



## *2018 Issue Brief:*

# **Create Uniform Labor Standards in Minnesota**

**POSITION:** The Minnesota Restaurant Association supports uniform labor standards in Minnesota that preempt the authority of local governments to mandate a minimum wage 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.
- The employers who operate Minnesota's brick and mortar businesses currently follow two sets of government labor regulations: state and federal. Allowing cities to set their own regulations 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.
- All across Minnesota, business owners and operators are responsible for a multitude of tasks to keep their businesses afloat such as scheduling, unloading trucks, stocking shelves, customer service, accounting, venue maintenance, and human resources, among many others. 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 employee benefits. This includes states bordering Minnesota along with others in the Midwest region.