



Paul Satterwhite and Katherine Davis Author Article for The Missouri Banker

Spencer Fane attorneys [Paul Satterwhite](#) and [Katherine Davis](#) authored a Guest Commentary article for the January/February 2025 edition of *The Missouri Banker*, the official publication of the Missouri Bankers Association.

In their piece, [Proposition A Creates Major Questions for Employers](#), Paul and Kate discussed ongoing developments in Missouri employment law affected by the November 2024 election. The team explained Proposition A's updates – an increase in state minimum wage that went into effect on January 1, 2025, and a mandated paid sick leave law scheduled to take effect May 1, 2025 – in addition to outlining their impact on Missouri employers and related legal challenges.

"Keep an eye out for any legal updates, including rulings from the Missouri Supreme Court, on the lawsuit challenging the new law and/or action from the Missouri legislature repealing Proposition A by statute or implementing rules or regulations designed to help with implementation of the law," Paul and Kate advised. "Consult with your legal counsel to ensure your PTO or paid leave policies are compliant before the law takes effect May 1, and be sure to comply with Proposition A's April 15, 2025, notice and posting requirements."

At Spencer Fane, Paul leads the firm's Labor and Employment Practice Group, of which Kate is a valuable member. The team helps employers interpret and understand the constantly changing landscape of employment laws, providing critical guidance for clients so they can productively operate their businesses with minimal employee and compliance issues.

Read the team's full article [here](#).