

SENATE SUBSTITUTE  
FOR  
HOUSE COMMITTEE SUBSTITUTE NO. 2  
FOR  
HOUSE BILLS NOS. 567, 546, 758 & 958  
AN ACT

To repeal sections 290.502, 290.600, 290.603, 290.606, 290.609, 290.612, 290.615, 290.618, 290.621, 290.624, 290.627, 290.630, 290.633, 290.636, 290.639, and 290.642, RSMo, and to enact in lieu thereof one new section relating to employee compensation, with an emergency clause for certain sections.

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*Be it enacted by the General Assembly of the State of Missouri, as follows:*

Section A. Sections 290.502, 290.600, 290.603, 290.606,  
2 290.609, 290.612, 290.615, 290.618, 290.621, 290.624, 290.627,  
3 290.630, 290.633, 290.636, 290.639, and 290.642, RSMo, are  
4 repealed and one new section enacted in lieu thereof, to be  
5 known as section 290.502, to read as follows:

290.502. 1. [Except as may be otherwise provided  
2 pursuant to sections 290.500 to 290.530, effective January  
3 1, 2007, every employer shall pay to each employee wages at  
4 the rate of \$6.50 per hour, or wages at the same rate or  
5 rates set under the provisions of federal law as the  
6 prevailing federal minimum wage applicable to those covered  
7 jobs in interstate commerce, whichever rate per hour is  
8 higher.

9 2. The minimum wage shall be increased or decreased on  
10 January 1, 2008, and on January 1 of successive years, by  
11 the increase or decrease in the cost of living. On  
12 September 30, 2007, and on each September 30 of each  
13 successive year, the director shall measure the increase or  
14 decrease in the cost of living by the percentage increase or

15 decrease as of the preceding July over the level as of July  
16 of the immediately preceding year of the Consumer Price  
17 Index for Urban Wage Earners and Clerical Workers (CPI-W) or  
18 successor index as published by the U.S. Department of Labor  
19 or its successor agency, with the amount of the minimum wage  
20 increase or decrease rounded to the nearest five cents.

21 3.] Except as may be otherwise provided pursuant to  
22 sections 290.500 to 290.530, [and notwithstanding subsection  
23 1 of this section,] effective January 1, 2025, every  
24 employer shall pay to each employee wages at the rate of not  
25 less than \$13.75 per hour, or wages at the same rate or  
26 rates set under the provisions of federal law as the  
27 [prevailing] federal minimum wage applicable to those  
28 covered jobs in interstate commerce, whichever rate per hour  
29 is higher. [Thereafter, the minimum wage established by  
30 this subsection shall be increased by \$1.25 per hour, to  
31 \$15.00 per hour,] Effective January 1, 2026, every employer  
32 shall pay to each employee wages at the rate of not less  
33 than fifteen dollars per hour. [Thereafter, the minimum  
34 wage established by this subsection shall be increased or  
35 decreased on January 1, 2027, and on January 1 of successive  
36 years, per the method set forth in subsection 2 of this  
37 section.] If at any time the federal minimum wage rate is  
38 above or is thereafter increased above the minimum wage then  
39 in effect under this subsection, [the minimum wage required  
40 by this subsection shall continue to be increased pursuant  
41 to this subsection, but] the higher federal rate shall  
42 immediately become the minimum wage required by this  
43 subsection [and shall be increased or decreased per the  
44 method set forth in subsection 2 for so long as it remains  
45 higher than the state minimum wage required and increased  
46 pursuant to this subsection].

47       [4.] 2. For purposes of this section, the term "public  
48 employer" means an employer that is the state or a political  
49 subdivision of the state, including a department, agency,  
50 officer, bureau, division, board, commission, or  
51 instrumentality of the state, or a city, county, town,  
52 village, school district, or other political subdivision of  
53 the state. [Subsection 3 of this section] Beginning on the  
54 effective date of this section, the provisions of this  
55 section shall [not] apply to a public employer with respect  
56 to its employees. [Any public employer that is subject to  
57 subsections 1 and 2 of this section shall continue to be  
58 subject to those subsections.]

