



State of Wisconsin
2025 - 2026 LEGISLATURE

LRB-1743/P1
EVM&MIM:emw

DOA:.....Humphry, BB0417 - Local employment regulations

FOR 2025-2027 BUDGET -- NOT READY FOR INTRODUCTION

AN ACT ...; relating to: the budget.

Analysis by the Legislative Reference Bureau

LOCAL GOVERNMENT

Local employment regulations

This bill repeals the preemptions of local governments from enacting or enforcing ordinances related to the following:

1. Regulations related to wage claims and collections.
2. Regulation of employee hours and overtime, including scheduling of employee work hours or shifts.
3. The employment benefits an employer may be required to provide to its employees.
4. An employer's right to solicit information regarding the salary history of prospective employees.
5. Regulations related to minimum wage.
6. Occupational licensing requirements that are more stringent than a state requirement.

Certain state and local employment regulations

The bill repeals the following:

1. The prohibition of the state and local governments from requiring any person to waive the person's rights under state or federal labor laws as a condition of any approval by the state or local government.
2. A provision under which neither the state nor a local government may enact a statute or ordinance, adopt a policy or regulation, or impose a contract, zoning, permitting, or licensing requirement, or any other condition, that would require any person to accept any provision that is a subject of collective bargaining under state labor laws or the federal National Labor Relations Act.

EMPLOYMENT

State and local employment regulations; repeal preemption of local employment regulations

This bill repeals certain preemptions and prohibitions of local governments and the state from enacting or enforcing ordinances related to various employment matters. *See Local Government.*

BILL

For further information see the state and local fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

SECTION 1. 66.0134 of the statutes is repealed.

SECTION 2. 66.0408 (2) (d) of the statutes is repealed.

SECTION 3. 103.007 of the statutes is repealed.

SECTION 4. 103.12 of the statutes is repealed.

SECTION 5. 103.36 of the statutes is repealed.

SECTION 6. 104.001 (3) of the statutes is created to read:

104.001 (3) This section does not affect an ordinance that, subject to s. 66.0903, requires an employee of a city, village, town, or county, an employee who performs work under a contract for the provision of services to a city, village, town, or county, or an employee who performs work that is funded by financial assistance from a city, village, town, or county to be paid at a minimum wage rate specified in the ordinance.

SECTION 7. 109.09 (3) of the statutes is repealed.

SECTION 8. 947.21 of the statutes is repealed.

(END)