

Publications

Missouri Employers Must Provide New Paid Sick Leave Notices by April 15, 2025

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CLIENT ALERT | 4.11.2025

In November 2024, Missouri voters passed Proposition A, which requires employers to provide 1 hour of paid sick leave for every 30 hours worked. This requirement is currently set to take effect on May 1, 2025. The law is the subject of both legal and legislative challenges.

The Missouri Supreme Court is considering the constitutionality of Proposition A. Oral arguments were heard on March 15, 2025, but the Court has yet to issue its opinion.

In March 2025, the Missouri House of Representatives passed HB 567, which would repeal the paid sick leave provisions in their entirety. Notably, the House did not pass an emergency clause which would have repealed the law immediately upon the Governor's signature. The Missouri Senate is currently considering the bill. If the Senate passes the bill without an emergency clause, and the bill is signed by the Governor, the repeal would not be effective until August 28, 2025. This means – even though repealed – Missouri employers may still have to comply with the paid sick leave law from May 1, 2025, through August 28, 2025.

Of more immediate notice, by April 15, 2025, employers must provide employees with written notice of their paid sick leave policy. This must be a single page in 14-point font or larger that states: (1) employees accrue 1 hour of paid sick leave for every 30 hours worked, (2) employers are prohibited from retaliating against employees who request or use paid sick leave, (3) employees may bring a civil action if they are denied paid sick leave, and (4) contact information for Missouri's Department of Labor and Industrial Relations. Employers also must post notices of the paid sick leave law. The notice and poster are available here:

- [Earned Paid Sick Time \(LS-121\) | Missouri Department of Labor and Industrial Relations](#)
- [Earned Paid Sick Time Notice \(LS-122\) | Missouri Department of Labor and Industrial Relations](#)

It is unclear whether the law will withstand the pending challenges. Regardless, employers must provide the above notices by April 15. Employers also must be prepared to provide paid sick leave as of May 1, 2025. To that end, if a paid time off policy already in existence makes available an amount of paid 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 the law, they are not required to change or provide additional "earned paid sick time."

We continue to monitor and will report on any developments. Contact your Vorys lawyer if you have questions in the interim.