          [290.600. As used in sections 290.600  
2 through 290.642:

3       (1) "Department", department of labor and  
4 industrial relations;

5       (2) "Director", director of the department  
6 of labor and industrial relations;

7       (3) "Domestic violence", as such term is  
8 defined in section 455.010;

9       (4) "Earned paid sick time", time that is  
10 compensated at the same hourly rate and with the  
11 same benefits, including health care benefits,  
12 as the employee normally earns during hours  
13 worked and is provided by an employer to an  
14 employee for the purposes described in section  
15 290.606, but in no case shall this hourly amount  
16 be less than that provided under section 290.502;

17       (5) "Employee", any individual employed in  
18 this state by an employer, but does not include:

19       (a) Any individual engaged in the  
20 activities of an educational, charitable,  
21 religious, or nonprofit organization where the  
22 employer-employee relationship does not, in  
23 fact, exist or where the services rendered to  
24 the organization are on a voluntary basis;

25       (b) Any individual standing in loco  
26 parentis to foster children in their care;

27       (c) Any individual employed for less than  
28 four months in any year in a resident or day  
29 camp for children or youth, or any individual

employed by an educational conference center operated by an educational, charitable or not-for-profit organization;

(d) Any individual engaged in the activities of an educational organization where employment by the organization is in lieu of the requirement that the individual pay the cost of tuition, housing or other educational fees of the organization or where earnings of the individual employed by the organization are credited toward the payment of the cost of tuition, housing or other educational fees of the organization;

(e) Any individual employed on or about a private residence on an occasional basis for six hours or less on each occasion;

(f) Any individual employed on a casual basis to provide baby-sitting services;

(g) Any individual employed by an employer subject to the provisions of Part A of Subtitle IV of Title 49, United States Code, 49 U.S.C. §§ 10101 et seq.;

(h) Any individual employed on a casual or intermittent basis as a golf caddy, newsboy, or in a similar occupation;

(i) Any individual who is employed in any government position defined in 29 U.S.C. §§ 203(e) (2) (C) (i)-(ii);

(j) Any individual employed by a retail or service business whose annual gross volume sales made or business done is less than five hundred thousand dollars;

(k) Any individual who is an offender, as defined in section 217.010, who is incarcerated in any correctional facility operated by the department of corrections, including offenders who provide labor or services on the grounds of such correctional facility pursuant to section 217.550; or,

(l) Any individual described by the provisions of section 29 U.S.C. 213(a) (8);

(6) "Employer", any person acting directly or indirectly in the interest of an employer in relation to an employee; provided, however, that for the purposes of sections 290.600 through 290.642 "employer" does not include the United

76 States government, the state, or a political  
77 subdivision of the state, including a  
78 department, agency, officer, bureau, division,  
79 board, commission, or instrumentality of the  
80 state, or a city, county, town, village, school  
81 district, public higher education institution,  
82 or other political subdivision of the state;

83 (7) "Family member", any of the following  
84 individuals:

85 (a) Regardless of age, a biological,  
86 adopted or foster child, stepchild or legal  
87 ward, a child of a domestic partner, a child to  
88 whom the employee stands in loco parentis, or an  
89 individual to whom the employee stood in loco  
90 parentis when the individual was a minor;

91 (b) A biological, foster, stepparent or  
92 adoptive parent or legal guardian of an employee  
93 or an employee's spouse or domestic partner or  
94 an individual who stood in loco parentis when  
95 the employee or employee's spouse or domestic  
96 partner was a minor child;

97 (c) An individual to whom the employee is  
98 legally married under the laws of any state, or  
99 a domestic partner who is registered as such  
100 under the laws of any state or political  
101 subdivision, or an individual with whom the  
102 employee is in a continuing social relationship  
103 of a romantic or intimate nature;

104 (d) A grandparent, grandchild, or sibling  
105 (whether of a biological, foster, adoptive or  
106 step relationship) of the employee or the  
107 employee's spouse or domestic partner; or

108 (e) A person for whom the employee is  
109 responsible for providing or arranging health or  
110 safety-related care, including but not limited  
111 to helping that individual obtain diagnostic,  
112 preventative, routine, or therapeutic health  
113 treatment or ensuring the person is safe  
114 following domestic violence, sexual assault, or  
115 stalking;

116 (8) "Health care professional", any  
117 individual licensed under federal or any state  
118 law to provide medical or emergency services,  
119 including but not limited to doctors, nurses,  
120 certified nurse midwives, mental health  
121 professionals, and emergency room personnel;

(9) "Person", any individual, partnership, association, corporation, business, business trust, legal representative, or any organized group of persons;

