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Missouri Legislature Passes Bill Repealing Paid Sick Leave Mandate and Amending Minimum Wage Law: What Employers Need to Know

In the evening hours of May 14, 2025, the Missouri Senate passed House Bill 567 (the Bill) which effectively repeals the requirements of Proposition A. The Senate adopted the House version of the Bill without adding any amendments. As a result, the Bill now proceeds directly to Governor Mike Kehoe's desk for his signature. Pending his signature, the repeal of Proposition A would not take effect until August 28, 2025.

Key provisions of the Bill

1. **Repeal of Paid Sick Leave Mandate:** The Bill repeals RSMo §§ 290.600–290.642, which currently require the accrual of earned paid sick time for employees in Missouri.
2. **Amendments to Minimum Wage Statute:** The Bill also amends Missouri's minimum wage statute.
3. **Changes for Public Employers:** The Bill modifies the applicability of certain wage and leave provisions for public employers.

Effective date and impact

Although the Bill references an emergency clause, that clause, which would have required an immediate effective date upon the Governor's signature, did not pass. As such, pending the Governor's signature, the Bill will take effect on August 28, 2025. Until that date, Proposition A and the current statutes governing paid sick leave and minimum wage remain in force.

What this means to you

Paid Sick Leave: Assuming the Governor signs the Bill, as of August 28, 2025, Missouri employers will no longer be subject to a statewide paid sick leave accrual mandate. Employers should begin reviewing their policies and practices to ensure compliance with the new legal landscape but should continue to comply with current law until the effective date.

Minimum Wage Compliance: Employers should review their minimum wage practices to ensure compliance with the amended statute once it takes effect.

Public Employers: Public sector employers should carefully assess the Bill's impact and evaluate any changes in applicability or compliance obligations.

We will continue to monitor developments as the Bill moves to the Governor's desk and will provide updates and guidance as new information becomes available.

Contact us

This client alert is for informational purposes only and does not constitute legal advice. For advice regarding your organization's specific situation, please contact Julianne Story, Courtney Steelman, Christina Sbrocchi, or your Husch Blackwell attorney.