

SENATE BILL NO. 989

103RD GENERAL ASSEMBLY

INTRODUCED BY SENATOR MCCREERY.

5015S.011

KRISTINA MARTIN, Secretary

AN ACT

To repeal section 290.502, RSMo, and to enact in lieu thereof twenty-six new sections relating to employee compensation, with penalty provisions.

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

Section A. Section 290.502, RSMo, is repealed and twenty-
2 six new sections enacted in lieu thereof, to be known as
3 sections 290.502, 290.601, 290.604, 290.605, 290.607, 290.609,
4 290.610, 290.612, 290.613, 290.615, 290.616, 290.619, 290.621,
5 290.622, 290.625, 290.627, 290.628, 290.630, 290.631, 290.633,
6 290.634, 290.636, 290.637, 290.639, 290.640, and 290.643, to
7 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 **[but**
11 **ending December 31, 2024]**, by the increase or decrease in
12 the cost of living. On September 30, 2007, and on each
13 September 30 of each successive year **[but ending December**

EXPLANATION-Matter enclosed in bold-faced brackets [thus] in this bill is not enacted and is intended to be omitted in the law.

14 31, 2024], the director shall measure the increase or
15 decrease in the cost of living by the percentage increase or
16 decrease as of the preceding July over the level as of July
17 of the immediately preceding year of the Consumer Price
18 Index for Urban Wage Earners and Clerical Workers (CPI-W) or
19 successor index as published by the U.S. Department of Labor
20 or its successor agency, with the amount of the minimum wage
21 increase or decrease rounded to the nearest five cents.

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

46 4. For purposes of this section, the term "public
47 employer" means an employer that is the state or a political
48 subdivision of the state, including a department, agency,
49 officer, bureau, division, board, commission, or
50 instrumentality of the state, or a city, county, town,
51 village, school district, or other political subdivision of
52 the state. [Beginning on August 28, 2025, the provisions]
53 **Subsection 3** of this section shall **not** apply to a public
54 employer with respect to its employees. **Any public employer**
55 **that is subject to subsections 1 and 2 of this section shall**
56 **continue to be subject to those subsections.**

 290.601. As used in sections 290.601 to 290.643:

- 2 (1) "Department", department of labor and industrial
3 relations;
- 4 (2) "Director", director of the department of labor
5 and industrial relations;
- 6 (3) "Domestic violence", as such term is defined in
7 section 455.010;
- 8 (4) "Earned paid sick time", time that is compensated
9 at the same hourly rate and with the same benefits,
10 including health care benefits, as the employee normally
11 earns during hours worked and is provided by an employer to
12 an employee for the purposes described in section 290.607,
13 but in no case shall this hourly amount be less than that
14 provided under section 290.502;
- 15 (5) "Employee", any individual employed in this state
16 by an employer, but does not include:
- 17 (a) Any individual engaged in the activities of an
18 educational, charitable, religious, or nonprofit
19 organization where the employer-employee relationship does
20 not, in fact, exist or where the services rendered to the
21 organization are on a voluntary basis;

22 (b) Any individual standing in loco parentis to foster
23 children in their care;

24 (c) Any individual employed for less than four months
25 in any year in a resident or day camp for children or youth,
26 or any individual employed by an educational conference
27 center operated by an educational, charitable or not-for-
28 profit organization;

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

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

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

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

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

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

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

53 (k) Any individual who is an offender, as defined in
54 section 217.010, who is incarcerated in any correctional
55 facility operated by the department of corrections,
56 including offenders who provide labor or services on the
57 grounds of such correctional facility pursuant to section
58 217.550; or,

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

61 (6) "Employer", any person acting directly or
62 indirectly in the interest of an employer in relation to an
63 employee; provided, however, that for the purposes of
64 sections 290.601 to 290.643 "employer" does not include the
65 United States government, the state, or a political
66 subdivision of the state, including a department, agency,
67 officer, bureau, division, board, commission, or
68 instrumentality of the state, or a city, county, town,
69 village, school district, public higher education
70 institution, or other political subdivision of the state;

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

72 (a) Regardless of age, a biological, adopted or foster
73 child, stepchild or legal ward, a child of a domestic
74 partner, a child to whom the employee stands in loco
75 parentis, or an individual to whom the employee stood in
76 loco parentis when the individual was a minor;

77 (b) A biological, foster, stepparent or adoptive
78 parent or legal guardian of an employee or an employee's
79 spouse or domestic partner or an individual who stood in
80 loco parentis when the employee or employee's spouse or
81 domestic partner was a minor child;

82 (c) An individual to whom the employee is legally
83 married under the laws of any state, or a domestic partner
84 who is registered as such under the laws of any state or

85 political subdivision, or an individual with whom the
86 employee is in a continuing social relationship of a
87 romantic or intimate nature;

88 (d) A grandparent, grandchild, or sibling (whether of
89 a biological, foster, adoptive or step relationship) of the
90 employee or the employee's spouse or domestic partner; or

91 (e) A person for whom the employee is responsible for
92 providing or arranging health or safety-related care,
93 including, but not limited to, helping that individual
94 obtain diagnostic, preventative, routine, or therapeutic
95 health treatment or ensuring the person is safe following
96 domestic violence, sexual assault, or stalking;

97 (8) "Health care professional", any individual
98 licensed under federal or any state law to provide medical
99 or emergency services, including, but not limited to,
100 doctors, nurses, certified nurse midwives, mental health
101 professionals, and emergency room personnel;

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

105 (10) "Retaliatory personnel action", denial of any
106 right guaranteed under sections 290.601 to 290.643, or any
107 threat, discharge, suspension, demotion, reduction of hours,
108 or any other adverse action against an employee for the
109 exercise of any right guaranteed herein. "Retaliatory
110 personnel action" shall also include interference with or
111 punishment for, in any manner, participating in or assisting
112 an investigation, proceeding, or hearing under sections
113 290.601 to 290.643;

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

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

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

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

124 b. The weighted average of all hourly rates of pay
125 during the previous pay period.

