



ARIZONA CHAMBER
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PROTECTING ARIZONA'S ECONOMIC COMPETITIVENESS

THE 2024 ARIZONA "JOB KILLERS" LIST

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ABOUT THE AUTHORS



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ABOUT COMMON SENSE INSTITUTE

Common Sense Institute is a non-partisan research organization dedicated to the protection and promotion of Arizona's economy. CSI is at the forefront of important discussions concerning the future of free enterprise and aims to have an impact on the issues that matter most to Arizonans. CSI's mission is to examine the fiscal impacts of policies, initiatives, and proposed laws so that Arizonans are educated and informed on issues impacting their lives. CSI employs rigorous research techniques and dynamic modeling to evaluate the potential impact of these measures on the Arizona economy and individual opportunity.

ABOUT ARIZONA CHAMBER FOUNDATION

Arizona Chamber Foundation is a non-profit, objective education and research foundation. The foundation is dedicated to a non-partisan, research-driven approach that analyzes the issues impacting Arizona's economy. As an Arizona non-profit, the foundation is dedicated to expanding economic opportunity in Arizona through research and initiatives that focus on the core drivers of prosperity. CSI Arizona thanks the Arizona Chamber foundation for their research assistance and contributions to the production of this report.

TEAMS & FELLOWS STATEMENT

CSI is committed to independent, in-depth research that examines the impacts of policies, initiatives, and proposed laws so that Arizonans are educated and informed on issues impacting their lives. CSI's commitment to institutional independence is rooted in the individual independence of our researchers, economists, and fellows. At the core of CSI's mission is a belief in the power of the free enterprise system. Our work explores ideas that protect and promote jobs and the economy, and the CSI team and fellows take part in this pursuit with academic freedom. Our team's work is informed by data-driven research and evidence. The views and opinions of fellows do not reflect the institutional views of CSI. CSI operates independently of any political party and does not take positions.

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INTRODUCTION

Every year in Arizona, legislators introduce hundreds of bills, most of which are never enacted. In 2024, the Arizona Chamber of Commerce and Industry (“Arizona Chamber”) identified 72 “Job Killer” bills which would have imposed substantial new taxes, costs, or administrative burdens on Arizona businesses – up from 67 in 2023. Ultimately, none of these bills were enacted, and the story has been similar for years. But this raises the question: what would happen to the state’s economy and business environment had some or even all these bills been passed into law?

Continuing research begun last year, CSI Arizona has again partnered with the Arizona Chamber to analyze the expected impact some of these bills could have, had they become law. The Arizona success story of the past decade was growth-driven; we rely on our affordability and business-friendly regulatory environment to support our economy. Poorly considered legislation to micromanage our economy jeopardizes that success.

Bills like those studied here are being shopped at state legislatures across the country, and many of them have been introduced annually at the Arizona Legislature. Though they have not moved in the past, the lesson of California, Colorado, and Michigan's anti-business policy transformations over the past half-decade shows that climates can change quickly. Notably, as large as our estimated impacts are, their true effects are likely understated – only 20 of the bills analyzed were sufficiently clear in their policy implications that we attempted to directly estimate their economic effects. The other 52 would have costs but they're not precisely estimated in this report.

'Job Killers' Why They Matter



72

Tax Increases, Fees, and Mandates introduced in 2024



If Passed

\$37.2 billion+

Potential increased taxes, fees, and costs



\$300 million+

Tax increases



\$9.5 Billion

Smaller Arizona economy if it had grown like Colorado since 2019

KEY FINDINGS

- **\$37.2 billion+:** The estimated economic impact of just 20 of this year's 72 'job killers' introduced at the Arizona Legislature. We continue to see the same bills introduced year after year, and in state after state – often pushed by large out-of-state interests. For example, a right-to-work-repeal was again introduced in Arizona this year, while Michigan became the first state in decades to enact such a repeal.
- **\$9.5 billion:** The economic growth *over just the last five years* Arizona would have foregone had it chosen a path more like Colorado. For context, this is nearly 2% of the state's entire economy. In general, states that pass legislation restricting economic dynamism grow more slowly than those that don't.

A TALE OF TWO STATES

Prior to 2019, Arizona and Colorado were on very similar growth trajectories. Besides being regional neighbors, the two states in 1990 were peers in terms of population, economy, and political environment. That close relationship would persist for more than two decades. In 1990, Arizona had 3.7 million residents; Colorado was 10% smaller. By 2015 Arizona's population had increased 86%; Colorado by a comparable 65%. Between 1990 and 2015 Colorado's labor market would expand at an average rate of 2.1%/year, versus 2.4%/year in neighboring Arizona.

Similarly, Gross Domestic Product in the two states has historically shared similar growth trajectories. In fact, during the 2000's, Colorado grew faster than Arizona. The combined trials of the Great Recession

FIGURE 1

The Growth in Colorado's Administrative State

On a per-capita basis, Colorado has over three times as many "mandatory" rules as Arizona - and has added over 10,000 new mandates in just the past five years.