(10) "Retaliatory personnel action", denial of any right guaranteed under sections 290.600 through 290.642, or any threat, discharge, suspension, demotion, reduction of hours, or any other adverse action against an employee for the exercise of any right guaranteed herein. "Retaliatory personnel action" shall also include interference with or punishment for in any manner participating in or assisting an investigation, proceeding, or hearing under sections 290.600 through 290.642;

(11) "Same hourly rate", means the following:

(a) For employees paid on the basis of a single hourly rate, the same hourly rate shall be the employee's regular hourly rate;

(b) For employees who are paid multiple hourly rates of pay from the same employer, the same hourly rate shall be either:

a. The wages the employee would have been paid for the hours absent during use of earned paid sick time if the employee had worked; or,

b. The weighted average of all hourly rates of pay during the previous pay period. Whatever method the employer uses, the employer must use a consistent method for each employee throughout a year;

(c) For employees who are paid a salary, the same hourly rate shall be determined by dividing the wages the employee earns in the previous pay period by the total number of hours worked during the previous pay period. For determining total number of hours worked during the previous pay period, employees who are exempt from overtime requirements under 29 U.S.C. § 213(a)(1), the Fair Labor Standards Act, shall be assumed to work forty hours in each work week unless their normal work week is less than forty hours, in which case earned paid sick time shall accrue and the same hourly rate shall be calculated based on the employee's normal work week. Regardless of the basis used,

the same hourly rate shall not be less than the effective minimum wage specified in section 290.502;

(d) For employees paid on a piece rate or a fee-for-service basis, the same hourly rate shall be a reasonable calculation of the wages or fees the employee would have received for the piece work, service, or part thereof, if the employee had worked. Regardless of the basis used, the same hourly rate shall not be less than the effective minimum wage specified in section 290.502;

(e) For employees who are paid on a commission basis (whether base wage plus commission or commission only), the same hourly rate shall be the greater of the base wage or the effective minimum wage specified in section 290.502;

(f) For employees who receive and retain compensation in the form of gratuities in addition to wages, the same hourly rate shall be the greater of the employee's regular hourly rate or one hundred percent of the effective minimum wage specified in section 290.502 without deduction of any tips as a credit;

(12) "Sexual assault", as such term is defined in section 455.010;

(13) "Stalking", as such term is defined in section 455.010;

(14) "Year", a regular and consecutive twelve-month period as determined by the employer; except that for the purposes of section 290.615 and section 290.627, "year" shall mean a calendar year.]

[290.603. 1. Employees of an employer with fifteen or more employees shall accrue a minimum of one hour of earned paid sick time for every thirty hours worked, but such employees shall not be entitled to use more than fifty-six hours of earned paid sick time per year, unless the employer selects a higher limit.

2. Employees of an employer with fewer than fifteen employees shall accrue a minimum of one hour of earned paid sick time for every thirty hours worked, but such employees shall

not be entitled to use more than forty hours of earned paid sick time per year, unless the employer selects a higher limit.

3. In determining the number of employees of an employer, all employees performing work in the state for an employer for compensation on a full-time, part-time, or temporary basis shall be counted. In situations in which the number of employees performing work in the state for an employer for compensation per week fluctuates above and below fifteen employees per week over the course of a year, an employer is required to provide earned paid sick time pursuant to subsection 1 of this section if it maintained fifteen or more employees in the state on the payroll for some portion of a working day in each of twenty or more different calendar weeks, including any periods of leave, and whether or not the weeks were consecutive, in either the current or the preceding year (irrespective of whether the same individuals were in employment in each working day).

4. All employees shall accrue earned paid sick time as follows:

(1) Earned paid sick time as provided in this section shall begin to accrue at the commencement of employment or May 1, 2025, whichever is later. An employee shall be entitled to use earned paid sick time as it is accrued. An employer may provide all earned paid sick time that an employee is expected to accrue in a year at the beginning of the year;

(2) Employees who are exempt from overtime requirements under 29 U.S.C. § 213(a)(1) of the Federal Fair Labor Standards Act will be assumed to work forty hours in each work week for purposes of earned paid sick time accrual unless their normal work week is less than forty hours, in which case earned paid sick time accrues based upon that normal work week;

