

**HOUSE BILL No. 2305**

By Representatives Curtis, Henderson, L. Ruiz and Wolfe Moore

2-10

1 AN ACT concerning minimum wage laws; permitting cities, counties and  
2 local governments to set the minimum wage above federal or state  
3 levels by ordinance, resolution or law; amending K.S.A. 2020 Supp.  
4 12-16,130 and repealing the existing section.

5  
6 *Be it enacted by the Legislature of the State of Kansas:*

7 Section 1. K.S.A. 2020 Supp. 12-16,130 is hereby amended to read as  
8 follows: 12-16,130. (a) No city, county or local government unit shall  
9 enact or administer any ordinance, resolution or law ~~which~~ *that* requires an  
10 employer to:

11 (1) Provide to such employer's employees any leave from work,  
12 either with or without pay, unless such leave is required by state or federal  
13 law;

14 (2) pay compensation to such employer's employees for any leave  
15 from work unless payment of compensation for such leave is required by  
16 state or federal law;

17 (3) ~~pay compensation or wages at any rate higher than the minimum~~  
18 ~~wage unless the payment of higher compensation or wages is required by~~  
19 ~~state or federal law;~~

20 (4) ~~offer an employee benefit other than those required by state or~~  
21 ~~federal law; or~~

22 (5)(4) alter or adjust any employee scheduling unless the alteration or  
23 adjustment is required by state or federal law.

24 (b) Subsection (a) shall not impact; or apply to; requirements under  
25 state economic development incentive programs or city, county, local  
26 government or local economic development agency business attraction,  
27 retention or recruitment programs.

28 Sec. 2. K.S.A. 2020 Supp. 12-16,130 is hereby repealed.

29 Sec. 3. This act shall take effect and be in force from and after its  
30 publication in the statute book.