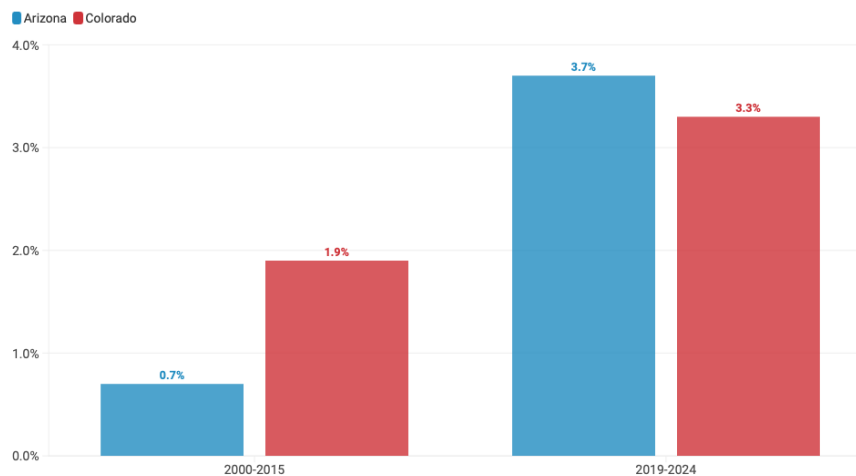
	Arizona	Colorado
Population	7,431,340	5,877,610
5-year Annual Growth Rate	0.7%	0.6%
Administrative Regulation Count	65,824	165,994
Annual Growth Rate Since 2019	0.7%	2.2%
Rules per Thousand People	9	28
Enacted 'Job Killers'	0	22
Annual RGDP Growth Rate Since 2019	3.7%	3.3%

Source: CSI Colorado, QuantGov RegData, U.S. Census Bureau

FIGURE 2

Relative GDP Growth Rates in Arizona & Colorado Over Time

While both Arizona and Colorado have been growing faster over the past five years, the relative change in Arizona is striking.



Source: U.S. Bureau of Economic Analysis

(which was particularly hard on Arizona) and the American fracking revolution and commodity price surge (particularly valuable to Colorado with its rich supply of oil and gas) shifted Colorado's growth trajectory relative to Arizona over the first 15 years of the 21st Century. Between 2000 and 2015, Colorado's real Gross Domestic Product grew at an average rate of 1.9%/year versus just 0.7%/year in Arizona. After 2015, though, something remarkable happens here and Arizona's growth outlook shifts dramatically. Average annual output nearly quintuples to 3.2%/year, and since 2019, Arizona's economy has grown faster than Colorado's (3.7% and 3.3%, respectivelyⁱ). Over the past five years, cumulative real economic growth in Arizona has been 20% larger in Arizona than in Colorado.

This raises two key research questions:

- **What happened in Arizona beginning approximately 10 years ago?** Why did the state shift to a much higher growth trajectory than it had experienced previously, and what lessons can we draw from a public policy perspective?
- **Why wasn't this change uniform across states?** For example, while U.S. manufacturing employment reversed decades of decline after enactment of the Tax Cuts & Jobs Act in 2017, California's manufacturing sector has been effectively flat since, while Arizona's has grown by 20%.

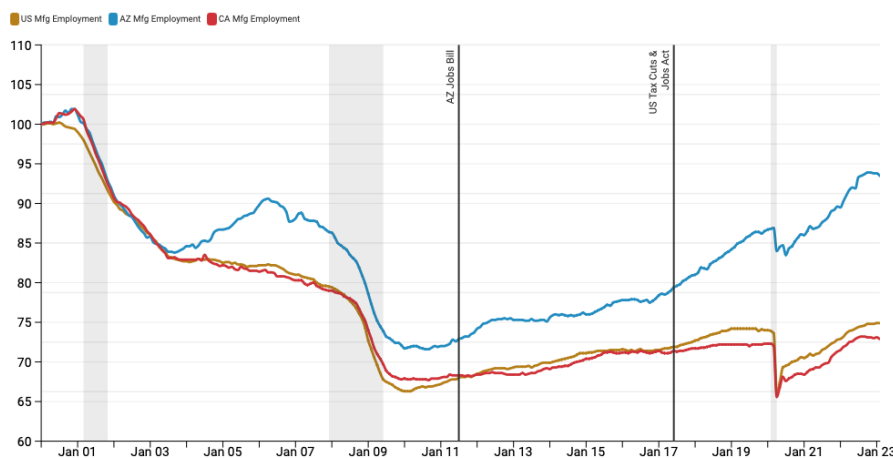
Given our focus, CSI has spent considerable time looking at the specific performance of Arizona and Colorado. More recently, this lens has expanded to include Iowa and Oregon. But it's important to note that this is not an isolated phenomenon. In general, since 2017, growth in the United States has accelerated, but the trend has been uneven. Like the gradual decline of the Rust Belt before, the recent period has been marked by significant disparities, but unlike then, these are less clearly regional but certainly policy related. The five states that have grown the fastest since 2017 – Idaho, Utah, Florida, Texas, and Arizona – all share a common pro-growth local policy agenda: lower taxes; smaller government; and reduced regulatory burden^{ii iii iv v vi}. Seventy percent of all economic growth in the United States since 2017 occurred in just 15 states, and controlling for the size of their economies, only 19 states grew faster than they would have been expected to grow given their positions seven years ago. For example, though it was about 14% of the entire U.S. economy in 2017, California captured just 13.5% of all U.S. economic growth since; Texas was 8.5% of the U.S. economy but captured 12% of all growth.

The aggressive pursuit of economic growth and adoption of deliberate

FIGURE 3

Policy Matters

Manufacturing in the United States has been undergoing a minor "renaissance" over the past decade. But not all states are benefiting equally. Arizona's manufacturing sector is 20% larger today than it was in 2015; California's is basically flat.



Source: U.S. Bureau of Labor Statistics • Shaded areas indicate recessions; employment levels normalized to 100 in Jan 2000.

pro-business policies in Arizona – something CSI has highlighted extensively in its research, including last year’s [inaugural edition](#) of its ‘job killers’ report – has moved it quickly from a relatively poor state to one that is above-average in terms of the size of its economy and the income of its households. This transition hasn’t been painless; rapid growth and development have made the local housing market one of the [hottest in the country](#). Prices in the greater Phoenix area increased faster than anywhere else in the country since 2019. But overall, the results are clear: while federal policy unlocks the opportunity for growth, states must actively capture that growth by making wise policy choices.

