

MISSOURI

Missouri Legislature Votes to Repeal Paid Sick Leave

On May 14, 2025, the Missouri General Assembly [voted](#) to repeal the state's earned paid sick leave [law](#), which took effect May 1. If Gov. Mike Kehoe signs the bill, earned paid sick leave will be repealed Aug. 28.

Earned Paid Sick Leave Law

In November 2024, Missouri voters approved a ballot measure requiring employers to provide earned paid sick leave to their employees. The law mandated that leave would accrue at the rate of one hour per every 30 hours worked, starting May 1, 2025. Employers could cap employee use of earned paid sick leave at 40 or 56 hours per year, depending on the employer's size.

Employers were required to comply with the law's employee notification requirements by April 15.

Legal and Legislative Challenges

A bill repealing the paid sick leave measure passed the Missouri House of Representatives in March; however, the bill faced obstacles in the Senate and did not pass before the measure's effective date of May 1.

Meanwhile, a legal challenge brought by business groups [failed](#) before the Missouri Supreme Court, which upheld the paid sick leave law in an opinion on April 29, 2025. The law took effect May 1, as scheduled.

Work on the repeal bill continued in the Senate, culminating in a successful vote to repeal on May 14.

The bill must now go to the governor. If he signs as expected, earned paid sick leave will be repealed Aug. 28, 2025.

Next Steps for Employers

The earned paid sick leave law will remain in effect until at least Aug. 28, and employers must comply with the law until it is repealed.

However, employers should be aware that they will likely no longer be under a leave mandate at the end of August.

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

Important Dates

May 1, 2025

Earned paid sick leave law took effect.

May 14, 2025

Bill to repeal the leave law passed the Legislature.

Aug. 28, 2025

Effective date of repeal if the governor signs the bill.

***Employers must
comply with the
leave law until the
repeal takes
effect.***