126 Whatever method the employer uses, the employer must use a
127 consistent method for each employee throughout a year;

128 (c) For employees who are paid a salary, the same
129 hourly rate shall be determined by dividing the wages the
130 employee earns in the previous pay period by the total
131 number of hours worked during the previous pay period. For
132 determining total number of hours worked during the previous
133 pay period, employees who are exempt from overtime
134 requirements under 29 U.S.C. Section 213(a)(1), the Fair
135 Labor Standards Act, shall be assumed to work forty hours in
136 each work week unless their normal work week is less than
137 forty hours, in which case earned paid sick time shall
138 accrue and the same hourly rate shall be calculated based on
139 the employee's normal work week. Regardless of the basis
140 used, the same hourly rate shall not be less than the
141 effective minimum wage specified in section 290.502;

142 (d) For employees paid on a piece rate or a fee-for-
143 service basis, the same hourly rate shall be a reasonable
144 calculation of the wages or fees the employee would have
145 received for the piece work, service, or part thereof, if

146 the employee had worked. Regardless of the basis used, the
147 same hourly rate shall not be less than the effective
148 minimum wage specified in section 290.502;

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

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

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

161 (13) "Stalking", as such term is defined in section
162 455.010;

163 (14) "Year", a regular and consecutive twelve-month
164 period as determined by the employer; except that for the
165 purposes of section 290.616 and section 290.628, "year"
166 shall mean a calendar year.

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

7 2. Employees of an employer with fewer than fifteen
8 employees shall accrue a minimum of one hour of earned paid
9 sick time for every thirty hours worked, but such employees
10 shall not be entitled to use more than forty hours of earned

11 paid sick time per year, unless the employer selects a
12 higher limit.

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

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

30 (1) Earned paid sick time as provided in this section
31 shall begin to accrue at the commencement of employment or
32 January 1, 2027, whichever is later. An employee shall be
33 entitled to use earned paid sick time as it is accrued. An
34 employer may provide all earned paid sick time that an
35 employee is expected to accrue in a year at the beginning of
36 the year;

37 (2) Employees who are exempt from overtime
38 requirements under 29 U.S.C. Section 213(a)(1) of the
39 Federal Fair Labor Standards Act will be assumed to work
40 forty hours in each work week for purposes of earned paid
41 sick time accrual unless their normal work week is less than

42 forty hours, in which case earned paid sick time accrues
43 based upon that normal work week;

44 (3) Up to eighty hours of earned paid sick time shall
45 be carried over to the following year if the employee has
46 any unused accrued earned paid sick time at the end of the
47 year, but this law does not require an employer to permit an
48 employee to use more than the applicable number of hours of
49 earned paid sick time per year as set forth in subsections 1
50 and 2 of this section. Alternatively, in lieu of carryover
51 of unused earned paid sick time from one year to the next,
52 an employer may pay an employee for unused earned paid sick
53 time at the end of a year which could be carried over and
54 provide the employee with an amount of paid sick time that
55 meets or exceeds the requirements of sections 290.601 to
56 290.643 that is available for the employee's immediate use
57 at the beginning of the subsequent year;

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

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

74 employed by the original employer, and are entitled to use
75 earned paid sick time previously accrued;

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

79 5. Any employer with a paid leave policy, such as a
80 paid time off policy, who makes available an amount of paid
81 leave sufficient to meet the accrual requirements of this
82 section that may be used for the same purposes and under the
83 same conditions as earned paid sick time under sections
84 290.601 to 290.643 is not required to provide additional
85 paid sick time under this section.

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

92 7. Employees shall not accrue earned paid sick time
93 before January 1, 2027. Employees who are employed or who
94 commence employment on or after January 1, 2027, shall
95 accrue earned paid sick time and be entitled to use earned
96 paid sick time as it is accrued in accordance with sections
97 290.601 to 290.643. The department may develop model
98 posters and notices, engage in rulemaking, initiate outreach
99 programs, and engage in other activities for implementation
100 of the provisions of sections 290.601 to 290.643 as
101 authorized by those sections before January 1, 2027.

290.605. 1. For purposes of this section, the term
2 "earned paid bereavement time" means time that is
3 compensated at the same hourly rate and with the same
4 benefits, including health care benefits, as the employee

5 normally earns during hours worked and is provided by an
6 employer to an employee for the purposes described in
7 section 290.607, but in no case shall this hourly amount be
8 less than that provided under section 290.502, that is taken
9 in connection with the death of a family member or for the
10 grieving of a reproductive loss. "Reproductive loss"
11 includes a miscarriage, an unsuccessful round of
12 intrauterine insemination or of an assisted reproductive
13 technology procedure, a failed adoption match or an adoption
14 that is not finalized because it is contested by another
15 party, a failed surrogacy agreement, a diagnosis that
16 negatively impacts pregnancy or fertility, or a stillbirth.

