

# Goodbye to Missouri's Paid Sick Leave Law: State General Assembly Passes Law to Repeal Sick Leave and Future Minimum Wage Increases

## Labor & Employment Law Update

By Kevin Kleine and Timm Schowalter on May 16, 2025

As anticipated, the Missouri General Assembly passed House Bill 567 (H.B. 567), which repeals certain provisions of Proposition A—most notably, the entire Missouri paid sick time law. Governor Kehoe is expected to sign the bill into law in the coming days. Once signed, the paid sick time law will be repealed effective August 28, 2025.

Specifically, H.B. 567 repealed Proposition A's paid sick time mandate and eliminates future inflationary index increases to Missouri's minimum wage that were due to take effect on January 1, 2027. However, the January 1, 2025, increase in Missouri's minimum wage to \$13.75 per hour and the planned January 1, 2026, increase to \$15 per hour are not affected by H.B. 567 and remain in place.

Once signed into law by Governor Kehoe, **H.B. 567 will take effect on August 28, 2025**. This means Missouri employers are required to comply with the paid sick time mandate until August 28 since it went into effect on May 1, 2025. For compliance purposes, Missouri employers should retain the required posting and offer a temporary paid leave policy through August 28.

Please do not hesitate to contact an Amundsen Davis labor and employment law attorney for further assistance in navigating compliance issues to ensure your business understands its ongoing obligations through—and the changes that will take place on—August 28.