposition A would be repealed on August 28, 2025. On March 12, arguments were also presented before the Missouri Supreme Court regarding a lawsuit against Proposition A. If the Court rules in favor of overturning the legislation, it would have an immediate effect.



2. Provide written notice to employees by April 15, 2025

Employers must provide employees written [notice](#) of the "earned paid sick time" requirement by April 15. Missouri's Department of Labor (DOL) also released a [poster](#) for employers to display in common, visible areas. The notice and poster contain information regarding the rate at which earned paid sick time is accrued, retaliation protection, employee rights, and contact information for the Missouri Department of Labor.



3. View compliance through a 360-degree lens

Consider how paid sick time will be accrued and managed and what to address in your organization's policy. In anticipation of a May 1 deadline, consult with payroll administrators to determine how to track accruals. If a paid time off is already provided, confirm if the policy satisfies the paid sick leave requirement.

