

HB 2866 -- PREEMPTION OF LOCAL ORDINANCES INVOLVING EMPLOYMENT LAW

SPONSOR: Gallick

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;
- (3) Regulating employee hours and scheduling that an employer is required to provide; and
- (4) Regulating or creating administrative or judicial remedies for wage, hour, or benefit disputes, including, but not limited to, any benefits described in the bill.

A political subdivision may regulate employment discrimination. Political subdivisions are prohibited from attempting to control the wages or employment benefits of its contractors or vendors, among others, through the political subdivision's purchasing or contracting procedures.

This bill is similar to SB 1066 (2024).