

File Number: H.F. 600

Date: February 2, 2017

Version: As amended by the author's amendment (H0600A99)

Authors: Garofalo and others

Subject: Uniformity of private employer employment regulations; express preemption of local government private employment regulations; appropriations to the Bureau of Mediation Services and Department of Labor and Industry

Analyst: Ben Weeks

This publication can be made available in alternative formats upon request. Please call 651-296-6753 (voice); or the Minnesota State Relay Service at 1-800-627-3529 (TTY) for assistance. Summaries are also available on our website at: www.house.mn/hrd/.

Prohibits local governments from adopting and enforcing local laws and policies relating to the employment relationship in the private sector. Specifically, the bill would prohibit local governments from adopting or enforcing four types of regulations:

- a minimum wage higher than the state minimum wage
- a requirement that a private employer provide paid or unpaid leave
- a regulation relating private employee work hours or scheduling
- a requirement that a private employer provide particular benefits, terms of employment, or working conditions

The bill does not prohibit local governments from setting wages, benefits, terms, and employment policies with respect to local government employees. And the bill does not prohibit local governments from agreeing to contract terms that require certain wages, benefits, terms of employment, or attendance policies be provided to private employees. Likewise, the bill does not prohibit local governments from requiring such contract terms in contracts for which the local government provides financial assistance.

The prohibition applies to local government policies enacted on or after January 1, 2016.

The bill also includes two appropriations. \$325,000 is appropriated each year of the 2018-2019 biennium to the Bureau of Mediation Services to fund the operations of the public employment relations board. And, in addition to any other amount appropriated, \$250,000 in fiscal year 2018 and \$500,000 in fiscal year 2019 are appropriated to the labor standards division of the Department of Labor and Industry. \$500,000 will be added to the base going forward.