

## Undermined Workers' Freedom to Negotiate

**MAGA Extremists in the Arizona Legislature introduced a bill that would penalize localities for passing living wage ordinances.** In order to dissuade local jurisdictions from increasing minimum wages beyond what is already provided for in state law, MAGA Extremists in the Arizona Legislature introduced SB1108, a bill which would penalize cities and counties for passing living wage ordinances by creating tax credits for local businesses for the amount they paid workers over the state minimum wage because of local ordinances. The bill states

A CREDIT IS ALLOWED AGAINST THE TAXES IMPOSED BY THIS TITLE FOR A PORTION OF A TAXPAYER'S INCREASED HOURLY LABOR COSTS THAT RESULTS FROM PAYING EMPLOYEES A LOCAL MINIMUM WAGE THAT IS MORE THAN THE STATE MINIMUM WAGE.

The bill passed the Senate 16-14 on February 9, 2023 but failed in the House Ways and Means Committee 4-6 on March 29, 2003. [[SB1108. Passed Senate 16-14, February 9, 2023, failed House Ways and Means Committee, 3/29/03](#)]

**MAGA Extremists in the Arizona Legislature introduced a constitutional amendment to prevent pro-labor local ordinances.** As part of a national movement to make it harder for localities to enact pro-labor policies beyond what the state has approved, MAGA Extremists in the Arizona House introduced HCR 2043, a constitutional amendment that would have declared regulation of labor benefits a "state concern". The amendment says,

"THE REGULATION OF EMPLOYEE BENEFITS, INCLUDING WAGE AND NONWAGE COMPENSATION, PAID AND UNPAID LEAVE AND OTHER ABSENCES, MEAL BREAKS AND REST PERIODS, IS OF STATEWIDE CONCERN. THE REGULATION OF EMPLOYEE BENEFITS PURSUANT TO STATE AND FEDERAL LAW IS NOT SUBJECT TO FURTHER REGULATION BY A CITY, TOWN OR OTHER POLITICAL SUBDIVISION OF THIS STATE."

This amendment specifically preempts local ordinances dealing with living wages, paid leave, and other pro-worker issues. The amendment passed the House Commerce Committee 6-4 on February 7, 2023 but was retained on the calendar, thus killing the legislation [[HCR 2043, Passed House Commerce Committee, 6-4, February 7, 2023, Retained on Calendar, 3/27/03](#)]

**MAGA Extremists in the Arizona Legislature tried to pass 3 different versions of legislation calling for a convention to write the American Constitution.** A national movement led by rightwing organizations wants the states to call a Constitutional Convention to rewrite the US Constitution. The MAGA Extremists in the Arizona Legislature introduced 3 different constitutional amendments to call for a national Article V constitutional convention to rewrite the US Constitution. This would have an effect of endangering all constitutional protections for the American people. They are as follows:

[HCR2016](#): To amend the Constitution to provide for term limits

[SCR1016](#): To amend the Constitution to provide for term limits

[SCR1038](#): To provide a mechanism to electing delegates to a Constitutional Convention

All failed, SCR1016 and 1038 failed in the Senate Judiciary Committee on 2/16/23 while HCR2016 failed on the House floor, 26-31 on 4/11/23. [[HCR2016](#), failed in House 26-31, April 11, 2023; [SCR1016](#) failed in Senate Judiciary Committee, 2/16/23; [SCR1038](#), failed in Senate Judiciary Committee, 2/16/23]

**MAGA Extremists in the Arizona Legislature moved to amend the state constitution to allow employers to pay tipped employees 25% less than the minimum wage.** Arizona House Republicans amended SCR1040 to ask voters to amend the state constitution to allow restaurants and other businesses to cut tipped employees' wages to up to 25% less than the state minimum wage. The measure would incentivize more businesses to ask customers for tips when they check out, adding hidden costs for consumers so the businesses can pay their employees less. The amended bill passed the House on a 35-24 vote. [[SCR1040](#), 2024; Capitol Media Services, [4/13/24](#)]

**MAGA Extremists in the Arizona Legislature tried to punish municipalities for raising the minimum wage.** SB1213 would withhold millions of dollars in state funds from municipalities that have a higher minimum wage than the state minimum wage. The state would instead use the funds to fund a tax credit for businesses operating in the municipalities. The bill's sponsor, state Sen. Wendy Rogers, said the bill "holds a city to some extent accountable for its decision to have a higher minimum wage." The bill passed the Senate on a 16-12 vote but failed in the House Ways and Means Committee on a 4-5 vote. [[SB1213](#), 2024; Chamber Business News, [2/7/24](#)]