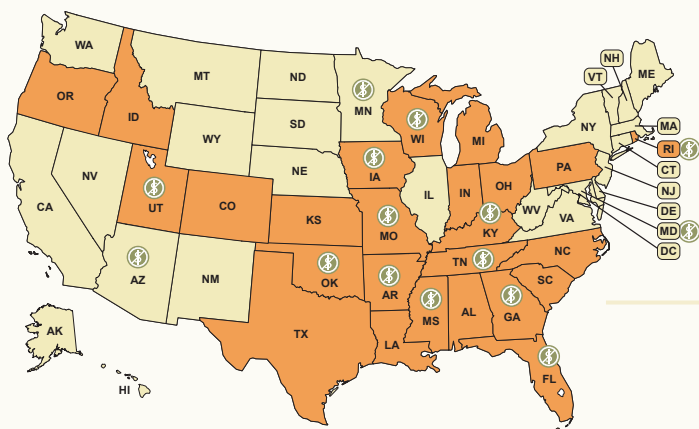


STATE PREEMPTION: A THREAT TO FAIR WAGES AND TO LGBT EQUALITY



STATE PREEMPTION LAWS STOP LOCAL CITIES AND COUNTIES FROM PASSING ORDINANCES THAT BENEFIT THEIR COMMUNITIES

States with Minimum Wage Preemption Bills or Laws in 2017-18



ATTACKING THE MINIMUM WAGE

25 states already prevent minimum wage increases to some degree.

15 states introduced bills in 2017-18 to newly or further prevent local minimum wage increases.

Raising the minimum wage would lift 30,000+ LGBT people out of poverty

LGBT people are significantly more likely to live in poverty. Raising the national minimum wage to \$15 per hour would lift almost 30,000 people in same-sex couples out of poverty—cutting the poverty rate for women in same-sex couples in half and for men by a third.

COORDINATED EFFORT

What's more, preemption is part of a coordinated, corporate agenda to increase profits without regard for local authority or human impact.

This means that when states try to prevent local progress on one issue (like the minimum wage), they also try it on other issues (like LGBT equality).

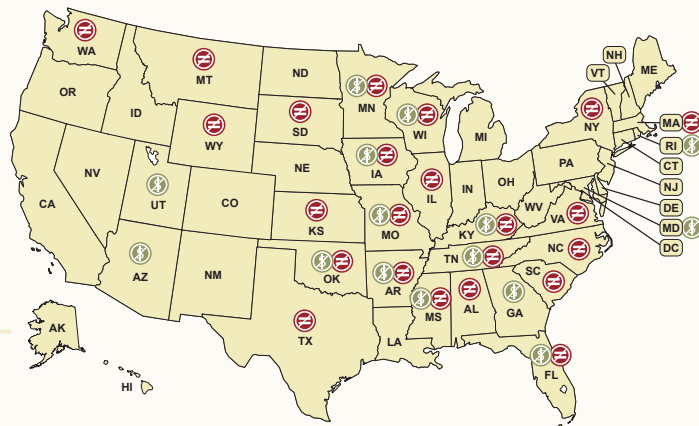


Minimum Wage Prevention



LGBT Equality Prevention

States with Preemption Bills on Minimum Wage Increases or LGBT Equality in 2017-18



When states use preemption to protect profits over people, this is a dangerous threat to both the minimum wage and LGBT equality.