



SGR CONNECTION

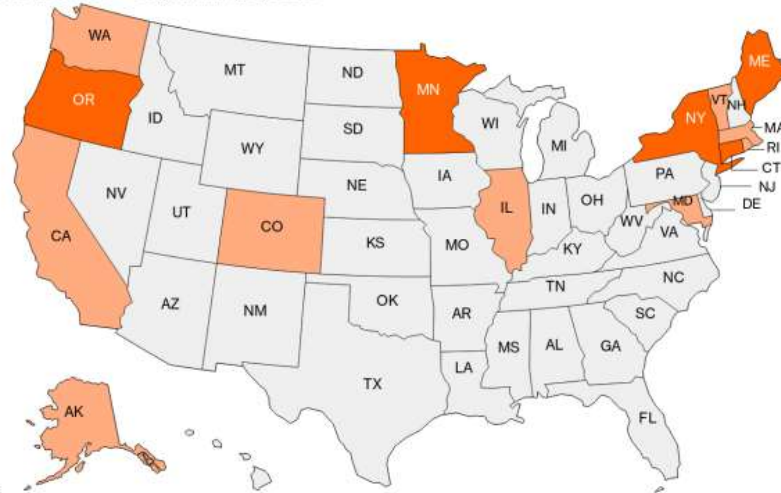
Periodic overview of some of NFIB's issues in state legislatures. (March 15, 2024)

CAPTIVE AUDIENCE

State legislatures continue to consider and pass proposals prohibiting employers from holding meetings to discuss unionization, known as captive audience. So far, Connecticut, Maine, New York, Minnesota, and Oregon have laws in place prohibiting captive audience meetings in the workplace.

Bans on Anti-Union Mandatory 'Captive Audience' Meetings

■ law in effect ■ legislation proposed



Source: Bloomberg Law analysis

Note: WA bill awaiting governor as of Feb. 29; CT and MN laws challenged in court

Bloomberg Law

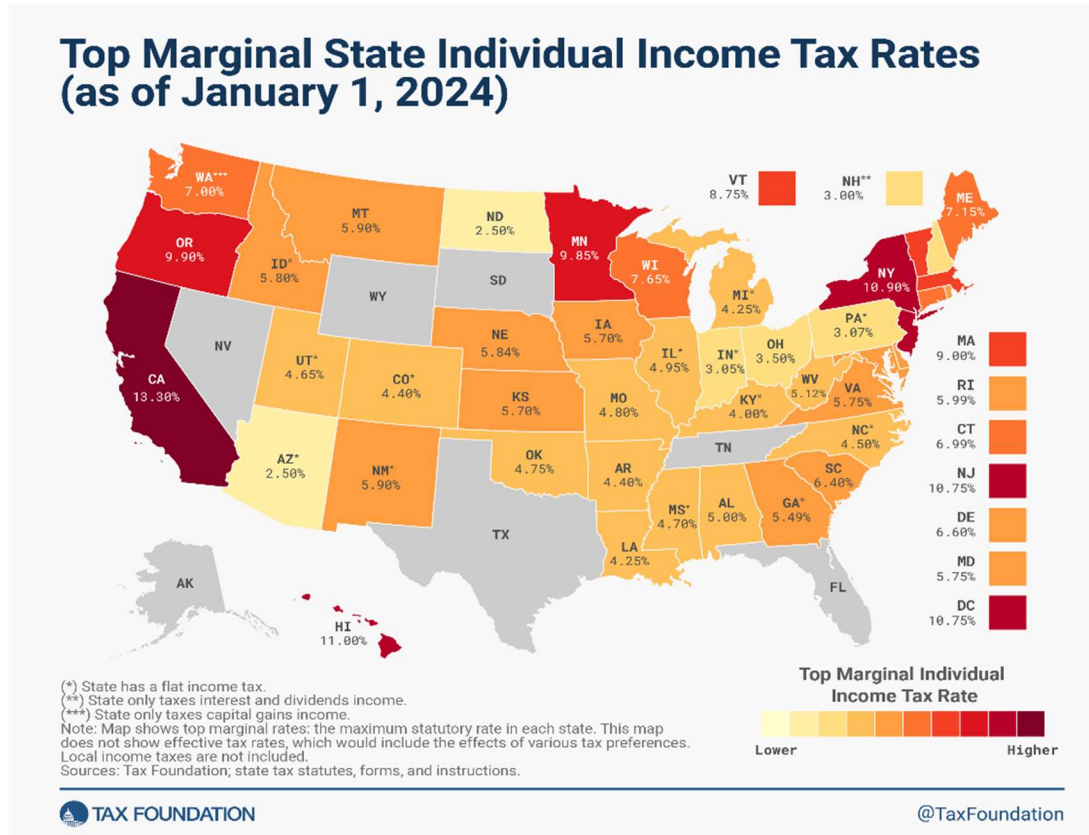
WASHINGTON

On February 29, 2024, the Washington legislature [passed](#) a bill prohibiting employers from holding captive audience meetings in the work place and retaliating against employees who refuse to attend the employer-sponsored meetings. The bill is pending the Governor's signature and establishes the right of aggrieved employees to recover damages in court. (NFIB opposed).