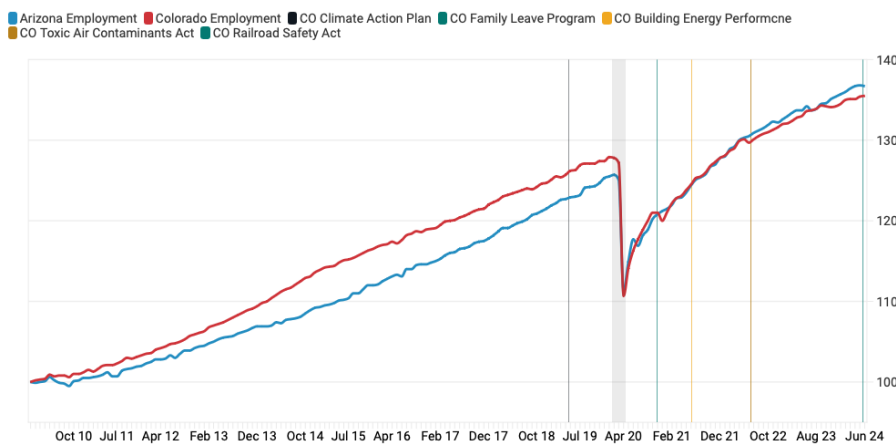
More recently, Virginia has also chosen a new direction. After lagging the nation and more competitive states for cumulative economic growth for most of the last decade, that state has more recently been aggressive in repositioning itself as business- and growth-friendly. For example, Virginia is attempting to decouple from California’s emissions standards, which would have effectively required all new car sales to be zero-emission (or electric) by 2035.^{vii} Though it is too soon to say unequivocally that the state has shifted to a higher-growth trajectory, some early evidence of success is emerging: manufacturing job growth has roughly doubled recently relative to pre-pandemic trends, and new business formation is up 50%. Both are promising indicators.

Colorado, on the other hand, continues to move backwards. By our latest count, CSI has identified 16 ‘job killing’ bills that

FIGURE 4

Since 2019, Growth in Colorado Has Slowed Dramatically

Since 2019, average annual job growth in Colorado has slowed by more than 60%. Due entirely to its outperformance over the last 5 years, Arizona's labor market has added more jobs than Colorado's since the Great Recession - a complete reversal from prior trends.

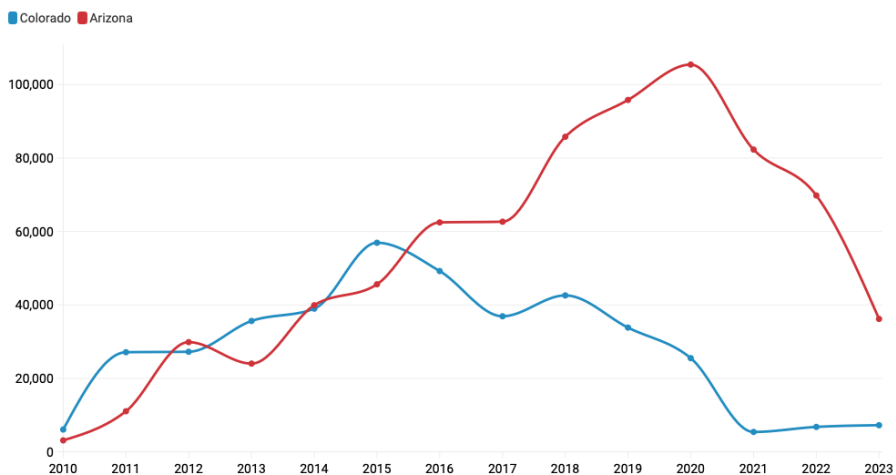


Source: CSI Colorado, U.S. Bureau of Labor Statistics • Note: CSI displays cumulative job growth in Arizona and Colorado since 2010, normalized to a starting value of 100.

FIGURE 5

Colorado's Declining Attraction for Domestic Migrants

After mirroring Arizona for years, Colorado's pace of net domestic migration began to slow in 2015 - and has collapsed in recent years.



Source: U.S. Census Bureau

have been enacted in Colorado since 2019, up from 13 last year. Most recently, Colorado enacted its “Railroad Safety Act”, which imposed various new requirements on its railroad transportation sector.^{viii} These new requirements have real economic consequences, not just for Colorado but regionally as well. About a third of all commercial cargo in the United States is transported by rail^{ix}, and for some heavier commodities the shares are even larger (three-fourths of all new cars and trucks are moved by rail, as is 70% of coal)^x. The decision to impose these new requirements was made despite an over 40% reduction in the railroad accident rate since 2000, according to the American Association of Railroads.

The changing fortunes of Colorado’s natural resources sector remain a striking lesson for policymakers elsewhere. Like the manufacturing sector in California, there are natural and structural advantages Colorado enjoys in this space. But too much policy abuse can poison even the most productive well.^{xi} Since 2019 and its adoption of strict oil and gas industry regulation, **job growth in Colorado’s natural resources sector has slowed by more than 160% compared to the five years prior.**

As we’ve identified elsewhere, migration trends follow state policy trends. Since 2019, Arizona has attracted more than 6 times as many annual domestic migrants as Colorado on average.

Arizona’s overall economic growth and labor market, and particularly its manufacturing sector, has remained strong since 2019, weathering both the pandemic, global economic disruption, and slowing U.S. economic growth since 2022. Had Arizona gone in another policy direction more comparable to that of neighboring peer Colorado, and its growth over the past five years mirrored Colorado’s, CSI estimates that Arizona would be considerably less economically competitive:

What if Arizona had grown more like Colorado since 2019?