(3) Up to eighty hours of earned paid sick time shall be carried over to the following year if the employee has any unused accrued earned paid sick time at the end of the year, but this law does not require an employer to permit an employee to use more than the applicable number



of hours of earned paid sick time per year as set forth in subsections 1 and 2 of this section. Alternatively, in lieu of carryover of unused earned paid sick time from one year to the next, an employer may pay an employee for unused earned paid sick time at the end of a year which could be carried over and provide the employee with an amount of paid sick time that meets or exceeds the requirements of sections 290.600 through 290.642 that is available for the employee's immediate use at the beginning of the subsequent year;

(4) If an employee is transferred to a separate division, entity, or location, but remains employed by the same employer, the employee is entitled to all earned paid sick time accrued at the prior division, entity, or location and is entitled to use all earned paid sick time as provided in this section. When there is a separation from employment and the employee is rehired within nine months of separation by the same employer, previously accrued earned paid sick time that had not been used shall be reinstated. Further, the employee shall be entitled to use accrued earned paid sick time and accrue additional earned paid sick time at the recommencement of employment;

(5) When a different employer succeeds or takes the place of an existing employer, all employees of the original employer who remain employed by the successor employer are entitled to all earned paid sick time they accrued when employed by the original employer, and are entitled to use earned paid sick time previously accrued;

(6) At its discretion, an employer may loan earned paid sick time to an employee in advance of accrual by such employee.

5. Any employer with a paid leave policy, such as a paid time off policy, who makes available an amount of paid leave sufficient to meet the accrual requirements of this section that may be used for the same purposes and under the same conditions as earned paid sick time under sections 290.600 through 290.642 is not

required to provide additional paid sick time under this section.

6. Except as specifically provided in this section, nothing in this section shall be construed as requiring financial or other reimbursement to an employee from an employer upon the employee's termination, resignation, retirement, or other separation from employment for accrued earned paid sick time that has not been used.

7. Employees shall not accrue earned paid sick time before May 1, 2025. Employees who are employed or who commence employment on or after May 1, 2025 shall accrue earned paid sick time and be entitled to use earned paid sick time as it is accrued in accordance with sections 290.600 through 290.642. The department may develop model posters and notices, engage in rulemaking, initiate outreach programs, and engage in other activities for implementation of the provisions of sections 290.600 through 290.642 as authorized by those sections before May 1, 2025.]

[290.606. 1. Earned paid sick time shall be provided to an employee by an employer for:

(1) An employee's mental or physical illness, injury, or health condition; an employee's need for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; an employee's need for preventative medical care;

(2) Care of a family member with a mental or physical illness, injury, or health condition; care of a family member who needs medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; care of a family member who needs preventative medical care;

(3) Closure of the employee's place of business by order of a public official due to a public health emergency, or an employee's need to care for a child whose school or place of care has been closed by order of a public official due to a public health emergency, or care for oneself or a family member when it has

23 been determined by the health authorities having  
24 jurisdiction or by a health care provider that  
25 the employee's or family member's presence in  
26 the community may jeopardize the health of  
27 others because of his or her exposure to a  
28 communicable disease, whether or not the  
29 employee or family member has actually  
30 contracted the communicable disease; or

31 (4) Absence necessary due to domestic  
32 violence, sexual assault, or stalking, provided  
33 the leave is to allow the employee to obtain for  
34 the employee or the employee's family member:

35 (a) Medical attention needed to recover  
36 from physical or psychological injury or  
37 disability caused by domestic violence, sexual  
38 assault, or stalking;

39 (b) Services from a victim services  
40 organization;

41 (c) Psychological or other counseling;

42 (d) Relocation or taking steps to secure  
43 an existing home due to the domestic violence,  
44 sexual assault, or stalking; or

45 (e) Legal services, including preparing  
46 for or participating in any civil or criminal  
47 legal proceeding related to or resulting from  
48 the domestic violence, sexual assault, or  
49 stalking.

50 2. Earned paid sick time shall be provided  
51 upon the request of an employee. Such request  
52 may be made orally, in writing, by electronic  
53 means, or by any other means acceptable to the  
54 employer. When possible, the request shall  
55 include the expected duration of the absence.

56 3. When the use of earned paid sick time  
57 is foreseeable, the employee shall make a good  
58 faith effort to provide notice of the need for  
59 such time to the employer in advance of the use  
60 of the earned paid sick time and shall make a  
61 reasonable effort to schedule the use of earned  
62 paid sick time in a manner that does not unduly  
63 disrupt the operations of the employer. Where  
64 such need is not foreseeable, an employer may  
65 require an employee to provide notice of the  
66 need for the use of earned paid sick time as  
67 soon as practicable.

