

MISSOURI

Missouri Sample Paid Sick Leave Notice and Poster Are Available

The Missouri Department of Labor and Industrial Relations has posted a sample [employee notice](#) and [workplace poster](#) for the state's earned paid sick time (EPST) law, currently scheduled to take effect **May 1, 2025**. Employers must provide notice to workers of their rights under the law by **April 15, 2025**.

Missouri Paid Sick Leave Law

On Nov. 5, 2024, Missouri voters passed a [ballot initiative](#) requiring employers to provide up to 56 hours of EPST annually. Most Missouri employers and workers are covered by the law, but existing employer leave policies may satisfy the EPST mandate.

Notable employer exceptions include the federal and state government, and notable employee exceptions include retail service employees of a business with less than \$500,000 in gross annual sales or business done.

Notice Requirements

Employers must provide written notice of EPST to employees within 14 days of the start of employment or by April 15, 2025, whichever is later. Employers must also display a workplace poster about EPST in a conspicuous and accessible place, also by April 15. The notice and poster must contain specific information about the law, which is included in the sample notice and poster created by the department.

Legal and Legislative Challenges

Business groups brought a [lawsuit](#) alleging the ballot initiative violated the state constitution and requesting that the EPST law be declared invalid. The case is currently before the Missouri Supreme Court, which has heard oral arguments but has not yet rendered a decision.

Additionally, the state Legislature is considering a bill that would repeal the paid sick leave mandate. The [bill](#) passed the Missouri House of Representatives and is now under consideration in the state Senate, but any repeal is unlikely to take effect before the EPST law's effective dates. Employers should prepare to comply with the law, including its April 15 notice deadlines.

Provided to you by **Employco USA, Inc.**

Important Dates

Nov. 4, 2024

Paid sick leave ballot measure passed.

April 15, 2025

Deadline for employers to provide notice to employees and display a workplace poster about the law.

May 1, 2025

Paid sick leave entitlement takes effect.

Despite ongoing repeal efforts in the courts and Legislature, employers should prepare to comply with the law.