

HCS HB 443 -- PREEMPTION OF LOCAL ORDINANCES INVOLVING EMPLOYMENT  
LAW

SPONSOR: Gallick

COMMITTEE ACTION: Voted "Do Pass with HCS" by the Standing  
Committee on Local Government by a vote of 8 to 6.

The following is a summary of the House Committee Substitute for HB  
443.

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  
will 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 HCS HB 2866 (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.

PROPONENTS: Supporters say that employment law should be uniform  
Statewide and the Department of Labor should enforce employment law  
in a uniform way. This will preempt potentially burdensome  
regulations, helping businesses.

Testifying in person for the bill were Representative Gallick;  
Buddy Lahl, Missouri Restaurant Association; Associated Industries  
of Missouri; Missouri Restaurant Association; American Hotel &  
Lodging Association; US Chamber of Commerce; Missouri Hotel Lodging  
Association; and Missouri Chamber of Commerce and Industry.

OPPONENTS: Those who oppose the bill say that many of these provisions are already law. Additionally, this might have implications for first responders.

Testifying in person against the bill was Jobs With Justice Voter Action.

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.