



ATTORNEY GENERAL OF MISSOURI  
ANDREW BAILEY

February 22, 2023

OPINION LETTER NO. 116-2023

The Honorable John R. Ashcroft  
Missouri Secretary of State  
James C. Kirkpatrick State Information Center  
600 West Main Street  
Jefferson City, MO 65101

Dear Secretary Ashcroft:

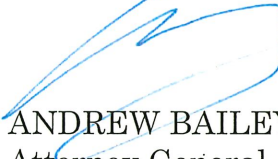
This opinion letter responds to your request dated February 9, 2023, for our review under § 116.334, RSMo of a proposed summary statement prepared for the petition submitted by Lisa D'Souza, 2024-027. The proposed summary statement is as follows:

Do you want to amend Missouri law to:

- require employers, beginning May 1, 2025, with fifteen or more employees provide one hour of paid sick leave for every thirty hours worked but limit using no more than fifty-six hours annually;
- require employers with fewer than fifteen employees provide the same paid sick leave but limit using no more than forty hours annually;
- allow the Department of Labor and Industrial Relations to provide oversight and enforcement;
- exempt governmental entities, political subdivisions, school districts and education institutions; and
- allow collective bargaining agreements to waive these requirements?

Pursuant to § 116.334, RSMo, we approve the legal content and form of the proposed statement. Because our review of the statement is mandated by statute, no action that we take with respect to such review should be construed as an endorsement of the petition, nor as the expression of any view regarding the objectives of its proponents.

Very truly yours,



ANDREW BAILEY  
Attorney General