

2016 State Battles Proactive Legislative Summary As of 2.29.16

Raising Wages and Labor Standards - 35 States			
Issue	Introduced	Passed / Enacted	Defeated / Not Acted On
Repeal Pre-Emption / Allowing Local Ordinances	8 states: CO, MA, NC, NH, NM, NY, OK, PA		1 state: NM
Prevailing Wage	8 states: CA, IA, ME, MO, NH, NY, VT, WA		
Project Labor Agreements (PLAs)	4 states: CA, IA, KS, WA		
Anti-Wage Theft	15 states: AL, CA, DC, IA, IL, MA, MS, NC, NY, OH, OR, PA, RI, TN, WA	1 municipality: DC (extension/renewal of previous law)	2 states: CA, MS
Expanding Wage / Hour Laws	5 states: HI, IL, MS, NY, OH, SC		1 state: MS
Living Wage	6 states: GA, IA, IL, MA, NY, WA		
Minimum Wage	34 states: AL (statewide and Mobile County), AK, CA, CT, DE, FL, GA, HI, IA, ID, IN, KS, KY, MA (statewide and Logan Airport workers), MD, MI, MN, MS, NC, NH, NJ, NM, NY, OH, OK, OR, PA, RI, SC, TN, VA, VT, WA, WI		3 states: MS, NM, VA
UI System Improvements	14 states: CA, DC, FL, GA, HI, IA, IL, IN, KS, MD, MI, MN, OR, SC		1 state: CA (Vetoed)
Independent Contractor Misclassification	5 states: GA, HI, IL, KY, OH		
Women's Economic Agenda – 31 States			
Issue	Introduced	Passed / Enacted	Defeated / Not Acted On
Equal Pay	18 states: AK, AL, CO, FL, HI, IN, MA, MD, MO, NJ, NY, PA, SC, SD, TN, UT, VA (Legislation and Constitutional Amendment), WA		
Tipped Minimum Wage Bill(s)	20 states: AL, GA, HI, ID, KS, MA, MD, MS, NE, NH, NM, NY, OH, OK, PA, RI, TN, VA, VT, WI		3 states: MS, NM, VA
Paid Sick Days / Earned Sick Time	17 states: AK, AZ, CA, CO, FL, HI, MI, MN, NC, NE, NY, PA, SC, VA, VT, WA, WI	1 state: VT (awaiting Gov. consideration)	
Paid Family and Medical Leave	11 states and DC: DC, GA, HI, IL, MI, MN, NE, NY, PA, UT, VA, WA, WI		
Pregnant Workers' Rights	4 states: PA, TN, VA, WA		

2016 State Battles Proactive Legislative Summary As of 2.29.16

Good Jobs – 16 States			
Issue	Introduced	Passed / Enacted	Defeated / Not Acted On
Infrastructure	4 states: CT, IN, RI, SC	1 state: RI	
Insourcing	14 states: AZ, CT, GA, HI, IA, KS, NE, NH, NJ, NY, OH, RI, WA, WV		
Buy American	6 states: IL, KY, MA, ME, NY, VA		
Save Call Center Jobs Act	1 state: NY		
Voting Rights – 21 States			
Issue	Introduced	Passed / Enacted	Defeated / Not Acted On
Universal Voter Registration	13 states: AZ, FL, GA, HI, IA, IL, IN, NJ, OH, SC, TN, VA, WA		1 state: VA
Modernization	15 states: AK, IA, ID, IN, MI, MO, NH, NJ, NY, OH, OK, PA, RI, TN, WI		
No-Fault Absentee Voting *Indicates Vote By Mail Bill(s)	12 states: AZ*, FL*, HI*, IA, MI, NH*, NJ*, NY*, OK*, PA, VA, VT*		
Early In-Person Voting	17 states: AK, GA, HI, IN, MD, MI, MN, MS, NE, NJ, NY, OK, PA, RI, SC, VA, WI		1 state: VA
Same Day Registration	9 states: AK, DE, GA, IN, KS, NY, OK, PA, WA		
Restore the Right to Vote After Criminal Conviction	8 states: DE, FL, KY, MN, NY, OK, TN, VA (constitutional amendment)		
Expanded Voter Identification / Documentation of Proof	8 states: FL, GA, NH, OK, SC, TN, VA, WA		
Gig Economy – 7 States			
Issue	Introduced	Passed / Enacted	Defeated / Not Acted On
Fair Scheduling	7 states, 2 municipalities and DC: CA (San Jose – potential ballot measure; state bill carried over from 2015 – to be considered in 2016, the bill must be passed by the House of origin by 1/31/16), DC, MA, MD (including Montgomery County), MI, MN, NC, NH, NY,		CA (state bill died in 2016)

2016 State Battles Proactive Legislative Summary As of 2.29.16

Confirmed Proactive November 8, 2016 State Ballot Propositions - 4 States					
Type *See key below	State	Subject	Brief Description	Status	Approved or Defeated
LRSS	DC	Minimum Wage	The measure would increase the state's \$15/hr minimum wage by 2020.	Confirmed to appear on 11/8/16 general election ballot	
LRSS	SD	Labor Rights	The measure would give corporate or nonprofit organizations the right to charge fees in right-to-work South Dakota.	Confirmed to appear on 11/8/16 general election ballot	

***Type(s) of Ballot Measure:**

- ABR: Automatic ballot referrals
- AQ: Advisory questions
- IN: Initiatives
- LRCA: Legislatively-referred constitutional amendments
- LRSS: Legislatively-referred state statues
- VR: Veto Referendum