114,900 Fewer workers in Arizona today, or 3.5% of the state’s workforce.
That works out to **\$10 billion** in foregone annual earnings for impacted workers.

\$9.5B Lost real Arizona GDP, or 2.6% of the state’s entire economy.
Businesses respond creatively to regulatory burdens to minimize economic impacts, often by moving activity.

THE 2024 ARIZONA 'JOB KILLERS' LIST

'Job Killers' By the Numbers



72

Tax Increases, Fees, and Mandates Introduced in 2023



\$37.2 billion+

New Business Operating Costs



540,000

Jobs Lost



\$52 billion

Annual Decrease in State GDP

In partnership with the Arizona Chamber of Commerce and Industry, CSI Arizona identified 72 bills introduced during the 2024 Arizona regular legislative session that were either substantial tax increases, labor cost increases, new legal and administrative burdens, or other new fees and operating restrictions for Arizona businesses. Ultimately none of the bills on this list were enacted. However, the introduction and consideration of this and similar legislation is an [annual exercise](#), and the trend (to consideration and passage from non-consideration) can change quickly. For example, in Colorado and since 2019, at least 16 similar sweeping regulatory bills like those identified this year by the Arizona Chamber have been enacted. Another half dozen or so are under active consideration, and while several more have failed, each year they or similar bills are re-introduced. To implement these legislative mandates, Colorado's rulemaking agencies have created more than 11,000 new rules and administrative procedures in just the past half decade.^{xii}

An initial econometric analysis using CSI's REMI simulation software suggests **enactment of the 72 bills identified and tracked by the Arizona Chamber would have imposed at least \$37.2 billion in new annual costs on Arizona**¹. These new costs could reduce Arizona employment by 540,000 jobs (-12%); reduce real per-capita personal income by up to \$3,800/year (-5%); and reduce real state Gross Domestic Product by \$52 billion (-12%). Of course, this analysis assumes sudden and simultaneous enactment of every possible new severe rule and regulation introduced which is arguably implausible. But enacting just a few of the introduced proposals could have dramatic results for the state's short- and long-run growth prospects. To reiterate: since 2019, Colorado has enacted only a handful of bills directly comparable to those introduced in Arizona and examined by CSI, but the change in its economic trajectory relative to Arizona is worth approximately 3.5% of this state's workforce (nearly 115,000 jobs) and 2.6% of the state's entire economy (\$9.5 billion in real annual Gross Domestic Product).

¹CSI's analysis was limited to ~20 bills that directly increase taxes or fees in Arizona, repeal right-to-work, increase the minimum wage, or otherwise directly and quantifiably impact the cost of doing business. The fiscal impacts of these specific proposals were either readily identifiable (in the case of direct tax and fee impacts), or generally quantifiable using existing academic research (in the case of minimum wage increases and the repeal of right-to-work). The remaining proposals would impose additional burdens and those burdens would have associated costs but were not readily estimable for this report. The economic impacts cited should be considered conservative.

Tax Increases

There were seven bills introduced during the 2024 legislative session that would have created new or significantly increased existing taxes on individuals and businesses. **CSI estimates the total tax increase would have been more than \$300 million.**

Interestingly, the volume of potential tax increases introduced this year was much fewer – both in number and scope – than previously. This may speak to the political rather than substantive policy-related sensitivity of legislation like this, which is often introduced in response to trends of the moment than an underlying need to fix a clear and ongoing policy problem. Last year, topics like wealth taxes and rolling back the flat income tax were popular in the commentariat; today they've faded behind other more current issues, and the success of tax reform is harder to argue with.



Substantive tax increases introduced this year included:

ELIMINATION OF SINGLE SALES FACTOR FOR CORPORATE INCOME \$234.8 MILLION

Because corporations generally don't limit operations to a single state, they are required to use relatively complex formulas to assign income to different states for the purpose of paying tax. Those assignments impact business and investment decisions, especially if they increase liability when a company expands productive operations. To reduce investment disincentives, three-fourths of states with a Corporate Income Tax overweight or single-weight the sales factor. HB2296 would have rolled back Arizona's single-weight sales factor formula, reducing tax incentives to invest here.

\$1,000 MINIMUM CORPORATE INCOME TAX \$37.5 MILLION

Generally, taxpayers only pay a tax when they realize sales or income from a taxable activity – there are few if any poll or head taxes in the modern United States. However, Corporate Income Taxpayers are required to make a \$50 minimum payment if their liability would be less (or zero). HB2840 increases that minimum tax to \$1,000 – creating substantial tax liability even if the business is not generating any significant income.

PROHIBITION OF NEW TAXES OR FEES BASED ON VEHICLE MILES DRIVEN INDETERMINATE

SCR1002 – which would have prohibited the state from levying new taxes based on vehicle miles driven – is an example of when well-meaning tax cutters can unintentionally harm a state's competitive position. Increasing fuel efficiency and the adoption of alternative fuel vehicles is impacting the ability of states and the federal government to reliably generate revenue traditionally dedicated to building and maintaining road infrastructure (via motor vehicle fuel taxes). It is also clear that these impacts are disproportionate. In general, owners of fuel efficient and electric vehicles are wealthier than the average driver. The existence of the Voter Protection Act and the general difficulty of changing voter-approved measures after their enactment – combined with the empirical reality above – demand caution as policymakers examine the best way to tax road use and fund its maintenance and improvement.

Additional bills with components that increase state taxes and fees are identified in the full table of 'job killers' that accompanies this report.