17 2. Employees of an employer with fifteen or more
18 employees shall accrue a minimum of one hour of earned paid
19 bereavement time for every thirty hours worked, but such
20 employees shall not be entitled to use more than fifty-six
21 hours of earned paid bereavement time per year, unless the
22 employer selects a higher limit.

23 3. Employees of an employer with fewer than fifteen
24 employees shall accrue a minimum of one hour of earned paid
25 bereavement time for every thirty hours worked, but such
26 employees shall not be entitled to use more than forty hours
27 of earned paid bereavement time per year, unless the
28 employer selects a higher limit.

29 4. In determining the number of employees of an
30 employer, all employees performing work in the state for an
31 employer for compensation on a full-time, part-time, or
32 temporary basis shall be counted. In situations in which
33 the number of employees performing work in the state for an
34 employer for compensation per week fluctuates above and
35 below fifteen employees per week over the course of a year,
36 an employer is required to provide earned paid bereavement

37 time pursuant to subsection 2 of this section if it
38 maintained fifteen or more employees in the state on the
39 payroll for some portion of a working day in each of twenty
40 or more different calendar weeks, including any periods of
41 leave, and whether or not the weeks were consecutive, in
42 either the current or the preceding year, irrespective of
43 whether the same individuals were in employment in each
44 working day.

45 5. All employees shall accrue earned paid bereavement
46 time as follows:

47 (1) Earned paid bereavement time as provided in this
48 section shall begin to accrue at the commencement of
49 employment or January 1, 2027, whichever is later. An
50 employee shall be entitled to use earned paid bereavement
51 time as it is accrued. An employer may provide all earned
52 paid bereavement time that an employee is expected to accrue
53 in a year at the beginning of the year;

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

61 (3) Up to eighty hours of earned paid bereavement time
62 shall be carried over to the following year if the employee
63 has any unused accrued earned paid bereavement time at the
64 end of the year, but this section does not require an
65 employer to permit an employee to use more than the
66 applicable number of hours of earned paid bereavement time
67 per year as set forth in subsections 2 and 3 of this
68 section. Alternatively, in lieu of carryover of unused

69 earned paid bereavement time from one year to the next, an
70 employer may pay an employee for unused earned paid
71 bereavement time at the end of a year which could be carried
72 over and provide the employee with an amount of paid
73 bereavement time that meets or exceeds the requirements of
74 sections 290.601 to 290.643 that is available for the
75 employee's immediate use at the beginning of the subsequent
76 year;

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

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

96 (6) At its discretion, an employer may loan earned
97 paid bereavement time to an employee in advance of accrual
98 by such employee;

99 (7) Earned paid bereavement leave shall be taken
100 within ninety calendar days of the family member's death or
101 of the event resulting in reproductive loss.

102 6. Any employer with a bereavement policy who makes
103 available an amount of paid bereavement leave sufficient to
104 meet the accrual requirements of this section that may be
105 used for the same purposes and under the same conditions as
106 under this section is not required to provide additional
107 paid bereavement time under this section.

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

114 8. Employees shall not accrue earned bereavement paid
115 sick time before January 1, 2027. Employees who are
116 employed or who commence employment on or after January 1,
117 2027, shall accrue earned bereavement paid sick time and be
118 entitled to use earned bereavement paid sick time as it is
119 accrued in accordance with sections 290.601 to 290.643.

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

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

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

11 mental or physical illness, injury, or health condition;
12 care of a family member who needs preventative medical care;

13 (3) Closure of the employee's place of business by
14 order of a public official due to a public health emergency,
15 or an employee's need to care for a child whose school or
16 place of care has been closed by order of a public official
17 due to a public health emergency, or care for oneself or a
18 family member when it has been determined by the health
19 authorities having jurisdiction or by a health care provider
20 that the employee's or family member's presence in the
21 community may jeopardize the health of others because of his
22 or her exposure to a communicable disease, whether or not
23 the employee or family member has actually contracted the
24 communicable disease; or

25 (4) Absence necessary due to domestic violence, sexual
26 assault, or stalking, provided the leave is to allow the
27 employee to obtain for the employee or the employee's family
28 member:

29 (a) Medical attention needed to recover from physical
30 or psychological injury or disability caused by domestic
31 violence, sexual assault, or stalking;

32 (b) Services from a victim services organization;

33 (c) Psychological or other counseling;

34 (d) Relocation or taking steps to secure an existing
35 home due to the domestic violence, sexual assault, or
36 stalking; or

37 (e) Legal services, including preparing for or
38 participating in any civil or criminal legal proceeding
39 related to or resulting from the domestic violence, sexual
40 assault, or stalking.

41 2. Earned paid sick time shall be provided upon the
42 request of an employee. Such request may be made orally, in

43 writing, by electronic means, or by any other means
44 acceptable to the employer. When possible, the request
45 shall include the expected duration of the absence.

