



Missouri's Paid Sick and Family Leave Law – Is it short-lived or does it live on?

Missouri voters passed a mandatory employer-provided paid sick and family leave law in November 2024 commonly known as “Proposition A.”

On May 14, 2025, the Missouri legislature repealed Proposition A's requirements for paid sick and family leave, and the repeal was signed by Governor Kehoe on July 10th to be effective August 28, 2025.

Can the Missouri legislature simply overrule a vote of the Missouri electorate with which the legislature disagrees? Yes, Proposition A has the legal effect of any other legislation, and like any other legislation, it can be repealed by subsequent legislation. This is contrasted with other electorate votes that make changes to the Missouri constitution; these changes cannot be repealed by a legislative vote (unless the repeal satisfies a change to the Missouri Constitution, which typically requires another vote by Missouri voters).

So that's the end of it, correct?

Not so fast!!

The legislative repeal is not effective until August 28, 2025, and as we reported in an earlier Blast ([2025.04.17-MO-Sick-Time.pdf](#)), Proposition A includes requirements that an otherwise generous employer policy might not include.

As such, and until August 28, 2025, Missouri employers must pay heed to the following requirements imposed by Proposition A:

- The employer must have provided written notice of the paid leave law imposed by Proposition A.
- Eligible Missouri employees must continue to accrue one hour leave for each 30 hours worked (and may utilize that accrued time through at least the date of the repeal).
- And even though the employee does not qualify for FMLA, he or she may qualify for Proposition A paid leave.

But questions remain:

- Is an employee entitled to utilize his or her accrued Proposition A leave after the repeal's effective date?
- Similarly, can time accrued prior to August 28th be rolled over to future years (or

The Missouri Department of Labor has not provided definitive guidance to these questions, but we are hopeful such guidance will be issued soon.

Non-retaliation – finally, even if the employer has a generous paid leave policy, Proposition A includes strict non-retaliation provisions for any employee who utilizes his or her leave entitlements. As such, be mindful of these non-retaliation requirements for any employee who is utilizing leave – under either Proposition A or under an existing employer policy. Most importantly, be cautious in terminating or disciplining an employee during or after a medical or family leave (especially if leave was accrued under Proposition A or under another protective statute, such as the FMLA or similar state or local law).

Also remember that many states and localities have adopted (or are in the process of adopting) rules that require employers to provide various forms of medical, family, maternity and paternity and other leaves of absence. Be sure to consider these rules if your business is operating in other states (or has employees working remotely in other states).

The content herein is provided for educational and informational purposes only and does not contain legal advice.

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