

HB 406 -- Paid Sick Days Act

Sponsor: Low

This bill establishes the Paid Sick Days Act which requires Missouri employers to provide at least seven sick days with pay during a 12-month period for full-time employees or a pro rata number of days for employees working less than 30 hours per week on a year-round basis or less than 1,500 hours in a 12-month period.

Qualifying paid sick leave includes:

- (1) Care for the employee's child, spouse, parent, or the parent of a spouse who is suffering from an illness, injury, or health condition;
- (2) Care for the employee's own illness, injury, or health condition; and
- (3) Routine medical appointments for the employee or his or her child, spouse, parent, or parent of a spouse.

Provisions regarding paid sick leave accrual, annual carry over, certification of qualifying illnesses, unlawful employer acts, enforcement by the Office of the Attorney General, and employee injunctive or declaratory relief for damages or benefits are also included in the bill.