46 3. When the use of earned paid sick time is
47 foreseeable, the employee shall make a good faith effort to
48 provide notice of the need for such time to the employer in
49 advance of the use of the earned paid sick time and shall
50 make a reasonable effort to schedule the use of earned paid
51 sick time in a manner that does not unduly disrupt the
52 operations of the employer. Where such need is not
53 foreseeable, an employer may require an employee to provide
54 notice of the need for the use of earned paid sick time as
55 soon as practicable.

56 4. An employer that requires notice of the need to use
57 earned paid sick time where the need is not foreseeable
58 shall provide a written policy that contains procedures for
59 the employee to provide notice. An employer that has not
60 provided to the employee a copy of its written policy for
61 providing such notice shall not deny earned paid sick time
62 to the employee based on noncompliance with such a policy.

63 5. An employer may not require, as a condition of an
64 employee's taking earned paid sick time, that the employee
65 search for or find a replacement worker to cover the hours
66 during which the employee is using earned paid sick time.

67 6. Earned paid sick time may be used in the smaller of
68 hourly increments or the smallest increment that the
69 employer's payroll system uses to account for absences or
70 use of other time.

71 7. For earned paid sick time of three or more
72 consecutive work days, an employer may require reasonable
73 documentation that the earned paid sick time has been used
74 for a purpose covered by subsection 1 of this section.

75 (1) Documentation signed by a health care professional
76 indicating that earned paid sick time is necessary shall be
77 considered reasonable documentation for purposes of this
78 section.

79 (2) In cases of domestic violence, sexual assault, or
80 stalking, if the employer requests, one of the following
81 types of documentation selected by the employee shall be
82 considered reasonable documentation:

83 (a) A police report indicating that the employee or
84 the employee's family member was a victim of domestic
85 violence, sexual assault, or stalking;

86 (b) A written statement from an employee or agent of a
87 victim service provider affirming that the employee or
88 employee's family member is or was receiving services from a
89 victim service provider;

90 (c) Documentation signed by a health care professional
91 from whom the employee or employee's family member sought
92 assistance relating to domestic violence, sexual assault, or
93 stalking or the effects thereof;

94 (d) A court document indicating that an employee or
95 employee's family member is or was involved in a legal
96 action related to domestic violence, sexual assault, or
97 stalking; or

98 (e) A written statement from the employee affirming
99 that the employee or employee's family member is taking or
100 took earned paid sick time for a qualifying purpose of
101 subsection 1 of this section.

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

290.609. 1. It shall be unlawful for an employer or
2 any other person to interfere with, restrain, or deny the
3 exercise of, or the attempt to exercise, any right protected
4 under sections 290.601 to 290.643.

5 2. An employer shall not take retaliatory personnel
6 action or discriminate against an employee or former
7 employee because the individual has exercised rights
8 protected under sections 290.601 to 290.643. Such rights
9 include, but are not limited to, the right to request or use
10 earned paid sick time or earned bereavement time pursuant to
11 sections 290.601 to 290.643; the right to file a complaint
12 or inform any person about any employer's alleged violation
13 of sections 290.601 to 290.643; the right to participate in
14 any investigation, hearing, or proceeding or cooperate with
15 or assist the department in any investigations of alleged
16 violations of sections 290.601 to 290.643; and the right to
17 inform any person of his or her potential rights under
18 sections 290.601 to 290.643.

19 3. It shall be unlawful for an employer's absence
20 control policy to count earned paid sick time or earned
21 bereavement time taken under sections 290.601 to 290.643 as
22 an absence that may lead to or result in discipline,
23 discharge, demotion, suspension, or any other adverse action.

24 4. Protections of this section shall apply to any
25 individual who mistakenly but in good faith alleges
26 violations of sections 290.601 to 290.643.

290.610. 1. It shall be unlawful for an employer or
2 any other person to interfere with, restrain, or deny the
3 exercise of, or the attempt to exercise, any right protected
4 under sections 290.601 to 290.643.

5 2. An employer shall not take retaliatory personnel
6 action or discriminate against an employee or former

7 employee because the individual has exercised rights
8 protected under sections 290.601 to 290.643. Such rights
9 include, but are not limited to, the right to request or use
10 earned paid sick time pursuant to sections 290.601 to
11 290.643; the right to file a complaint or inform any person
12 about any employer's alleged violation of sections 290.601
13 to 290.643; the right to participate in any investigation,
14 hearing, or proceeding or cooperate with or assist the
15 department in any investigations of alleged violations of
16 sections 290.601 to 290.643; and the right to inform any
17 person of his or her potential rights under sections 290.601
18 to 290.643.

19 3. It shall be unlawful for an employer's absence
20 control policy to count earned paid sick time taken under
21 sections 290.601 to 290.643 as an absence that may lead to
22 or result in discipline, discharge, demotion, suspension, or
23 any other adverse action.

24 4. Protections of this section shall apply to any
25 individual who mistakenly but in good faith alleges
26 violations of sections 290.601 to 290.643.

290.612. 1. Employers shall give employees a written
2 notice about earned paid sick time and earned paid
3 bereavement time within fourteen calendar days of the
4 commencement of employment or on April 15, 2027, whichever
5 is later, which must include the following information:

6 (1) Beginning May 1, 2027, employees accrue and are
7 entitled to earned paid sick time at the rate one hour of
8 earned paid sick time for every thirty hours of work, and
9 may use earned paid sick time, subject to the limits and
10 terms under sections 290.601 to 290.643 of Missouri law;

11 (2) It is prohibited for an employer to take
12 retaliatory personnel action against employees who request

13 or use earned paid sick time or earned paid bereavement time
14 as allowed by law;

15 (3) Each employee has the right to bring a civil
16 action if earned paid sick time or earned paid bereavement
17 time as required by sections 290.601 to 290.643 is denied by
18 the employer or the employee is subjected to retaliatory
19 personnel action by the employer for exercising the
20 employee's rights under sections 290.601 to 290.643; and

21 (4) The contact information for the department.

