

# Support Uniform State Labor Standards

**This bipartisan legislation helps create a level playing field for Main Street Minnesota by ensuring uniform state labor standards.** Brick and mortar businesses currently comply with state and federal government labor regulations and when both state and federal law apply, an employer must follow the more stringent of the two laws.

Adding a third layer of regulations at the local level creates the potential for **hundreds of different labor regulatory regimes** in Minnesota. This would produce a patchwork of overwhelming, confusing, and burdensome mandates for employees and employers. The proliferation of local labor laws makes it more complex and costly for employers of all sizes to serve their customers and employees. Ultimately, this would drive **competitive disadvantages** within the Minnesota marketplace and pit local governments against each other. It would also make our state less desirable for business relocation and expansion.

All across Minnesota, employers are responsible for a multitude of tasks to keep their businesses afloat such as scheduling, unloading trucks, stocking shelves, customer service, accounting, and human resources. Adding a third layer of compliance and complexity to existing labor regulations would put a significant weight on the shoulders of already time pressed business owners/operators. Minnesota businesses all have a vested interest in the success of their communities, and contribute to a vibrant and growing state economy. Working with uniform state labor regulations allows for a reliable, executable, and predictable work environment.

**21**  
**STATES**

currently have laws that **support statewide uniformity** of labor regulations. This includes states bordering Minnesota along with several in the Midwest region.

**H.F 1241/S.F 565:** This bipartisan legislation places discussions of labor policies at the federal and state level by providing for explicit preemption of local mandates. This legislation assures that all Main Street Minnesota businesses will operate under a consistent marketplace, creating a level playing field and a fair and stable work environment.

**Legislators interested in supporting Minnesota businesses, providing consistency in the marketplace, and investing in Main Street Minnesota growth should support uniform state labor standards!**



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