

LEGAL UPDATES

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Missouri Governor Finalizes Prop A Repeal

On July 10, 2025, Missouri Governor Mike Kehoe signed House Bill (HB) 567 into law, effectively repealing Proposition A, the controversial ballot initiative passed by Missouri voters in November 2024 that was repealed by the Missouri legislature in May. The effective repeal date is August 28, 2025.

HB 567: Key Provisions

- 1. Repeal of Paid Sick Leave Mandate:** The bill repeals RSMo §§ 290.600–290.642, which currently requires the accrual of earned paid sick time for employees in Missouri.
- 2. Amendments to Minimum Wage Statute:** The bill also amends Missouri’s minimum wage statute, maintaining Missouri’s minimum wage law at \$15 per hour but repealing the annual adjustment linked to the Consumer Price Index.
- 3. Changes for Public Employers:** The bill modifies the applicability of certain wage and leave provisions for public employers.

What this means to you

While the enactment of HB 567 is a major development, it does not put to rest the issues raised by Proposition A. Proponents of Proposition A are currently circulating an initiative petition (IP) for the next election cycle, forwarding substantially similar mandates as the 2024 initiative but doing so as an amendment to the Missouri state constitution, which could make potential legislative changes far more difficult to achieve. The Prop A saga has also occasioned renewed focus on the IP process itself with new political action committees attempting to alter the existing IP process. We will continue to monitor and provide updates on post-repeal development.

Contact us

If you are an employer with questions pertaining to the repeal of Prop A, please contact Julianne Story, Courtney Steelman, Christina Sbrocchi, or your Husch Blackwell attorney.