22 Notice shall be provided by the employer to the employee on
23 a single piece of paper, at least 8.5 x 11, in no less than
24 14-point font.

25 2. Beginning April 15, 2027, employers shall display a
26 poster that contains the information required in subsection
27 1 of this section in a conspicuous and accessible place in
28 each establishment where such employees are employed,
29 provided that such poster has been made available by the
30 department.

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

290.613. 1. Employers shall give employees a written
2 notice about earned paid sick time within fourteen calendar
3 days of the commencement of employment or on December 15,

4 2026, whichever is later, which must include the following
5 information:

6 (1) Beginning January 1, 2027, employees accrue and
7 are entitled to earned paid sick time at the rate one hour
8 of earned paid sick time for every thirty hours of work, and
9 may use earned paid sick time, subject to the limits and
10 terms under sections 290.601 to 290.643 of Missouri law;

11 (2) It is prohibited for an employer to take
12 retaliatory personnel action against employees who request
13 or use earned paid sick time as allowed by law;

14 (3) Each employee has the right to bring a civil
15 action if earned paid sick time as required by sections
16 290.601 to 290.643 is denied by the employer or the employee
17 is subjected to retaliatory personnel action by the employer
18 for exercising the employee's rights under sections 290.601
19 to 290.643; and

20 (4) The contact information for the department.

21 Notice shall be provided by the employer to the employee on
22 a single piece of paper, at least 8.5 x 11, in no less than
23 14-point font.

24 2. Beginning December 15, 2026, employers shall
25 display a poster that contains the information required in
26 subsection 1 of this section in a conspicuous and accessible
27 place in each establishment where such employees are
28 employed, provided that such poster has been made available
29 by the department.

30 3. The department may create and make available to
31 employers, model notices and posters that contain the
32 information required under subsection 1 of this section for
33 employers' use in complying with subsections 1 and 2 of this
34 section. Nothing in this subsection shall be interpreted or

35 applied, either expressly or through practical necessity, to
36 require the department to create or make available notices
37 or posters if it requires the appropriation of funds to
38 cover the costs of such acts.

290.615. 1. Employers shall retain records
2 documenting hours worked by employees and earned paid sick
3 time and earned paid bereavement time taken by employees,
4 for a period of not less than three years, and shall allow
5 the department access to such records, with appropriate
6 notice and at a mutually agreeable time, to monitor
7 compliance with the requirements of sections 290.601 to
8 290.643.

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

20 3. Nothing in this section shall be interpreted or
21 applied, either expressly or through practical necessity, to
22 require the department or director to access or inspect
23 records or to create forms relating to the inspection of
24 records if it requires the appropriation of funds to cover
25 the costs of such acts.

290.616. 1. Employers shall retain records
2 documenting hours worked by employees and earned paid sick
3 time taken by employees, for a period of not less than three

4 years, and shall allow the department access to such
5 records, with appropriate notice and at a mutually agreeable
6 time, to monitor compliance with the requirements of
7 sections 290.601 to 290.643.

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

19 3. Nothing in this section shall be interpreted or
20 applied, either expressly or through practical necessity, to
21 require the department or director to access or inspect
22 records or to create forms relating to the inspection of
23 records if it requires the appropriation of funds to cover
24 the costs of such acts.

290.619. 1. The department may, in accordance with
2 chapter 536, promulgate rules for the implementation,
3 enforcement, and administration of sections 290.601 to
4 290.643. Any rule or portion of a rule, as that term is
5 defined in section 536.010, that is created under the
6 authority delegated in this section shall become effective
7 only if it complies with and is subject to all of the
8 provisions of chapter 536 and, if applicable, section
9 536.028. This section and chapter 536 are nonseverable and
10 if any of the powers vested with the general assembly
11 pursuant to chapter 536 to review, to delay the effective

12 date, or to disapprove and annul a rule are subsequently
13 held unconstitutional, then the grant of rulemaking
14 authority and any rule proposed or adopted after the
15 effective date of this act, shall be invalid and void.

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

290.621. 1. The department may investigate and
2 ascertain compliance with sections 290.601 to 290.643,
3 establish and implement a system to receive complaints
4 regarding noncompliance with sections 290.601 to 290.643 and
5 to investigate and attempt to resolve complaints between the
6 complainant and the subject of the complaint, and establish
7 additional means of enforcement, including requiring by
8 subpoena the testimony of witnesses and production of books,
9 records, and other evidence relative to any matter under
10 investigation or hearing, issuing notices of violation,
11 holding hearings on notices of violation, making
12 determinations, recovering unpaid earned sick time,
13 recovering unpaid earned bereavement time, and imposing
14 fines for willful violations of up to five hundred dollars
15 per day of each day of a continuing violation. A final
16 decision of the department is subject to review in
17 accordance with the provisions of chapter 536.

