Subject: Important Notice: New Paid Sick Leave Benefit Starting May 1, 2025

Dear [Employee Name],

We are writing to inform you about a new benefit that will take effect soon, based on Missouri's Proposition A.

Starting May 1, 2025, all eligible employees will begin accruing **paid sick leave** in accordance with state law.

What You Need to Know:

- You will **earn 1 hour of paid sick leave for every 30 hours worked**, up to a maximum of **40 hours per year** (unless local law or policy provides more).
- Paid sick leave may be used for:
    - Your own illness, injury, or health condition
    - Medical appointments
    - Care for a sick family member
    - Time needed due to domestic violence, sexual assault, or stalking
- You may start using accrued leave **as soon as it is earned**.

Important Note:

This new benefit is currently the subject of legal and legislative challenges. The Missouri General Assembly is considering changes to the law, and the Missouri Supreme Court is reviewing its constitutionality. As a result, the paid sick leave requirements and benefits described here are **subject to change or withdrawal** depending on the outcome of those proceedings.

Your Rights:

- You cannot be punished or retaliated against for using paid sick leave as allowed under the law.
- You will be provided with regular updates on your leave balance.
- Additional details will be available in our posted notice and from HR.

This notice is required under Missouri law and intended to help you understand your current rights. If you have any questions, please feel free to contact [HR contact name] at [email/phone number].

Sincerely,
[Employer Name]
[Date]