

HCS HB 2866 -- PREEMPTION OF LOCAL ORDINANCES INVOLVING EMPLOYMENT LAW

SPONSOR: Gallick

COMMITTEE ACTION: Voted "Do Pass with HCS" by the Standing Committee on General Laws by a vote of 9 to 5 and 2 present. Voted "Do Pass" by the Standing Committee on Rules- Regulatory Oversight by a vote of 6 to 3.

The following is a summary of the House Committee Substitute for HB 2866.

Currently, the state minimum wage law preempts political subdivisions from establishing or enforcing a minimum or living wage or requiring employment benefits that exceed State laws, rules, or regulations. This bill adds that political subdivision policies, ordinances, and resolutions may not be enacted on those topics, and extends the topics to include:

- (1) Regulating the information an employer or potential employer can require or exclude on an employment application from an employee or prospective employee;
- (2) Requiring an employer to provide paid or unpaid leave time to an employee; and
- (3) Regulating employee hours and scheduling that an employer is required to provide.

A political subdivision may regulate employment discrimination.

This bill is similar to SB 1066 (2024).

The following is a summary of the public testimony from the committee hearing. The testimony was based on the introduced version of the bill.

PROPOSERS: Supporters say that this legislation prevents local governments from passing oppressive mandates that add unnecessary over regulation regarding employee shift scheduling. Supporters state that Missouri workers are fleeing the state due to current oppressive local regulation of businesses. The goal of this legislation is to allow employers to be able to make decisions concerning their own businesses without fear of local government interference. Current local ordinances, such as in St. Louis, create legal disparities throughout the state that business owners with multiple locations in the state have difficulty navigating.

These disparities create a patchwork of regulation across the state that business owners must then navigate to ensure proper adherence with the law. A statewide uniform approach to regulation would be more ideal because business owners would not have to worry about differing legislation throughout the state.

Testifying in person for the bill were Representative Gallick; Missouri Retailers Association; Missouri Grocers Association; Missouri Tire Industry Association; American Hotel and Lodging Association; United States Chamber of Commerce; Associated Industries of Missouri; Russell Lahl, Missouri Restaurant Association; Missouri Chamber of Commerce; and Arnie Dienoff.

OPPONENTS: Those who oppose the bill say that they are opposed to several provisions of the legislation as they relate to local regulations that have an effect on working families.

Testifying in person against the bill was Missouri AFL-CIO.

Written testimony has been submitted for this bill. The full written testimony and witnesses testifying online can be found under Testimony on the bill page on the House website.