18 2. The department may develop and implement an
19 outreach program to inform employees, parents, and persons
20 who are under the care of a health care provider about the
21 availability of earned paid sick time and earned paid
22 bereavement time under sections 290.601 to 290.643. This
23 program may include the distribution of notices and other
24 written materials to child care and elder care providers,

25 domestic violence shelters, schools, hospitals, community
26 health centers, and other health care providers in Missouri.

27 3. A municipality, county, city, town, or village may
28 adopt ordinances, rules, and regulations to investigate and
29 ascertain compliance with sections 290.601 to 290.643,
30 establish and implement a system to receive complaints
31 regarding noncompliance with sections 290.601 to 290.643 and
32 to investigate and attempt to resolve complaints between the
33 complainant and the subject of the complaint, and establish
34 additional means of enforcement, with respect to employers
35 within, or employees performing work while physically
36 present in, the geographic boundaries of the municipality,
37 county, city, town, or village. Any such ordinance, rule,
38 or regulation shall be consistent with this law and any
39 department rules or regulations and system for compliance
40 and enforcement. The municipality, county, city, town, or
41 village may exercise such powers as allowed by any
42 applicable charter or ordinance, including requiring by
43 subpoena the testimony of witnesses and production of books,
44 records, and other evidence relative to any matter under
45 investigation or hearing, issuing notices of violation,
46 holding hearings on notices of violation, making
47 determinations, recovering unpaid earned sick time,
48 recovering unpaid earned bereavement time, and imposing
49 fines for willful violations of up to the maximum allowed
50 for an ordinance violation. Before investigating or seeking
51 to resolve any complaint between the complainant and the
52 subject of the complaint, the municipality, county, city,
53 town, or village shall give notice to the department with a
54 copy of the complaint and, within fourteen days of such
55 notice, the department may intervene as of right and
56 participate in the matter to ensure that the complaint is

57 being investigated and resolved in the interest of effective
58 enforcement of sections 290.601 to 290.643 or,
59 alternatively, the department may institute its own
60 proceedings in which case the municipality, county, city,
61 town, or village shall refrain from acting on the matter so
62 long as the complaint is being investigated and resolved in
63 the interest of effective enforcement of sections 290.601 to
64 290.643. If the department does not, within fourteen days,
65 intervene or instigate its own proceedings, the
66 municipality, county, city, town, or village may, without
67 the department, investigate and attempt to resolve the
68 complaint and take other additional means within its power
69 to enforce sections 290.601 to 290.643 against the subject
70 of the complaint. In no event shall an employer be subject
71 to compliance proceedings arising out of a single set of
72 facts after having already been subjected to a final
73 compliance order by another governmental entity.

74 4. Nothing in this section shall be interpreted or
75 applied, either expressly or through practical necessity, to
76 require the department, a municipality, county, city, town,
77 or village to conduct investigations and ascertain
78 compliance with sections 290.601 to 290.643, to establish
79 and implement a system to receive or resolve complaints, to
80 establish additional means of enforcement, or to conduct
81 outreach and education, including the creation of notices
82 and other written materials, concerning sections 290.601 to
83 290.643, if it requires the appropriation of funds to cover
84 the costs of such acts.

290.622. 1. The department may investigate and
2 ascertain compliance with sections 290.601 to 290.643,
3 establish and implement a system to receive complaints
4 regarding noncompliance with sections 290.601 to 290.643 and

5 to investigate and attempt to resolve complaints between the
6 complainant and the subject of the complaint, and establish
7 additional means of enforcement, including requiring by
8 subpoena the testimony of witnesses and production of books,
9 records, and other evidence relative to any matter under
10 investigation or hearing, issuing notices of violation,
11 holding hearings on notices of violation, making
12 determinations, recovering unpaid earned sick time, and
13 imposing fines for willful violations of up to five hundred
14 dollars per day of each day of a continuing violation. A
15 final decision of the department is subject to review in
16 accordance with the provisions of chapter 536.

17 2. The department may develop and implement an
18 outreach program to inform employees, parents, and persons
19 who are under the care of a health care provider about the
20 availability of earned paid sick time under sections 290.601
21 to 290.643. This program may include the distribution of
22 notices and other written materials to child care and elder
23 care providers, domestic violence shelters, schools,
24 hospitals, community health centers, and other health care
25 providers in Missouri.

26 3. A municipality, county, city, town, or village may
27 adopt ordinances, rules, and regulations to investigate and
28 ascertain compliance with sections 290.601 to 290.643,
29 establish and implement a system to receive complaints
30 regarding noncompliance with sections 290.601 to 290.643 and
31 to investigate and attempt to resolve complaints between the
32 complainant and the subject of the complaint, and establish
33 additional means of enforcement, with respect to employers
34 within, or employees performing work while physically
35 present in, the geographic boundaries of the municipality,
36 county, city, town, or village. Any such ordinance, rule,

