

# MISSOURI

## Missouri Legislature Signed to Repeal Paid Sick Leave

On July 10, Missouri Gov. Mike Kehoe signed the repeal of the state's earned paid sick leave law, effective **Aug. 28, 2025**. This means employers will not have to comply with the earned paid sick leave law as of that date.

On May 14, 2025, the Missouri General Assembly [voted](#) to repeal the state's earned paid sick leave [law](#), which took effect May 1. Gov. Mike Kehoe signed the bill, and earned paid sick leave will be repealed Aug. 28.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 The bill went to the governor which was signed as expected, and earned paid sick leave will be repealed Aug. 28, 2025.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paid sick leave law will remain in effect until at least Aug. 28, and employers must comply with the law until it is repealed.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 are no longer under a leave mandate at the end of August and should begin making decisions regarding current policies around the accrual of and use of paid leave.

Note: Mandated annual increases to minimum wage based on the Consumer Price Index were also repealed. However, the \$13.75 minimum wage mandate effective 1/1/25 and \$15.00 minimum wage mandate effective 1/1/26 remains.

Provided to you by Ollis/Akers/Arney  
Human Resources Consulting

### 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 as the governor signed the bill.

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

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