



WISCONSIN LEGISLATIVE COUNCIL ACT MEMO

2017 Wisconsin Act 327
[2017 Assembly Bill 748]

**Statewide Uniformity in Certain
Employment Law Matters**

2017 Wisconsin Act 327 specifies certain areas of employment law for which statewide uniformity applies and for which any local regulation is preempted.

In particular, under the Act, a local governmental unit **may not**:

- Use an ordinance, policy, regulation, contract, zoning, permitting, licensing, or any other condition, to require a person to accept provisions of a collective bargaining agreement or to waive rights under state or federal labor relations laws.
- Use an ordinance to regulate hours of labor or overtime, including shift schedules.
- Use an ordinance to require an employer to provide certain employment benefits, including retirement, pension, profit sharing, insurance, or leave benefits.
- Use an ordinance to prohibit an employer from requesting the salary history of a prospective employee.
- Use an ordinance to require a minimum wage for employees under contractual service to the local governmental unit or employees performing work that is funded by financial assistance from the local governmental unit.
- Use an ordinance to regulate wage claims or collections.

In addition, the Act specifies that a local governmental unit may not impose any occupational licensing requirements on an individual that are more stringent than state-imposed licensing requirements for the profession.

The provisions of the Act apply to a city, village, town, or county. For purposes of the provision regarding a collective bargaining agreement and rights under state or federal labor relations laws, the provision also applies to the state and to a school district, technical college

This memo provides a brief description of the Act. For more detailed information, consult the text of the law and related legislative documents at the Legislature's Web site at: <http://www.legis.wisconsin.gov>.

district, sewerage district, drainage district, other special purpose district, a public or quasi-public corporation, officer, or board, or other public body.

A person who knowingly violates the provision regarding a collective bargaining agreement and rights under state or federal labor relations laws is subject to a Class A misdemeanor.

Effective date: April 18, 2018. An agreement between any person and a labor organization that is entered into, renewed, modified, or extended on or after that date that violates the provision regarding a collective bargaining agreement and rights under state or federal labor relations laws is void.

Prepared by: Margit S. Kelley, Senior Staff Attorney

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