68           4. An employer that requires notice of the  
69 need to use earned paid sick time where the need  
70 is not foreseeable shall provide a written  
71 policy that contains procedures for the employee  
72 to provide notice. An employer that has not  
73 provided to the employee a copy of its written  
74 policy for providing such notice shall not deny  
75 earned paid sick time to the employee based on  
76 noncompliance with such a policy.

77           5. An employer may not require, as a  
78 condition of an employee's taking earned paid  
79 sick time, that the employee search for or find  
80 a replacement worker to cover the hours during  
81 which the employee is using earned paid sick  
82 time.

83           6. Earned paid sick time may be used in  
84 the smaller of hourly increments or the smallest  
85 increment that the employer's payroll system  
86 uses to account for absences or use of other  
87 time.

88           7. For earned paid sick time of three or  
89 more consecutive work days, an employer may  
90 require reasonable documentation that the earned  
91 paid sick time has been used for a purpose  
92 covered by subsection 1 of this section.

93           (1) Documentation signed by a health care  
94 professional indicating that earned paid sick  
95 time is necessary shall be considered reasonable  
96 documentation for purposes of this section.

97           (2) In cases of domestic violence, sexual  
98 assault, or stalking, if the employer requests,  
99 one of the following types of documentation  
100 selected by the employee shall be considered  
101 reasonable documentation: (i) a police report  
102 indicating that the employee or the employee's  
103 family member was a victim of domestic violence,  
104 sexual assault, or stalking; (ii) a written  
105 statement from an employee or agent of a victim  
106 service provider affirming that the employee or  
107 employee's family member is or was receiving  
108 services from a victim service provider; (iii)  
109 documentation signed by a health care  
110 professional from whom the employee or  
111 employee's family member sought assistance  
112 relating to domestic violence, sexual assault,  
113 or stalking or the effects thereof; (iv) a court

document indicating that an employee or employee's family member is or was involved in a legal action related to domestic violence, sexual assault, or stalking; or (v) a written statement from the employee affirming that the employee or employee's family member is taking or took earned paid sick time for a qualifying purpose of subsection 1 of this section.

(3) An employer may not require that the documentation explain the nature of the illness, details of the underlying health needs, or the details of the domestic violence, sexual assault, or stalking, unless otherwise required by law.]

[290.609. 1. It shall be unlawful for an employer or any other person to interfere with, restrain, or deny the exercise of, or the attempt to exercise, any right protected under sections 290.600 through 290.642.

2. An employer shall not take retaliatory personnel action or discriminate against an employee or former employee because the individual has exercised rights protected under sections 290.600 through 290.642. Such rights include, but are not limited to, the right to request or use earned paid sick time pursuant to sections 290.600 through 290.642; the right to file a complaint or inform any person about any employer's alleged violation of sections 290.600 through 290.642; the right to participate in any investigation, hearing, or proceeding or cooperate with or assist the department in any investigations of alleged violations of sections 290.600 through 290.642; and the right to inform any person of his or her potential rights under sections 290.600 through 290.642.

3. It shall be unlawful for an employer's absence control policy to count earned paid sick time taken under sections 290.600 through 290.642 as an absence that may lead to or result in discipline, discharge, demotion, suspension, or any other adverse action.

4. Protections of this section shall apply to any individual who mistakenly but in good

31 faith alleges violations of sections 290.600  
32 through 290.642.]

[290.612. 1. Employers shall give  
2 employees a written notice about earned paid  
3 sick time within fourteen calendar days of the  
4 commencement of employment or on April 15, 2025,  
5 whichever is later, which must include the  
6 following information: (1) beginning May 1,  
7 2025, employees accrue and are entitled to  
8 earned paid sick time at the rate one hour of  
9 earned paid sick time for every thirty hours of  
10 work, and may use earned paid sick time, subject  
11 to the limits and terms under sections 290.600  
12 through 290.642 of Missouri law, (2) it is  
13 prohibited for an employer to take retaliatory  
14 personnel action against employees who request  
15 or use earned paid sick time as allowed by law,  
16 (3) each employee has the right to bring a civil  
17 action if earned paid sick time as required by  
18 sections 290.600 through 290.642 is denied by  
19 the employer or the employee is subjected to  
20 retaliatory personnel action by the employer for  
21 exercising the employee's rights under sections  
22 290.600 through 290.642; and, (4) the contact  
23 information for the department. Notice shall be  
24 provided by the employer to the employee on a  
25 single piece of paper, at least 8.5 x 11, in no  
26 less than 14-point font.