37 or regulation shall be consistent with this law and any
38 department rules or regulations and system for compliance
39 and enforcement. The municipality, county, city, town, or
40 village may exercise such powers as allowed by any
41 applicable charter or ordinance, including requiring by
42 subpoena the testimony of witnesses and production of books,
43 records, and other evidence relative to any matter under
44 investigation or hearing, issuing notices of violation,
45 holding hearings on notices of violation, making
46 determinations, recovering unpaid earned sick time, and
47 imposing fines for willful violations of up to the maximum
48 allowed for an ordinance violation. Before investigating or
49 seeking to resolve any complaint between the complainant and
50 the subject of the complaint, the municipality, county,
51 city, town, or village shall give notice to the department
52 with a copy of the complaint and, within fourteen days of
53 such notice, the department may intervene as of right and
54 participate in the matter to ensure that the complaint is
55 being investigated and resolved in the interest of effective
56 enforcement of sections 290.601 to 290.643 or,
57 alternatively, the department may institute its own
58 proceedings in which case the municipality, county, city,
59 town, or village shall refrain from acting on the matter so
60 long as the complaint is being investigated and resolved in
61 the interest of effective enforcement of sections 290.601 to
62 290.643. If the department does not, within fourteen days,
63 intervene or instigate its own proceedings, the
64 municipality, county, city, town, or village may, without
65 the department, investigate and attempt to resolve the
66 complaint and take other additional means within its power
67 to enforce sections 290.601 to 290.643 against the subject
68 of the complaint. In no event shall an employer be subject

69 to compliance proceedings arising out of a single set of
70 facts after having already been subjected to a final
71 compliance order by another governmental entity.

72 4. Nothing in this section shall be interpreted or
73 applied, either expressly or through practical necessity, to
74 require the department, a municipality, county, city, town,
75 or village to conduct investigations and ascertain
76 compliance with sections 290.601 to 290.643, to establish
77 and implement a system to receive or resolve complaints, to
78 establish additional means of enforcement, or to conduct
79 outreach and education, including the creation of notices
80 and other written materials, concerning sections 290.601 to
81 290.643, if it requires the appropriation of funds to cover
82 the costs of such acts.

290.625. 1. Any employer who willfully violates or
2 fails to comply with any of the provisions and requirements
3 of sections 290.601 to 290.643 shall be guilty of a class C
4 misdemeanor; provided, however, that an employer who
5 willfully violates the notice and posting requirements of
6 section 290.613 shall be guilty of an infraction.

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

290.627. 1. Any individual who claims to have been
2 aggrieved by a failure of an employer to comply with any
3 portion of sections 290.601 to 290.643, including, but not
4 limited to, the failure to provide earned paid sick time or
5 earned paid bereavement time or to allow employees to use
6 such time consistent with sections 290.601 to 290.643, or
7 who claims to have suffered a retaliatory personnel action,
8 shall have a right of action and may commence a civil action
9 in the appropriate court of jurisdiction within three years

10 of the accrual of the cause of action, to obtain appropriate
11 relief with respect to such unlawful violation. Such action
12 may be brought without first filing an administrative
13 complaint.

14 2. In a civil action under this section, if the court
15 finds a violation has occurred, the court may grant as
16 relief, as it deems appropriate and to the extent permitted
17 by law, any permanent or temporary injunction, the full
18 amount of any unpaid earned sick time or unpaid bereavement
19 time plus any actual damages suffered as the result of the
20 employer's violation of sections 290.601 to 290.643, an
21 additional amount equal to twice any unpaid earned sick time
22 as liquidated damages, costs, and reasonable attorney's fees
23 as may be allowed by the court, and other legal or equitable
24 relief as may be appropriate to remedy the violation,
25 including, without limitation, reinstatement to employment
26 and back pay.

290.628. 1. Any individual who claims to have been
2 aggrieved by a failure of an employer to comply with any
3 portion of sections 290.601 to 290.643, including, but not
4 limited to, the failure to provide earned paid sick time or
5 to allow employees to use such time consistent with sections
6 290.601 to 290.643, or who claims to have suffered a
7 retaliatory personnel action, shall have a right of action
8 and may commence a civil action in the appropriate court of
9 jurisdiction within three years of the accrual of the cause
10 of action, to obtain appropriate relief with respect to such
11 unlawful violation. Such action may be brought without
12 first filing an administrative complaint.

13 2. In a civil action under this section, if the court
14 finds a violation has occurred, the court may grant as
15 relief, as it deems appropriate and to the extent permitted

16 by law, any permanent or temporary injunction, the full
17 amount of any unpaid earned sick time plus any actual
18 damages suffered as the result of the employer's violation
19 of sections 290.601 to 290.643, an additional amount equal
20 to twice any unpaid earned sick time as liquidated damages,
21 costs, and reasonable attorney's fees as may be allowed by
22 the court, and other legal or equitable relief as may be
23 appropriate to remedy the violation, including, without
24 limitation, reinstatement to employment and back pay.

290.630. 1. Except as otherwise required by law, an
2 employer may not require disclosure of details relating to
3 an employee's or an employee's family member's health
4 information, domestic violence, sexual assault, or stalking
5 as a condition of providing earned paid sick time or earned
6 paid bereavement time under sections 290.601 to 290.643.

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

10 (1) Be maintained on a separate form and in a separate
11 file from other personnel information;

12 (2) Be treated as confidential medical records; and

13 (3) Not be disclosed except to the affected employee
14 or with the express written permission of the affected
15 employee.

290.631. 1. Except as otherwise required by law, an
2 employer may not require disclosure of details relating to
3 an employee's or an employee's family member's health
4 information, domestic violence, sexual assault, or stalking
5 as a condition of providing earned paid sick time under
6 sections 290.601 to 290.643.

