



EARNED PAID SICK TIME

Employees are entitled to earned paid sick time pursuant to Missouri law.

- (1) Beginning May 1, 2025, employees accrue and are entitled to earned paid sick time at the rate of one hour of earned paid sick time for every thirty hours of work, and may use earned paid sick time, subject to the limits and terms under sections 290.600 through 290.642 of Missouri law.
- (2) It is prohibited for an employer to take retaliatory personnel action against employees who request or use earned paid sick time as allowed by law.
- (3) Each employee has the right to bring a civil action if earned paid sick time as required by sections 290.600 through 290.642 is denied by the employer or the employee is subjected to retaliatory personnel action by the employer for exercising the employee's rights under sections 290.600 through 290.642.
- (4) The Missouri Department of Labor and Industrial Relations, Division of Labor Standards can be reached by mail at P.O. Box 449, Jefferson City, MO 65102-0440, by email at laborstandards@labor.mo.gov or by phone at 573-751-3403.

The Missouri Earned Paid Sick Time Law does not apply to the federal and state governments, including their political subdivisions, and some small businesses grossing less than \$500,000 in annual revenues.

Learn more at [Labor.mo.gov/DLS/Proposition-A-Paid-Sick-Time-Benefits-FAQs](https://labor.mo.gov/DLS/Proposition-A-Paid-Sick-Time-Benefits-FAQs).

If you have served on active duty in the Armed Forces of the United States and would like information about veterans' services and benefits, please complete the survey here: mvc.dps.mo.gov/MoVeteransInformation/Survey/DOLIR.

Missouri Department of Labor and Industrial Relations is an equal opportunity employer/program.

TDD/TTY: 800-735-2966 Relay Missouri: 711