Labor Cost Increases

There were twelve bills introduced during the 2024 legislative session and identified by the Arizona Chamber as imposing new costs or mandates on how employers and employees interact. **CSI estimates the total economic cost of these new labor regulations would exceed \$26 billion.**

While many of these bills would have imposed potentially small or indeterminate new costs on employers, four have the potential to be particularly destructive to the Arizona economy, including the return of a particularly dangerous change: repeal of right-to-work, which has been Arizona law since 1947 and protects the rights of both employers and employees when it comes to union relationships.

Bills considered and rejected by the Arizona Legislature this year would pre-empt negotiation over broad swaths of the employer-employee relationship, including work schedules, wage and salary negotiations, the relationship between franchisers and franchisees, and more. If enacted, evidence from other neighboring states (California, Colorado, New Mexico, and others) tells us these requirements could dramatically slow employment and productivity growth in Arizona. CSI Colorado has identified over a dozen new employment-related regulatory policy changes created since 2019^{xiii}. And this year, Michigan became the first state in six decades to repeal its right-to-work law^{xiv}, a reminder that, like with the modern return of rent control rules, without constant reminder we risk forgetting the lessons of history and repeating past mistakes. These regulations can be particularly insidious because they privatize the costs of public regulation, often hiding the consequences from the public and policymakers.

REPEAL OF RIGHT-TO-WORK

\$18.6 BILLION

HB2110 would have repealed Arizona's 70-year-old right-to-work law, which gives workers the freedom to choose whether to join a labor organization at their new employer. In states without such protections, labor unions can require employers to operate "closed shops" where the employer agrees to hire only union members. A 2021 Harvard study notes "states with Right-To-Work (RTW) laws have experienced higher employment and population growth than states without such laws"^{xv}. CSI assumes – based on this and other similar research – that repeal of right-to-work in Arizona would after 10 years reduce the manufacturing share of employment by 3.2%; reduce overall employment by 1.6%; and reduce economic migration by 0.11%. Using the REMI simulation software^{xvi}, CSI estimates HB2110 would have reduced Arizona's employment by 3.9% and real Gross Domestic Product by 4.0% in 2033 (relative to its baseline). By imposing between \$15 and \$18 billion in new costs on Arizona businesses, the repeal of right-to-work is estimated to have the single largest negative economic impact of any of the approximately 20 proposals specifically quantified by CSI.

MINIMUM WAGE INCREASES

\$2.2 BILLION+

Arizona already has one of the highest minimum wages in the country – at \$14.35/hour, it is the seventh highest in the country and nearly double the federal minimum.^{xvii} The current minimum wage is voter-protected and has been raised repeatedly at the ballot box over several years. It is also already indexed to the Consumer Price Index and has risen rapidly as a result. There is broad consensus among academic economists that the minimum wage reduces employment and productivity growth, and harms long-run economic growth.^{xviii} Though it may benefit minimum-wage earners who remain employed, it results in fewer workers overall, and fewer hours for those that remain.^{xix} Arizona's latest round of proposed hikes – one of which is likely to appear on the ballot in November – could be particularly harmful to a segment of the labor market many young people are particularly dependent on, by eliminating the current exemption for tipped workers.

SCHEDULING, BREAK, AND OVERTIME STANDARDS

\$3.8 BILLION

HB2797 would tighten already-existing federal and state rules that regulate employee schedules and overtime pay. Among other things, it would require employers to provide unpaid meal breaks even though employees may, for example, prefer to work through their mealtimes in exchange for shorter work days or higher compensation. Rigid statutory rules make it harder for employees and employers to negotiate mutually beneficial agreements that rule makers often fail to anticipate. This rigidity and efficiency loss imposes economic costs that should be considered before policies like this are enacted.

Additional bills with components that increase labor and hiring costs are identified in the full table of 'job killers' that accompanies this report.

Energy and Environmental Cost Increases

Of the 72 bills tracked by the Arizona Chamber, CSI identified 12 as dealing with energy and environmental regulation. CSI estimates the total economic cost of these new environmental regulations would exceed \$700 million.

Environmental rules are already a significant regulatory burden on American industry. In aggregate, it is estimated that nearly 2% of Gross Domestic Product is spent on compliance with existing state and federal environmental protection regulations.^{xx} A meta-analysis of 12 Colorado statewide energy and environment policies enacted or considered since 2019 identified approximately \$1 billion in new annual compliance costs for that state's businesses, and Colorado has created at least 55 new energy and environmental regulatory policies since 2019.^{xxi} And Arizona has recently restricted housing development in parts of Maricopa County as part of well-intentioned regulation of groundwater use.

NEW FEES FOR USE OF GROUNDWATER FOR AGRICULTURE UP TO \$2.7B

Agriculture is a historical cornerstone of the state's economy (three of its so-called "five C's" are agricultural products). According to the Arizona Department of Water Resources, 72% of the state's water is used by the agricultural sector. But this sector is also vital to the state's economy: it contributes about \$4 billion to State GDP, and approximately 70% of that contribution is enabled by the use of groundwater. Arizona's climate makes it one of the only places in the world able to grow crops like lettuce during the winter season.^{xxii} If not well thought out, new rules and fees like those proposed in SB1106 threaten that industry.

Additional bills with components that increase energy and environmental costs are identified in the full table of 'job killers' that accompanies this report.

Administrative and Legal Cost Increases

CSI and the Arizona Chamber identified 40 of the 'job killing' bills as imposing new legal and administrative compliance burdens on Arizona businesses. **CSI estimates the total economic cost of these new general administrative regulations would exceed \$9 billion.**

A perennial favorite for regulators and policymakers, this year we saw particular interest in imposing new rules and regulations on the state's housing and rental markets. Though well intentioned as a way to address high shelter costs, which have risen faster in the Phoenix area than anywhere else in the country, we know policies that limit the ability of the market to respond to rising housing demand can over time destroy cities.