COLORADO

The Colorado legislature is also considering a [captive audience](#) proposal. The bill establishes a private right of action for aggrieved employees and fines for failure to comply. The bill is under consideration by the House Business Affairs and Labor Committee.

INCOME TAX



WISCONSIN

In Wisconsin, Governor Tony Evers (D) vetoed a proposal that would have provided tax cuts for incomes between \$14,320 to \$112,500 for individual filers and \$19,090 to \$150,000 for joint filers from 5.3% to 4.4%. The state has four [tax brackets](#) ranging between 3.5% and 7.65%. (NFIB supported).

KANSAS

In January 2024, Kansas Governor Laura Kelly (D) vetoed a proposal establishing a flat income tax rate at 5.25%. The state currently has three tax brackets ranging between 3.1% and 5.7% for incomes at or above \$15,000 and \$30,000, respectively. The legislature's attempt to override the Governor's veto failed to receive the required two-third majority vote. (NFIB supported).

IOWA

In Iowa, lawmakers are considering a [constitutional amendment](#) that would [prohibit](#) the state from enacting a graduated income tax rate and require future tax increases to receive a supermajority vote for approval (two-thirds majority in both chambers). (NFIB supported).

UNEMPLOYMENT INSURANCE

SOUTH CAROLINA

In February 2024, House lawmakers passed a bill [that indexes](#) the state's unemployment benefits to the state's unemployment rate. The bill sets the maximum unemployment benefits at 12 weeks if the state's unemployment rate is at or below 5.5%. If the state's unemployment rate is above 9%, the maximum unemployment insurance benefits would be set at 20 weeks. The bill is pending consideration by the Senate. Similar proposals have been introduced in Idaho and Nebraska. (NFIB supported).

WASHINGTON

In Washington, Senate lawmakers did not consider a bill providing unemployment insurance benefits for striking workers rendering the bill dead for the session. The bill passed the House in February but failed to reach the Senate floor before a procedural deadline. Similar proposals have been introduced in [Connecticut](#), Hawaii, Massachusetts, California, Minnesota and Maryland. (NFIB opposed).

NEBRASKA

In Nebraska, lawmakers are considering a proposal that [would transfer](#) \$60 million from the state's unemployment insurance trust fund to the general fund in an effort to fund property tax cuts. This legislation is inconsistent with federal statute that requires all state UI trust funds be used solely to pay UI benefits (See 26 USC 3304(a)(3)). The bill was considered by the Appropriations Committee in January 2024. (NFIB opposed).

IDAHO

On March 7, 2024, Idaho Governor Brad Little signed into law a bill that [reduces the unemployment](#) insurance tax rates by changing the formula used to calculate unemployment insurance taxes. The new law reduces the tax rates by 20% and is expected to save businesses up to \$117 million over the next five years.

MISCELLANEOUS

OREGON

In Oregon, the legislature passed a right to repair proposal [requiring](#) manufacturers of electronic equipment such as computers and smartphones to make the tools necessary to repair their products available to consumers and third-party shops. The bill is pending the Governor's signature.

OKLAHOMA

On February 27, 2024, Oklahoma Governor Kevin Stitt (R) [signed into law](#) a bill that eliminates the state's 4.5% grocery tax. The bill goes into effect in August 2024. Oklahoma is one of thirteen states that imposes taxes on groceries.

ILLINOIS

In Illinois, lawmakers are considering a proposal that would require the state to [adopt California's](#) revised emission standard approved by the California Air Resources Board in 2022. The revised regulations, known as Advanced Clean Car Standards II, gradually ban the sale of new gas-powered vehicles and light trucks by 2035. The bill also requires the state to follow future California emissions standards and enact them within six months. (NFIB opposed).

MARYLAND

In Maryland, lawmakers are considering a bill that would [reduce](#) the state's sales tax from 6% to 5% and expand it to various professional services, which is [defined as](#) "any activity engaged in for a buyer for consideration," including drycleaning, accounting and legal services. The bill does not apply to healthcare services, social assistance services, among other things. (NFIB opposed).

VERMONT

In Vermont, lawmakers are considering a bill that require salary and [pay ranges](#) to be posted on job advertisements. Similar proposals have been considered in several states and enacted in Colorado, Washington, California, Illinois, New York and Hawaii.

VERMONT

Also in Vermont, lawmakers are considering a proposal that would [establish](#) a comprehensive data privacy legislation in the state. The bill would apply to entities that control or process the data of at least 6,500 consumers; or entities that control or process the data of at least 3,250 consumers and derive more than 20% of their revenue from selling the data. The bill includes a private right of action provision and does not apply to data used to complete payment transactions. Similar proposals [have been](#) introduced in 17 states and passed in 14 states.

Need additional information?

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