

# PROPOSITION A REPEAL SIGNED INTO LAW—WHAT EMPLOYERS SHOULD DO NEXT

Yesterday, Missouri Gov. Mike Kehoe signed House Bill (HB) 567, repealing changes to minimum wage and paid sick leave enacted by Proposition A (2024). Many private employers revised their wage, sick leave and/or PTO policies in anticipation of and in response to Proposition A, which became fully effective May 1, 2025. HB 567 affects those revisions in two ways:

1. Statutory automatic minimum wage increases or decreases stop after rising to \$15 per hour on Jan. 1, 2026. § 290.502.
2. Mandatory paid sick leave requirements in Sections 290.600–.642 are removed, returning to pre-Proposition A status.

The changes in HB 567 become effective Aug. 28, 2025. *See* Mo. Const. art. III, § 29. Absent unique circumstances for an individual employer, policies responsive to Proposition A should remain in effect until then.

## WHAT CHANGES SHOULD EMPLOYERS MAKE DUE TO HB 567?

Employers should consult with legal counsel about adjusting their policies under HB 567 to fit the needs of their businesses and demands of their workforces. Employee handbooks, contracts, collective bargaining agreements, or other agreements or policies may also affect an employer's ability to make further changes.

## WHAT IF EMPLOYERS HAVE SPECIFIC QUESTIONS ABOUT THEIR BUSINESS?

If you have questions specific to your organization, please contact your regular Armstrong Teasdale lawyer or one of the authors listed below.

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### SERVICES AND INDUSTRIES

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