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Subject: Uniformity of private employer employment regulations; express preemption of local government private employment regulations

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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 to private employee work hours or scheduling; and
- 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. The bill also 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 bill applies to local government policies enacted on or after January 1, 2016.