



**We ask you to support the Uniform State Labor Standards Act. Here's why:**

- A troubling new trend is emerging across Minnesota: cities are enacting their own workplace mandates, creating a patchwork of city-by-city ordinances that put significant administrative burdens on employers, intrude in the employer-employee relationship, and impede job growth.
- We do not believe the state should dictate employee benefits. Companies already compete against each other to attract and retain workers by offering competitive wages and benefits. Each employer needs flexibility to come up with an approach to wages and benefits that's compatible with its workplace.
- Making matters worse is when *local* governments try to mandate certain benefits, creating inconsistent workplace laws across Minnesota. Imposing a patchwork of ordinances on employers makes us spend more time and money on figuring out laws and less on innovating, growing, and hiring new employees.
- So, we support uniform state labor standards. The Uniform State Labor Standards Act would explicitly preempt local units of government from enacting their own minimum wage levels and mandates on businesses, including mandates for so-called "predictive scheduling" and "paid sick and safe time." The Act would ensure consistent statewide laws governing wages, benefits, and scheduling – and would keep Minnesota open for business and our Minnesota economy thriving for all.

**FAQ:**

**Q: Why are city-by-city workplace ordinances a problem for employees and employers?** A. Consider these scenarios:

- 1) An employer has two facilities: one in Minneapolis and one in a nearby Minnesota city. Today, employees move between the facilities easily. Under new city mandates, though, employees would have to receive different benefits depending on the location where they work, making it more expensive and cumbersome to provide employees with flexibility.

- 2) An employer located in Greater Minnesota delivers products into St. Paul. Under new city mandates, employees must track the number of hours they're within the city's limits so the employer can pay the mandated benefit. If the employer does not fulfill this burdensome requirement, St. Paul claims the power to fine the employer.
  
- 3) An employer located in Greater Minnesota sends employees to a sales conference in Minneapolis. Working long hours during the conference and on sales calls afterwards, the employees work 80 hours within the Minneapolis city limits. Even if those employees never set foot in the city again, the employer must pay them the mandated benefit for the entire year or Minneapolis claims the power to fine the employer.

**Q: Isn't the Minnesota Chamber of Commerce suing the City of Minneapolis about its paid sick and safe time ordinance? If they're already suing, why do they need a new law?** A: In the courts, the Minnesota Chamber has challenged the Minneapolis paid sick and safe time ordinance under the doctrine of preemption that already exists in Minnesota common law (aka case law, aka judge-made law). The Uniform State Labor Standards Act would enshrine in Minnesota statute the same legal concept that already exists in Minnesota common law – thereby making it crystal clear to cities that they may not enact their own labor ordinances.

**Q: What about local control?** A: Our system of government values local control in certain policy areas, such as issuance of zoning approvals and assessment of property taxes. In many other policy areas, though, Minnesota has realized the benefits of consistency across the state—as reflected in our consistent statewide criminal code, building code, consumer protection laws, banking regulation, insurance regulation, securities regulation, and occupational licensing.

**Q: Aren't these labor ordinances popping up only in Minneapolis and St. Paul?** A: No. Duluth is already moving towards enacting its own paid sick time ordinance and other cities may follow their lead. If a regional center enacted its own labor standards, it would impact the entire flow of commerce in that region of the state.