2016 State Battles Proactive Legislative Summary As of 2.29.16

Proposed Proactive November 8, 2016 State Ballot Propositions - 21 States					
Type	State	Subject	Brief Summary	Current Status	Approved or Defeated
Constitutional Amendment	AL	Public Employees	The measure would provide that cost of living increases for state employees could not become law without including public education employees and retired state and public education employees.	Pending legislative approval from both houses needed in order to send to the 11/8/16 ballot	
Constitutional Amendment	AL	Minimum Wage	The measure would provide for a state minimum wage law, as well as an increase in the state minimum wage to \$9.80 per hour over three steps by January 1, 2018. The measure would also require that tipped employees' wages equal at least 30 percent of the minimum wage and that beginning on January 1, 2020 (includes inflation as a factor).	Pending legislative approval from both houses needed in order to send to the 11/8/16 ballot	
Statutory Initiative	CA	Minimum Wage	The measure would increase the state's minimum wage until it reached \$15 per hour by July 2020 and improve paid sick leave for all workers in the state.	Collection of signatures due 7/5/16	
Legislatively Referred Constitutional Amendment	CA	Voting Rights	The measure would "authorize a United States citizen who is 17 years of age, is a resident of the state, and will be at least 18 years of age at the time of the next general election to	Pending legislative approval from both houses needed in order to send to the 11/8/16 ballot	

2016 State Battles Proactive Legislative Summary As of 2.29.16

			vote in any intervening primary or special election that occurs before the next general election.		
Statutory Initiative	CA	Minimum Wage	The measure will increase the minimum wage by \$1 per hour each January 1 until it reaches \$15 per hour in 2021.	Pending signature review by SoS	
Statutory Initiative	CA	Minimum Wage	The measure would increase the minimum hourly wage to \$15 by 2021.	Pending signature review by SoS	
Statutory Initiative	CO	Elections & Campaign Finance	The measure would establish state focused campaign finance reform.	Pending approval by SoS	
Statutory Initiative	DC	Minimum Wage	The measure would increase the state's \$15/hr minimum wage by 2020.	Approved and on 11/8/16 Ballot	
Initiated Constitutional Amendment	FL	Minimum Wage	The measure would increase the state's hourly minimum wage to \$10.	Collection of signatures due 2/1/16	
Initiated Constitutional Amendment	FL	Paid Sick Days / Earned Sick Time	The measure would require employers with at least five employees to provide paid sick time and employers with less than five employees to provide unpaid sick time.	Collection of signatures due 2/1/16	
Legislatively Referred Constitutional Amendment	HI	Voting Rights	The measure lowers the voting age for state and local elections to 16.	Pending legislative approval from both houses needed in order to send to the 11/8/16 ballot	
Legislatively Referred Constitutional Amendment	KY	Voting Rights	The measure would restore voting rights for certain felons upon expiration of sentences.	Pending legislative approval from both houses needed in order to send to the 11/8/16 ballot	

2016 State Battles Proactive Legislative Summary As of 2.29.16

Statutory Initiative	ME	Minimum Wage	The measure would increase minimum wage to \$12 per hour by 2020.	Collection of signatures currently taking place	
Indirect Initiated state Statute	MI	Paid Sick Days / Earned Sick Time	The measure would guarantee workers the right to earn paid sick days for personal or family health needs.	Collection of signatures currently taking place	
Legislatively Referred Constitutional Amendment	MN	Equal Pay	The measure would provide that people have equal rights under the law regardless of their gender.	Pending legislative approval from both houses needed in order to send to the 11/8/16 ballot	
Constitutional Amendment	NV	Minimum Wage	The measure increases the state's minimum wage to \$9.25.	Needs to be approved in two even-numbered election years, meaning the measure would need to be approved in 2016, then again in 2018	
Statutory Initiative	NY	Voting Rights	The measure would allow a person who will be 18-years old at the time of a presidential election to vote in the preceding presidential primary election.	Majority vote is required in two successive sessions of the New York State Legislature	
Statutory Initiative	OR	Initiative Process	The measure would establish ballot and voter registration reform.	Collection of signatures currently taking place	
Constitutional amendment	OR	Local Government	The measure would allow local gov't to pass laws to provide wages and benefits to workers.	Collection of signatures currently taking place	
Statutory Initiative	OR	Minimum Wage	The measure would increase the state minimum wage to \$13.50/hr by 2018.	Collection of signatures currently taking place	
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2016 State Battles Proactive Legislative Summary As of 2.29.16

Statutory Initiative	OR	Minimum Wage	The measure would increase the state's hourly minimum wage over three years until it reached \$15 by 2019.	Collection of signatures due 7/1/16	
Advisory Question	SC	Minimum Wage	The measure would advise the legislature to increase the state's hourly minimum wage to one dollar above the federal minimum wage.	Pending in the state legislature as of 1.28.16	
Statutory Initiative	SD	Labor Rights	The measure would give corporate or nonprofit organizations the right to charge fees in right-to-work South Dakota.	Approved and on 11/8/16 Ballot	
Legislatively Referred	SD	Minimum Wage	The measure would establish a youth minimum wage.	Approved and on 11/8/16 Ballot	
Statutory Initiative	WA	Labor	The measure would increase the state's minimum wage and provide paid sick leave.	Legislature chooses whether to enact the measure, send it to the 2016 ballot alone, or send it to the ballot alongside an alternative proposition.	
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Statutory Initiative	WA	Labor	The measure would increase the state's minimum wage and	Filed	

2016 State Battles Proactive Legislative Summary As of 2.29.16

			provide paid sick leave.		
Statutory Initiative	WA	Labor	The measure would increase the state's minimum wage and provide paid sick leave.	Filed	