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

10 (1) Be maintained on a separate form and in a separate
11 file from other personnel information;

12 (2) Be treated as confidential medical records; and

13 (3) Not be disclosed except to the affected employee
14 or with the express written permission of the affected
15 employee.

290.633. 1. With respect to employees covered by a
2 valid collective bargaining agreement in effect on November
3 5, 2024, no provisions of sections 290.601 to 290.643 shall
4 apply until the stated expiration date in the collective
5 bargaining agreement; however, further the provisions of
6 sections 290.601 to 290.643 shall apply upon any such
7 agreement's renewal, extension, amendment, or modification
8 in any respect after November 5, 2024.

9 2. Nothing in sections 290.601 to 290.643 shall be
10 deemed to interfere, impede, or otherwise diminish the right
11 of employees to bargain collectively through representatives
12 of their own choosing in order to establish earned paid sick
13 time, earned paid bereavement time, or other conditions of
14 work in excess of the applicable minimum standards under the
15 provisions of sections 290.601 to 290.643.

16 3. Any waiver by an employee of rights under sections
17 290.601 to 290.643 shall be deemed contrary to public policy
18 and shall be void.

290.634. 1. With respect to employees covered by a
2 valid collective bargaining agreement in effect on November
3 5, 2024, no provisions of sections 290.601 through 290.643
4 shall apply until the stated expiration date in the
5 collective bargaining agreement; however, further the

6 provisions of sections 290.601 through 290.643 shall apply
7 upon any such agreement's renewal, extension, amendment, or
8 modification in any respect after November 5, 2024.

9 2. Nothing in sections 290.601 through 290.643 shall
10 be deemed to interfere, impede, or otherwise diminish the
11 right of employees to bargain collectively through
12 representatives of their own choosing in order to establish
13 earned paid sick time or other conditions of work in excess
14 of the applicable minimum standards under the provisions of
15 sections 290.601 through 290.643.

16 3. Any waiver by an employee of rights under sections
17 290.601 through 290.643 shall be deemed contrary to public
18 policy and shall be void.

290.636. 1. Nothing in sections 290.601 to 290.643
2 shall be construed to discourage or prohibit an employer
3 from the adoption or retention of an earned paid sick time
4 policy, or earned paid bereavement time policy, or both,
5 that is more generous than the one required herein.

6 2. Nothing in sections 290.601 to 290.643 shall be
7 construed as diminishing the obligation of an employer to
8 comply with any contract, collective bargaining agreement,
9 employment benefit plan, or other agreement providing more
10 generous paid sick time or earned paid bereavement time to
11 an employee than required herein. Nothing in sections
12 290.601 to 290.643 shall be construed as diminishing the
13 rights of public employees regarding paid sick time or
14 earned paid bereavement time or use of paid sick time or
15 earned paid bereavement time as provided in the laws of
16 Missouri and ordinances of political subdivisions pertaining
17 to public employees.

290.637. 1. Nothing in sections 290.601 through
2 290.643 shall be construed to discourage or prohibit an

3 employer from the adoption or retention of an earned paid
4 sick time policy more generous than the one required herein.

5 2. Nothing in sections 290.601 through 290.643 shall
6 be construed as diminishing the obligation of an employer to
7 comply with any contract, collective bargaining agreement,
8 employment benefit plan, or other agreement providing more
9 generous paid sick time to an employee than required
10 herein. Nothing in sections 290.601 through 290.643 shall
11 be construed as diminishing the rights of public employees
12 regarding paid sick time or use of paid sick time as
13 provided in the laws of Missouri and ordinances of political
14 subdivisions pertaining to public employees.

290.639. 1. Sections 290.601 to 290.643 provide
2 minimum requirements pertaining to earned paid sick time and
3 earned paid bereavement time and shall not be construed to
4 preempt, limit, or otherwise affect the applicability of any
5 other law, regulation, requirement, policy, or standard that
6 provides for greater accrual or use by employees of earned
7 paid sick time and earned paid bereavement time or that
8 extends other protections to employees.

9 2. Nothing in sections 290.601 to 290.643 shall be
10 interpreted or applied to create a power or obligation
11 contrary to any federal law, rule, or regulation.

290.640. 1. Sections 290.601 through 290.643 provide
2 minimum requirements pertaining to earned paid sick time and
3 shall not be construed to preempt, limit, or otherwise
4 affect the applicability of any other law, regulation,
5 requirement, policy, or standard that provides for greater
6 accrual or use by employees of earned paid sick time or that
7 extends other protections to employees.

8 2. Nothing in sections 290.601 through 290.643 shall
9 be interpreted or applied to create a power or obligation
10 contrary to any federal law, rule, or regulation.

 290.643. Except as detailed in section 290.619, all of
2 the provisions of sections 290.601 through 290.643 are
3 severable, and if any provision, including any section,
4 subsection, subdivision, paragraph, sentence, or clause, or
5 the application thereof to any person or circumstance, is
6 found by a court of competent jurisdiction to be invalid,
7 unconstitutional, or unconstitutionally enacted, such
8 decision shall not affect other provisions or applications
9 of sections 290.601 through 290.643 that can be given effect
10 without the invalid, unconstitutional, or unconstitutionally
11 enacted provision or application, and to this end the
12 provisions of sections 290.601 through 290.643 are declared
13 severable.

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