

SESSION OF 2016

**SUPPLEMENTAL NOTE ON HOUSE BILL NO. 2576**

As Recommended by House Committee on  
Commerce, Labor and Economic Development

**Brief\***

HB 2576 would prohibit cities, counties, and local units of government from affecting the work schedules of private sector employees, unless required by state or federal law. Existing ordinances enacted by cities pertaining to work schedules would become void under current law. However, the existing policies of counties and local units of government would not become void. Also under current law, cities, counties, and local units of government are prohibited from enacting or enforcing policies regarding private sector employees' leave, compensation, or other benefits. The law allows for an exception regarding economic development programs of state or local governments.

**Background**

During the hearing before the House Committee on Commerce, Labor and Economic Development, representatives from the Kansas Restaurant and Hospitality Association, the National Federation of Independent Business, and the Kansas Chamber of Commerce spoke in favor the bill, stating changes to work schedules, if imposed on private employers, should be decided at the state level to avoid the potential for disparate, inflexible policies between communities.

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\*Supplemental notes are prepared by the Legislative Research Department and do not express legislative intent. The supplemental note and fiscal note for this bill may be accessed on the Internet at <http://www.kslegislature.org>

Representatives from the League of Kansas Municipalities and the Kansas AFL-CIO spoke in opposition to the bill, expressing concern the legislation could erode local policy-making control.

According to the fiscal note prepared by the Division of the Budget, the bill would have not fiscal effect on state government. The fiscal effect on cities and counties was not known.