27 2. Beginning April 15, 2025, employers  
28 shall display a poster that contains the  
29 information required in subsection 1 of this  
30 section in a conspicuous and accessible place in  
31 each establishment where such employees are  
32 employed, provided that such poster has been  
33 made available by the department.

34 3. The department may create and make  
35 available to employers, model notices and  
36 posters that contain the information required  
37 under subsection 1 of this section for  
38 employers' use in complying with subsections 1  
39 and 2 of this section. Nothing in this  
40 subsection shall be interpreted or applied,  
41 either expressly or through practical necessity,  
42 to require the department to create or make  
43 available notices or posters if it requires the

44 appropriation of funds to cover the costs of  
45 such acts.]

[290.615. 1. Employers shall retain  
2 records documenting hours worked by employees  
3 and earned paid sick time taken by employees,  
4 for a period of not less than three years, and  
5 shall allow the department access to such  
6 records, with appropriate notice and at a  
7 mutually agreeable time, to monitor compliance  
8 with the requirements of sections 290.600  
9 through 290.642.

10 2. To the extent permitted by law, the  
11 director may inspect such records, and the  
12 records shall be open for inspection by the  
13 director by appointment. Where the records  
14 required under this section are kept outside the  
15 state, the records shall be made available to  
16 the director upon demand. Every such employer  
17 shall furnish to the director on demand a sworn  
18 statement of time records and information upon  
19 forms prescribed or approved by the director.  
20 All the records and information obtained by the  
21 department are confidential and shall be  
22 disclosed only on order of a court of competent  
23 jurisdiction.

24 3. Nothing in this section shall be  
25 interpreted or applied, either expressly or  
26 through practical necessity, to require the  
27 department or director to access or inspect  
28 records or to create forms relating to the  
29 inspection of records if it requires the  
30 appropriation of funds to cover the costs of  
31 such acts.]

[290.618. 1. The department may, in  
2 accordance with chapter 536, promulgate rules  
3 for the implementation, enforcement, and  
4 administration of sections 290.600 through  
5 290.642. Any rule or portion of a rule, as that  
6 term is defined in section 536.010, that is  
7 created under the authority delegated in this  
8 section shall become effective only if it  
9 complies with and is subject to all of the  
10 provisions of chapter 536 and, if applicable,  
11 section 536.028. This section and chapter 536  
12 are nonseverable and if any of the powers vested

with the general assembly pursuant to chapter 536 to review, to delay the effective date, or to disapprove and annul a rule are subsequently held unconstitutional, then the grant of rulemaking authority and any rule proposed or adopted after November 5, 2024, shall be invalid and void.

2. Nothing in this section shall be interpreted or applied, either expressly or through practical necessity, to require the promulgation or adoption of rules if it requires the appropriation of funds to cover the costs of such acts.]

[290.621. 1. The department may investigate and ascertain compliance with sections 290.600 through 290.642, establish and implement a system to receive complaints regarding noncompliance with sections 290.600 through 290.642 and to investigate and attempt to resolve complaints between the complainant and the subject of the complaint, and establish additional means of enforcement, including requiring by subpoena the testimony of witnesses and production of books, records, and other evidence relative to any matter under investigation or hearing, issuing notices of violation, holding hearings on notices of violation, making determinations, recovering unpaid earned sick time, and imposing fines for willful violations of up to five hundred dollars per day of each day of a continuing violation. A final decision of the department is subject to review in accordance with the provisions of chapter 536.

2. The department may develop and implement an outreach program to inform employees, parents, and persons who are under the care of a health care provider about the availability of earned paid sick time under sections 290.600 through 290.642. This program may include the distribution of notices and other written materials to child care and elder care providers, domestic violence shelters, schools, hospitals, community health centers and other health care providers in Missouri.