RENT CONTROL

\$2.1 BILLION+

HB2707 would cap annual increases in rent at 70% over the prior year for most residential units in Arizona. Largely disappearing from state and local policymaking after being discredited in the 1970's, rent control policies have enjoyed a recent resurgence. However, there is broad and well-documented economic consensus that these policies are especially destructive to affected rental markets and tend to reduce both the quality and supply of available housing.^{xxiii} Famously, Harvard economist Greg Mankiw called rent control “the best way to destroy a city, other than bombing”. Our impact analysis applies this [existing research](#) to the Arizona rental market to estimate the potential economic losses such a policy might impose on the states housing market.

RAILROAD TRAIN LENGTH

\$27 MILLION+

Proof that states tend to be subject to national trends pushed by out-of-state interests, Arizona joined Colorado in considering new restrictions on commercial rail traffic in this state. Unlike in Colorado, the legislation did not move here. However, had it, the new regulations would have increased logistics costs across the supply chain at a time when producers and consumers are already struggling with high prices, and despite the track record of safety for Arizona's railroads.

MANDATORY “CASH PAY”

\$2.5 BILLION

HB2631 would have required Arizona retailers with at least one “physical location” to accept cash for payment on transactions of less than \$100. The introduction of this bill in Arizona follows a national trend of states considering and enacting mandatory cash payment options (including Colorado in 2021^{xxiv}). However, these well-intentioned mandates often fail to consider the tradeoffs inherent in a business's decision to accept or refuse any form of payment, particularly on the margin.

Accepting cash is not costless. A business must purchase cash counting and storing equipment; hire staff to transport the staff from the business to its bank for deposit; account for losses due to accidental or deliberate mishandling; and account for the cost of the additional time required to process cash transactions. According to one industry study, administrative costs of accepting cash range from 4.7% to 15.3% per transaction, depending on the size and efficiency of the business's cash operation. For context, credit card processing fees typically range from 1% to 3%^{xxv}, and cashless pay options (like *Square*) typically charge fees in the 3.5% range.

Further, recall these are *average* costs. At the margin, costs can be much higher. A business traditionally set up to handle only cash transactions could have very high marginal costs associated with beginning to accept a small number of relatively low-dollar credit card transactions. Conversely, a business handling only cashless payments newly required to accept cash faces thousands of dollars in startup and ongoing costs to process (potentially) very few net new cash transactions – it must purchase new equipment, devote time to staff training and security and compliance, and develop new account relationships with its financial partners. Policymakers should consider that no business decision is made in a vacuum and no successful business deliberately excludes a potential customer.

FAMILY & MEDICAL LEAVE COVERAGE

\$3.9 BILLION

A now annual exercise in Arizona, state-funded and mandated leave programs have been popular in recent years. Seventeen states, including Colorado, have enacted these kinds of programs.^{xxvi} Various studies have linked the programs and the taxes that fund them to increased costs of doing business and reduced economic output. For example, a 2019 study by CSI Colorado estimated the cost of that state's new mandatory family leave program at \$1.3 billion annually.^{xxvii}

ARIZONA COMMERCE AUTHORITY REPEAL

\$583 MILLION+

The Arizona Commerce Authority is the state's central economic development and business recruitment office. It administers various tax and incentive programs designed to promote and grow Arizona businesses. Without considering the function of those programs in its absence, legislation that repeals the Authority is an effective tax increase on up to thousands of Arizona businesses, including many of the approximately 400 taxpayers who use the state's large and economically productive Research & Development tax credit program.

Additional bills with components that increase administrative and legal costs are identified in the full table of 'job killers' that accompanies this report.



THE BOTTOM LINE

Policy continues to matter. The lessons from California, Colorado, and more recently Michigan should give lawmakers and voters pause.

Well-intentioned legislation often comes with significant costs, and these costs may not always be clear or obvious. On the other hand, good policy that protects and promotes the free-enterprise system and the rights of individuals to enter into mutually beneficial private agreements can lead to rapid and shared economic growth that benefits everyone. Arizona's transition over the past decade is proof of this. More recently, ongoing changes in Virginia, Utah, Florida, and elsewhere provide further support.

APPENDIX 1: 'JOB KILLERS' BILL LIST

Arizona's "Job Killers"

The bills that - if enacted - could have permanently slowed economic growth in the state.

