

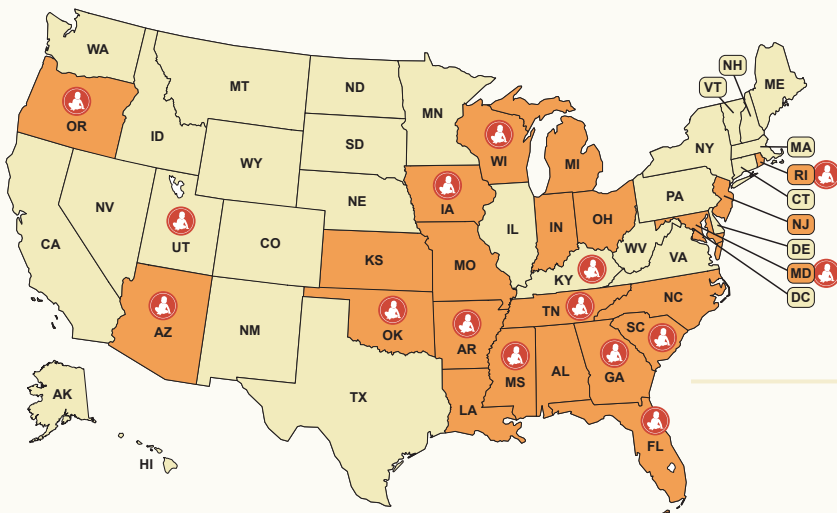
STATE PREEMPTION: A THREAT TO WORKERS AND TO LGBT EQUALITY



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

ATTACKING WORKERS' RIGHTS & BENEFITS

States with Workers' Benefits Preemption Bills or Laws in 2017-18



22 states already prevent local laws from protecting workers' rights and benefits, such as paid sick leave or fair scheduling practices.

18 states introduced bills in 2017-18 to newly or further prevent workers' rights and benefits.

Note: This does not include efforts to preempt local minimum wage increases.

Source: Partnership For Working Families
<http://www.forworkingfamilies.org/preemptionmap>

WORKERS' RIGHTS ARE LGBT RIGHTS

Paid Sick Leave

Paid sick days are important for everyone so that people can take care of themselves or a family member when they are sick without risking their own job or their coworkers' health.

32% of U.S. workers—and nearly 60% of those in the bottom quarter of income earnings—lack even a single paid sick day. LGBT people are more likely to be in that bottom quarter of income, and so more likely to be without paid leave. This lack of paid leave—and state preemption of paid leave laws—puts LGBT people and their families at even further risk of economic insecurity or health concerns.

Fair Scheduling Practices

Fair scheduling practices are just common sense. When people have stable and predictable work schedules, they can better plan for the future, spend more time with their families, and know what to expect come payday.

Without fair scheduling protections, workers in retail, food service, and other low-wage jobs are subject to unpredictable work schedules and incomes. Since LGBT people are more likely to be low-wage workers, they are also more likely to be harmed by state preemption of fair scheduling laws.

When states use preemption to protect profits over people, this is a dangerous threat to both workers' rights and to LGBT equality.