33           3. A municipality, county, city, town, or  
34 village may adopt ordinances, rules, and  
35 regulations to investigate and ascertain  
36 compliance with sections 290.600 through  
37 290.642, establish and implement a system to  
38 receive complaints regarding noncompliance with  
39 sections 290.600 through 290.642 and to  
40 investigate and attempt to resolve complaints  
41 between the complainant and the subject of the  
42 complaint, and establish additional means of  
43 enforcement, with respect to employers within,  
44 or employees performing work while physically  
45 present in, the geographic boundaries of the  
46 municipality, county, city, town, or village.  
47 Any such ordinance, rule, or regulation shall be  
48 consistent with this law and any department  
49 rules or regulations and system for compliance  
50 and enforcement. The municipality, county,  
51 city, town, or village may exercise such powers  
52 as allowed by any applicable charter or  
53 ordinance, including requiring by subpoena the  
54 testimony of witnesses and production of books,  
55 records, and other evidence relative to any  
56 matter under investigation or hearing, issuing  
57 notices of violation, holding hearings on  
58 notices of violation, making determinations,  
59 recovering unpaid earned sick time, and imposing  
60 fines for willful violations of up to the  
61 maximum allowed for an ordinance violation.  
62 Before investigating or seeking to resolve any  
63 complaint between the complainant and the  
64 subject of the complaint, the municipality,  
65 county, city, town, or village shall give notice  
66 to the department with a copy of the complaint  
67 and, within fourteen days of such notice, the  
68 department may intervene as of right and  
69 participate in the matter to ensure that the  
70 complaint is being investigated and resolved in  
71 the interest of effective enforcement of  
72 sections 290.600 through 290.642 or,  
73 alternatively, the department may institute its  
74 own proceedings in which case the municipality,  
75 county, city, town, or village shall refrain  
76 from acting on the matter so long as the  
77 complaint is being investigated and resolved in  
78 the interest of effective enforcement of

79 sections 290.600 through 290.642. If the  
80 department does not, within fourteen days,  
81 intervene or instigate its own proceedings, the  
82 municipality, county, city, town, or village  
83 may, without the department, investigate and  
84 attempt to resolve the complaint and take other  
85 additional means within its power to enforce  
86 sections 290.600 through 290.642 against the  
87 subject of the complaint. In no event shall an  
88 employer be subject to compliance proceedings  
89 arising out of a single set of facts after  
90 having already been subjected to a final  
91 compliance order by another governmental entity.

92 4. Nothing in this section shall be  
93 interpreted or applied, either expressly or  
94 through practical necessity, to require the  
95 department, a municipality, county, city, town,  
96 or village to conduct investigations and  
97 ascertain compliance with sections 290.600  
98 through 290.642, to establish and implement a  
99 system to receive or resolve complaints, to  
100 establish additional means of enforcement, or to  
101 conduct outreach and education, including the  
102 creation of notices and other written materials,  
103 concerning sections 290.600 through 290.642, if  
104 it requires the appropriation of funds to cover  
105 the costs of such acts.]

[290.624. 1. Any employer who willfully  
2 violates or fails to comply with any of the  
3 provisions and requirements of sections 290.600  
4 through 290.642 shall be guilty of a class C  
5 misdemeanor; provided, however, that an employer  
6 who willfully violates the notice and posting  
7 requirements of section 290.612 shall be guilty  
8 of an infraction.

9 2. For purposes of this section, each day  
10 of violation or failure to comply and each  
11 employee affected shall constitute a separate  
12 offense.]

[290.627. 1. Any individual who claims to  
2 have been aggrieved by a failure of an employer  
3 to comply with any portion of sections 290.600  
4 through 290.642, including but not limited to  
5 the failure to provide earned paid sick time or  
6 to allow employees to use such time consistent

7 with sections 290.600 through 290.642, or who  
8 claims to have suffered a retaliatory personnel  
9 action, shall have a right of action and may  
10 commence a civil action in the appropriate court  
11 of jurisdiction within three years of the  
12 accrual of the cause of action, to obtain  
13 appropriate relief with respect to such unlawful  
14 violation. Such action may be brought without  
15 first filing an administrative complaint.

16 2. In a civil action under this section,  
17 if the court finds a violation has occurred, the  
18 court may grant as relief, as it deems  
19 appropriate and to the extent permitted by law,  
20 any permanent or temporary injunction, the full  
21 amount of any unpaid earned sick time plus any  
22 actual damages suffered as the result of the  
23 employer's violation of sections 290.600 through  
24 290.642, an additional amount equal to twice any  
25 unpaid earned sick time as liquidated damages,  
26 costs, and reasonable attorney's fees as may be  
27 allowed by the court, and other legal or  
28 equitable relief as may be appropriate to remedy  
29 the violation, including, without limitation,  
30 reinstatement to employment and back pay.]

