



RESTAURANT, LODGING, RESORT AND  
CAMPGROUND ASSOCIATIONS

## **Assure Uniform Labor Standards in Minnesota**

**POSITION:** Hospitality Minnesota encourages the state to adopt uniform labor standards that preempt the authority of local governments. This legislation must make clear local units of government are prohibited from enacting mandates on labor issues such as the minimum wage, paid leave, sick pay, predictive scheduling or other employee benefits that depart from state and federal law.

### **SUPPORTING STATEMENTS:**

- In 1938, members of Congress agreed that labor conditions detrimental to the maintenance of the minimum standards of living necessary to the health, efficiency and general well-being of workers were harming our country's commerce. The Fair Labor Standards Act was passed to establish minimum wage, overtime, recordkeeping and youth employment standards, both in the public and private sector.
- Hospitality Minnesota members currently follow two sets of government labor regulations - state and federal. Allowing cities to set their own creates the potential for over 850 different labor laws in our state.
- Minnesota businesses are vested in the success of their communities, and promote a vibrant and growing state economy. A patchwork of overwhelming, confusing, and burdensome mandates for employees and employers would drive competitive disadvantages within the Minnesota marketplace, pitting cities against each other.
- Across Minnesota our members are responsible for a multitude of tasks to keep their businesses running. Working with uniform federal and state labor regulations allows for a reliable, executable, and predictable work environment.
- More than 30 states currently have laws that create uniformity at the state level for wages and/or labor benefits. This includes states bordering Minnesota along with others in the Midwest region.