



Missouri's New Sick and Family Paid Leave Law takes effect May 1st – Notice to Employees must be provided by April 15th

On November 5, 2024, Missouri voters approved Proposition A (“Prop A”), which included changes to the state’s minimum wage and paid sick time benefits to employees. Effective **May 1, 2025**, employers in Missouri must provide all employees at least one (1) hour of earned paid sick time for every thirty (30) hours worked, unless the employer is exempt. Exempt employers include governmental entities and retail and service businesses whose annual gross volume sales made or business done is less than \$500,000.

By **April 15, 2025**, covered employers must provide *written notice* of the earned paid sick time policy to employees on a single piece of 8.5 x 11 paper in no less than 14-point font and include all required information. A poster also must be posted in the workplace. The Missouri Department of Labor has created a template notice for this purpose which can be accessed at: <https://labor.mo.gov/media/pdf/earned-paid-sick-time-notice-ls-122>

An employee may use forty (40) hours of paid sick time per year if working for an employer who employs fewer than fifteen (15) employees, and for employees who work for employers with fifteen or more employees, the employee may use up to fifty-six (56) hours paid sick time per year.

Importantly, the sick leave may be used not only for the employee’s own medical condition but to care for family members, domestic partners and persons for whom the employee is responsible for providing or arranging health care.

In addition, many limitations apply to any employer requirements that the employee provide documentation explaining the nature or the reason for the use of the paid leave time. If employees do not use all accrued paid sick leave, the law allows for up to eighty (80) hours of earned paid sick leave to be rolled over to the next twelve (12) month period. If unused time is not rolled over, it must be paid to the employee.

If an employer already has a paid time off or sick leave policy that makes available an amount of paid leave equivalent to the new law, the policy may be used to satisfy the law as long as it meets the same conditions as Prop A. We caution, however, that your existing policy must be reviewed carefully to determine it meets all of the requirements of Prop A (such as the mandatory rollover of unused hours or payment in lieu).

Lawsuits have been filed challenging the constitutionality of Prop A. However, those lawsuits are unlikely to be decided prior to the upcoming May 1st compliance date.

The Missouri Department of Labor has issued guidance regarding the new law (although the guidance leaves open many compliance questions).

Please contact our office if you have any questions regarding compliance with the new Missouri

law, need assistance with preparing the required notice, or need legal review of your existing PTO policies to ensure those policies comply with Prop A. *Also keep in mind that many states and localities have adopted (or are in the process of adopting) rules that require employers to provide various forms of medical, family, maternity and paternity and other leaves of absence. Be sure to consider these rules if your business is operating in other states (or has employees working remotely in other states).*

The content herein is provided for educational and informational purposes only and does not contain legal advice.

Dated: April 14, 2025



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