Bill	Short Title	Summary	Type of Bill	Status in CO	Impact	What's the Impact?
HB2122	Unfair Practices, goods, services, pricing	Mandates that businesses include all fees or charges in the price advertised for a good or service. Must clearly state refund policy on receipt for payment.	Legal & Administrative	Not Enacted	Increased administrative costs	Imposes costs for businesses to explain transaction terms for every customer in print.
HB2156	Short Term Rentals, Online Lodging Marketplace	Requires owners of short term rentals on online lodging marketplaces to prove compliance with licensing and insurance requirements before advertising the property on their website.	Legal & Administrative	Not Enacted	\$ 820,000	Online lodging marketplaces were not previously responsible for proving licensure of properties on their site and imposes a fine.
HB2176	Foreign Entities, Land ownership, prohibition	Prohibits land from being conveyed to a foreign entity (business or person).	Legal & Administrative	Not Enacted	Reduced Property Values	This impacts landowners and sellers by limiting the landownership to a certain group of people.
HB2180	Gasoline Formulations, Air Quality	Stipulates various parameters for gasoline sold and stored by retail sellers.	Energy & Environmental	Enacted Since 2019	Increased Transportation Costs	Impacts business owners by increasing the cost of storing and formulating gasoline.
HB2259	Rent Regulation, State preemption	Repeals statewide preemptions on rent control measures that can be implemented by counties, cities, charter cities, and towns.	Legal & Administrative	Not Enacted	Increased housing costs	Impacts renters and landlords as price controls contribute to housing shortages.
HB2262	Wage History, disclosure, retaliation, prohibition	Prohibits employers from discriminating against applicants who do not provide their "wage history" in their application.	Labor Costs	Enacted Since 2019	More difficult to attract & retain workers	Impacts employers and increases the time it takes to hire employees and screen them properly.
HB2267	rental housing, income source discrimination	Prohibits a landlord from discriminating against prospective renters based on their source of income. Prohibits landlords from having an income threshold.	Legal & Administrative	Enacted Since 2019	Increased rental costs	Increases risks borne by landlords and costs to renters as landlords will need to find other ways to ensure rent payment.
HB2268	Landlord, tenant, fee disclosure, waiver	Establishes regulations for landlords regarding vendors, tenant data, late fees, and unpaid rent	Legal & Administrative	Not Enacted	Increased housing costs	As landlords are impacted by the extra administrative duties imposed by this bill, they will likely pass on the increased costs to their renters.
HB2269	Towing Companies, private towing, requirements	Outlines requirements for notifications to be displayed on private property where unauthorized vehicles will be towed.	Legal & Administrative	Not Enacted	Increased administrative costs	Impacts property owners as they take on the costs of notifying drivers where not to park.
HB2274	Firefighters, peace officers, PTSD, coverage	Requires employers to provide workers' compensation coverage to firefighters and peace officers who have been diagnosed with PTSD and have been prescribed MDMA assisted therapy by a health care provider.	Legal & Administrative	Enacted Since 2019	\$ 3,253,434	Impacts employers as they have to bear the cost of MDMA therapy for the affected groups.
HB2291	Repeal, right to work, liability	Repeals the statute prohibiting the denying of employment because of nonmembership in a labor organization.	Labor Costs	Enacted	\$ 18,661,000,000	According to prior economic research, states without "right to work" policies experience slower population, employment, and economic growth than states with.
HB2292	Minimum Wages increase	Raises the minimum wage employers shall pay employees to \$15 per hour starting on Jan 1 2025	Labor Costs	Enacted Since 2019	Up to \$149.2M	Minimum wage increases impact private business owners as it increases the cost required to maintain employees.

HB2294	Private Prisons, contracts, prohibition	Requires that the Department of Corrections administer all correctional health care services and prevents ADC from entering into a contract with a private entity to administer those services. Prevents the State from entering into contract with private prison companies.	Legal & Administrative	Not Enacted	Increased public service costs	Impacts the state by limiting the ability to contract with lower cost companies to provide increased care.
HB2296	Corporate tax, business income, allocation	For tax years beginning with 2025, sales, other than sales of tangible personal property, are in Arizona if the taxpayer's market for the sales is in Arizona factors used to determine if the taxpayer's market for the sales is in Arizona are listed.	Tax & Public Finance	Not Enacted	\$ 234,823,829	Impacts private businesses by eliminating the option to portion out the taxes by the states the sales took place in.
HB2333	Prohibited agreements, public works contracts	Prohibits state agencies and political subdivisions from requiring in a public works contract that the subject of the contract enter into a neutrality agreement with any service provider. Removes prohibitions on requiring negotiating, executing or becoming a party to any project labor or employee agreement.	Labor Costs	Not Enacted	Increased labor costs	Allows state contracts to require entrance into programs that increase labor costs to private businesses.
HB2346	Call Centers, Relocation	Requires an "employer" intending to relocate a "call center" from this state to another state or to a foreign country to notify the Chief Executive of the Arizona Commerce Authority (ACA) of their intention to relocate at least 120 days before the relocation.	Legal & Administrative	Not Enacted	Increased administrative Costs	Impacts private businesses as they take on extra costs and possible penalties for relocating businesses.
HB2386	Frankfurt, Germany trade office, repeal	Removes \$500,000 from allocation to the Arizona Commerce Authority for the Frankfurt, Germany trade office and transfers that money into the general fund	Legal & Administrative	Not Enacted	Up to \$4B	Impacts the state and consumers as this would reduce exports from Germany and Europe
HB2387	Asia Trade Offices, repeal	Removes \$750,000 allocated to the Arizona Commerce Authority for the Asia trade offices and transfers that money into the general fund.	Legal & Administrative	Not Enacted	Up to \$790M	Impacts the state and consumers as this would reduce exports from Asia
HB2397	greenhouse gas programs, repeal prohibition	Repeals statute prohibiting state agencies from adopting or enforcing a state or regional program to regulate the emission of greenhouse gas for addressing changes in atmospheric temperature without express legislative authorization	Energy & Environmental	Enacted	\$706,000,000	Increases electricity costs for consumers as it allows Arizona to regulate electricity providers and their source of power.
HB2407	Foreign Entities, Land ownership, prohibition	Prohibits land in Arizona being conveyed to a foreign entity. Requires a grantor and grantee to provide a valid ID,	Legal & Administrative	Not Enacted	Reduced property values	Impacts landowners by limiting who they may sell the land to.
HB2436	state contracts, foreign adversary, prohibition	Prohibits a "covered company" from bidding on, submitting a proposal to or entering into a contract with a state agency or political subdivision to produce goods or services.	Legal & Administrative	Not Enacted	Increased public service costs	Impacts the state as limiting the companies who bid on state contracts may increase the price paid for a project.
HB2471	Rulemaking, legislative approval	Transfers powers and duties of ACA to other state agencies.	Legal & Administrative	Not Enacted	\$ 583,000,000	Partially repeals certain tax incentives and economic development programs administered by the Arizona Commerce Authority
HB2523	sick leave, accrual rate increase	Allows employees of employers with 15 or more employees to accrue at least two hours (up from 1) of earned paid sick time for every 30 hours worked more than 80 (up from 40) hours per year.	Labor Costs	Enacted Since 2019	\$ 494,008,617	Impacts private businesses by increasing costs for employees

