

ISSUE ALERTS



MISSOURI GOVERNOR AND LEGISLATURE REPEAL EARNED PAID SICK TIME LAW

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By: Tara Eberline

Governor Kehoe signed HB 567, legislation repealing Missouri's earned paid sick time law. The short-lived paid sick time law became effective May 1, after Missouri voters approved Proposition A in the November 2024 election, and it will officially end on Aug. 28, 2025. In addition to repealing paid sick leave for employees, HB 567 removes the automatic annual adjustment to Missouri's minimum wage rate. The state's minimum wage will increase by \$1.25 per hour to \$15 per hour on Jan. 1, 2026, but future increases will occur only if the federal minimum wage increases or through additional legislation.

Until HB 567 takes effect at the end of August, Missouri employees remain entitled to accrue paid sick leave at the rate of one hour for every thirty hours worked. Employers who implemented paid sick leave policies to comply with Prop A may choose to retain their policies and continue providing paid leave benefits to all Missouri employees. Alternatively, employers may choose to roll back any paid sick leave policies that were implemented to comply with the earned paid sick time law after August 28. Employers should consult with legal counsel to ensure that any policy changes comply with applicable law.

FOR MORE INFORMATION

If you have questions or want more information regarding changes to Missouri's earned paid sick time law, contact your legal counsel. If you do not have regular counsel for such matters, Foulston Siefkin LLP would welcome the opportunity to work with you to meet your specific needs. For more information, contact Tara Eberline at 913.253.2136 or teberline@foulston.com. For more information on the firm, please visit our website at www.foulston.com.

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