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



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Equality Federation





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.

5 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.



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

Sources: Partnership For Working Families, "Mapping State Interference," http://www.forworkingfamilies.org/preemptionmap. Badgett, Durso, & Schneebaum, 2013, "New Patterns of Poverty in the Lesbian, Gay, and Bisexual Community," The Williams Institute, http://williamsinstitute.law.ucla.edu/wp-content/uploads/LGB-Poverty-Update-Jun-2013.pdf. Badgett & Schneebaum, 2016, "The Impact of a \$15 Minimum Wage on Poverty Among Same-Sex Couples," The Williams Institute, https://williamsinstitute.law.ucla.edu/wp-content/uploads/LGB-Poverty-and-the-15-Minimum-Wage-1.pdf.