



Regardless of your political views, most can agree that the increasingly fragmented nature of laws in this country will, from an administrative perspective, make things more challenging for employers. Employers operating in a number of states will, in all likelihood, be faced with differing minimum wages, varying leave laws and an array of antidiscrimination statutes just to name a few. Even smaller employers, with operations in only one state, could face similar challenges with the ongoing rise of local governments, particularly in major metropolitan areas, aggressively passing leave, minimum wage, antidiscrimination and many other laws impacting employers. While actions at the federal level may grab many of the headlines, the real battleground these days is at the state and local levels of government. Employers should and must stay plugged in to what is taking place these lower, yet equally important, levels of government to identify and properly prepare for legislative activity and changes in states and municipalities.