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State of Minnesota
HOUSE OF REPRESENTATIVES

EIGHTY-NINTH SESSION

H. F. No. 1241

02/25/2015 Authored by Albright; Anderson, S.; Norton; O'Neill; Fabian and others

The bill was read for the first time and referred to the Committee on Job Growth and Energy Affordability Policy and Finance

1.1 A bill for an act
1.2 relating to employment; requiring a statewide uniform minimum wage; providing
1.3 uniformity for employment mandates on private employers; amending Minnesota
1.4 Statutes 2014, section 177.24, by adding a subdivision; proposing coding for new
1.5 law in Minnesota Statutes, chapter 181.

1.6 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

1.7 Section 1. Minnesota Statutes 2014, section 177.24, is amended by adding a
1.8 subdivision to read:

1.9 Subd. 6. Uniform state minimum wage; local variation prohibited. (a) Except as
1.10 provided in this subdivision, a local unit of government may not require the payment of a
1.11 minimum wage that is different than the minimum wage set by this section.

1.12 (b) This subdivision does not apply to wages paid:

1.13 (1) to an employee of the local unit of government;

1.14 (2) for services provided by an individual to the local unit of government under a
1.15 contract or subcontract with the local unit of government; and

1.16 (3) for services provided by an individual that are funded in whole or part by
1.17 financial assistance from the local unit of government.

1.18 (c) For the purpose of this subdivision, "local unit of government" must be broadly
1.19 construed and includes, without limitation, a statutory or home rule charter city, town,
1.20 county, Metropolitan Council, Metropolitan Sports Facilities Commission, Metropolitan
1.21 Airports Commission, other metropolitan agencies, and other political subdivisions.

1.22 EFFECTIVE DATE. This section is effective the day following final enactment
1.23 and applies to a local unit of government requirement that was established before, on, or
1.24 after that date.

2.1 **Sec. 2. [181.741] LOCAL GOVERNMENT; UNIFORMITY OF PRIVATE**
 2.2 **EMPLOYER BENEFIT MANDATES.**

2.3 (a) A local unit of government may not establish, mandate, or otherwise require a
 2.4 private employer to provide an employee who is employed within the jurisdiction of
 2.5 the unit:

- 2.6 (1) a benefit;
- 2.7 (2) a term of employment;
- 2.8 (3) a working condition; or
- 2.9 (4) an attendance or leave policy;

2.10 that exceeds the requirements of federal or state law, rules, or regulations.

2.11 (b) For the purpose of this subdivision, "local unit of government" must be broadly
 2.12 construed and includes, without limitation, a statutory or home rule charter city, town,
 2.13 county, Metropolitan Council, Metropolitan Sports Facilities Commission, Metropolitan
 2.14 Airports Commission, other metropolitan agencies, and other political subdivisions.

2.15 **EFFECTIVE DATE.** This section is effective the day following final enactment
 2.16 and applies to a local unit of government mandate or requirement that was established
 2.17 before, on, or after that date.