[290.630. 1. Except as otherwise required  
2 by law, an employer may not require disclosure  
3 of details relating to an employee's or an  
4 employee's family member's health information,  
5 domestic violence, sexual assault, or stalking  
6 as a condition of providing earned paid sick  
7 time under sections 290.600 through 290.642.

8 2. Unless as otherwise required by law,  
9 any health or safety information possessed by an  
10 employer regarding an employee or employee's  
11 family member must:

12 (1) Be maintained on a separate form and  
13 in a separate file from other personnel  
14 information;

15 (2) Be treated as confidential medical  
16 records; and

17 (3) Not be disclosed except to the  
18 affected employee or with the express written  
19 permission of the affected employee.]

[290.633. 1. With respect to employees  
2 covered by a valid collective bargaining

3 agreement in effect on November 5, 2024, no  
4 provisions of sections 290.600 through 290.642  
5 shall apply until the stated expiration date in  
6 the collective bargaining agreement; however,  
7 further the provisions of sections 290.600  
8 through 290.642 shall apply upon any such  
9 agreement's renewal, extension, amendment, or  
10 modification in any respect after November 5,  
11 2024.

12 2. Nothing in sections 290.600 through  
13 290.642 shall be deemed to interfere, impede, or  
14 otherwise diminish the right of employees to  
15 bargain collectively through representatives of  
16 their own choosing in order to establish earned  
17 paid sick time or other conditions of work in  
18 excess of the applicable minimum standards under  
19 the provisions of sections 290.600 through  
20 290.642.

21 3. Any waiver by an employee of rights  
22 under sections 290.600 through 290.642 shall be  
23 deemed contrary to public policy and shall be  
24 void.]

[290.636. 1. Nothing in sections 290.600  
2 through 290.642 shall be construed to discourage  
3 or prohibit an employer from the adoption or  
4 retention of an earned paid sick time policy  
5 more generous than the one required herein.

6 2. Nothing in sections 290.600 through  
7 290.642 shall be construed as diminishing the  
8 obligation of an employer to comply with any  
9 contract, collective bargaining agreement,  
10 employment benefit plan, or other agreement  
11 providing more generous paid sick time to an  
12 employee than required herein. Nothing in  
13 sections 290.600 through 290.642 shall be  
14 construed as diminishing the rights of public  
15 employees regarding paid sick time or use of  
16 paid sick time as provided in the laws of  
17 Missouri and ordinances of political  
18 subdivisions pertaining to public employees.]

[290.639. 1. Sections 290.600 through  
2 290.642 provide minimum requirements pertaining  
3 to earned paid sick time and shall not be  
4 construed to preempt, limit, or otherwise affect  
5 the applicability of any other law, regulation,

6 requirement, policy, or standard that provides  
7 for greater accrual or use by employees of  
8 earned paid sick time or that extends other  
9 protections to employees.

10 2. Nothing in sections 290.600 through  
11 290.642 shall be interpreted or applied to  
12 create a power or obligation contrary to any  
13 federal law, rule, or regulation.]

[290.642. Except as detailed in section  
2 290.618, all of the provisions of sections  
3 290.600 through 290.642 are severable, and if  
4 any provision, including any section,  
5 subsection, subdivision, paragraph, sentence, or  
6 clause, or the application thereof to any person  
7 or circumstance, is found by a court of  
8 competent jurisdiction to be invalid,  
9 unconstitutional, or unconstitutionally enacted,  
10 such decision shall not affect other provisions  
11 or applications of sections 290.600 through  
12 290.642 that can be given effect without the  
13 invalid, unconstitutional, or unconstitutionally  
14 enacted provision or application, and to this  
15 end the provisions of sections 290.600 through  
16 290.642 are declared severable.]

Section B. Because immediate action is necessary to  
2 ensure the financial stability, sustainability, and  
3 continuity of the business community, and to provide for the  
4 welfare of the people, the repeal of sections 290.600,  
5 290.603, 290.606, 290.609, 290.612, 290.615, 290.618,  
6 290.621, 290.624, 290.627, 290.630, 290.633, 290.636,  
7 290.639, and 290.642, of this act is deemed necessary for  
8 the immediate preservation of the public health, welfare,  
9 peace, and safety, and is hereby declared to be an emergency  
10 act within the meaning of the constitution, and this act  
11 shall be in full force and effect upon its passage and  
12 approval.