

## Stop Expensive Regulations.

In cities like New York, Seattle, Philadelphia, and San Francisco, local officials are enacting expensive employer mandates, interfering in the employer/employee relationship with requirements on what benefit packages must contain, what questions private employers can ask applicants, how private employers have to schedule employees, even requiring private employers to stand down when unions try to unionize their workforce if the employer needs a permit from the city.

## Protect Jobs.

The end result of duplicative and expensive local employment regulations is a higher cost of doing business, leading to employers eliminating entry level workers or even closing their doors and moving to a different municipality, leaving workers without jobs and families without income.

AB 748 will prevent these anti-business, anti-worker policies from spreading in Wisconsin.



## Support Local Employers.

Wisconsin employers support Assembly Bill 748 because they want to stay and grow in Wisconsin and in their home communities, but expensive local HR mandates would make it difficult to keep their doors open and provide jobs. That's why employers from a broad cross-section of the Wisconsin economy are asking lawmakers to support Assembly Bill 748.

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## Employers and Associations in Support of AB 748

Wisconsin Manufacturers & Commerce  
Wisconsin Restaurant Association  
Wisconsin Independent Businesses  
National Federation of Independent Business – Wisconsin  
Wisconsin Grocers Association  
Wisconsin Bankers Association  
Schneider National  
Society of Human Resource Management – Wisconsin State Council  
Wisconsin Petroleum Marketers and Convenience Store Association  
Wisconsin Hotel and Lodging Association  
Association of Wisconsin Tourism Attractions

Wisconsin Association of Staffing Services  
Americans for Prosperity – Wisconsin  
Associated Builders and Contractors of Wisconsin  
Tavern League of Wisconsin, Inc.  
Alliance of Wisconsin Retailers, LLC  
Metropolitan Milwaukee Association of Commerce  
The Wisconsin Housing Alliance  
Midwest Food Products Association  
Independent Business Association of Wisconsin  
Wisconsin Motor Carriers Association  
Tool, Die & Machining Association of Wisconsin

# Vote **YES** on Assembly Bill 748

Governor Doyle signed a statewide minimum wage in 2005, at the same time preempting local governments from setting their own. In 2011, Governor Walker preempted local governments from setting their own paid leave mandates. Both governors recognized that employment law is best handled at the state level, not with a patchwork of local ordinances. AB 748, as approved by the Assembly, applies the same concept in the following areas of employment law:

✓ **Prohibits Labor Peace Agreement Mandates**

“Labor Peace Agreement” mandates are used by local governments to force private employers in need of permits or other local government approvals to stand down when labor unions try to unionize their workers. AB 748 prohibits local governments from rigging the system for labor unions.

✓ **Limits Local Occupational Licensing Mandates**

If the state licenses an occupation, statewide standards must be met to receive the license. AB 748 stops local governments from imposing occupational licensing standards that are stricter than the state.

✓ **Stops “Fair Scheduling” Ordinances**

Across the country, multiple cities now dictate how far in advance employers must post upcoming schedules of hourly workers, sometimes requiring they be posted up to four weeks in advance. These mandates disrupt industries and often include punitive provisions if a schedule is changed due to conditions, for example, if there is bad weather and therefore a lack of customers. AB 748 will stop these disruptive and expensive mandates from coming to Wisconsin.

✓ **Prohibits Local Governments from Mandating Specific Employee Benefits**

Employers and employees should be free to negotiate compensation packages, including items like wages, retirement plans and pensions, insurance, leave benefits, etc. without being told what to include in the package by local governments.

✓ **Protects Employers’ Ability to Ask Questions of Applicants’ Wage History**

Philadelphia, New York, and other cities have prohibited employers from asking applicants about salary history. In Wisconsin, employers and applicants are currently free to discuss wage history and wage expectations, and AB 748 preserves that ability.

✓ **Stops Local “Living Wages”**

While municipalities in Wisconsin are prohibited from setting a minimum wage for private employers, they are still allowed to set a “living wage” that private employers who win a government contract must pay. However, there’s often a catch - labor unions like the SEIU are usually behind efforts to enact these ordinances, which also regularly include a clause exempting union-backed firms. See Madison Ordinance Ch. 4.20(11), Milwaukee County Ordinance 111.03(2)(b) and Eau Claire County Ordinance 2.95.010(B)(2). The end result is a rigged system in favor of labor unions. AB 748 stops this artificial wage setting and levels the playing field.

✓ **Stops Local Wage Claim Ordinances and Bureaucracies**

If a worker believes they have not been paid earned wages, they are currently able to file a claim at DWD and DOL. This bill maintains DWD and DOL as the proper authorities for such claims.