HB2525	public facilities, environmental policies	Requires each school district and charter school to adopt a "green cleaning policy", to reduce their energy use per square foot by 20% (10% for some), establishes the Energy and Water Efficiency Fund and makes \$10,000,000 available for loans to districts cities and towns for energy and water efficiency measures.	Energy & Environmental	Not Enacted	\$ 10,000,000	Impacts state and local governments by increasing the costs to school districts by requiring costly energy sources.
HB2533	building permits, conditions, qualifications	Imposes requirements on contractors working on multiresidential buildings or commercial buildings of \$250k value or more.	Labor Costs	Not Enacted	Increased labor costs	Impacts private businesses by requiring additional licensing requirements to be met.
HB2554	TPT, online lodging marketplace, reporting,	Removes the prohibition on ADOR from disclosing property information provided by an online marketplace without the written consent of that marketplace.	Legal & Administrative	Not Enacted	Increased administrative costs	Impacts private property owners whose personal information - shared with an online marketplace - is ultimately disclosed publicly without their knowledge or consent.
HB2558	Essential Drugs, price increases, limits	Prohibits drug manufactureres or distributors from "price gouging".	Legal & Administrative	Not Enacted	Lower accessibility to necessary medications	Impacts consumers by placing a price control on essential drugs that may lead to a shortage of necessary medicine.
HB2597	Local planning, residential housing, repeal	Repeals the prohibition on local governments from adopting prices, rules, and/or regulations that promote or restrict building or use permits to promote or restrict specific residents from building buying or using specific properties.	Legal & Administrative	Not Enacted	Increased housing costs	Impacts the construction and housing markets by allowing local governments to restrict building and property use.
HB2598	tax deed, sale, affordable housing	Allows counties, cities, towns, and special taxing districts to convey or dispose of real property, or interest in real property, for less than fair market value and without holding a public auction in order to provide affordable housing (LIHTC properties).	Legal & Administrative	Enacted	Reduced property values	Impacts tax payers and property owners by creating additional taxes and providing government subsidized housing.
HB2600	property tax reduction, state aid	Requires in FY 2024 - 2025 that each County Board of Supervisors apply any reduction of the property tax per state law to all taxable property within the applicable school district.	Tax & Public Finance	Not Enacted	Increased public service costs	Could temporarily shift to the State General Fund - and taxpayers - the costs associated with high local property taxes that exceed their Constitutional limits.
HB2631	Businesses, requirements to accept cash	Requires retail businesses with a physical location in Arizona to accept cash as a form of payment for goods and services with an aggregate value of \$100 or less and cannot charge a fee or penalty for using cash as a form of payment.	Legal & Administrative	Enacted Since 2019	\$ 2,521,441,360	Impacts private businesses by increasing transaction costs and prohibiting businesses from passing costs onto customers.
HB2644	residency, fellowships, noncompete prohibition	Prohibits medical employers from requiring a medical residency or fellowship program employee to sign a "non-compete clause" for any time period after the residency or fellowship ends.	Legal & Administrative	Enacted Since 2019	More difficult to attract & retain workers	Impacts private businesses and increases the costs to employers to retain employees
HB2672	Minimum Wages increase	Raises the minimum wage employers shall pay employees to \$18 per hour starting on Jan 1 2025	Labor Costs	Not Enacted	\$2,183,819,500	Minimum wage increases impact private business owners as it increases the cost required to maintain employees.
HB2682	collective bargaining, warehouse employees, quotas	Requires employers to provide employees with a written description of any quota employees are subject to and requires the employer to notify the employees in writing if the quota changes in any manner.	Labor Costs	Not Enacted	Increased labor costs	impacts employers by requiring additional administrative work in order to retain employees and continue production

HB2683	working conditions, heat illness, prevention	Requires the Industrial Commission of Arizona to adopt rules establishing safety standards for working outside to prevent heat illness.	Labor Costs	Enacted Since 2019	\$ 1,208,440,860	Impacts private businesses by increases regulations and the cost of conforming to safety standards that have minimal impact on the average worker.
HB2707	rent limitation, formula	Caps rent increases to the lesser of 7% of the lowest rental rate charged, or 3% of the lowest rental rate charged during the 12 months immediately preceding the rental increase plus the change in the consumer price index, whichever is lower.	Legal & Administrative	Not Enacted	\$2,076,854,447	Impacts landlords and renters by limiting the landlords ability to respond to market changes and may lead to a rental housing shortage.
HB2710	establishment of state-owned bank	The state is required to engage in the business of banking and to maintain a system of banking owned, controlled, and operated by the state under the of the Bank of Arizona.	Tax & Public Finance	Not Enacted	Reduced demand for financial services	Impacts consumers and private banks by limiting financial service providers
HB2728	transportation services employees, drivers, wages	Provides that the minimum wage for a "transportation network company driver" or a "transportation delivery company driver" is the greater of \$1.00 per mile, \$.47 per minute, \$5.62 at a minimum for "transportation network services".	Labor Costs	Not Enacted	\$ 170,835,251	Minimum wage increases impact private business owners as it increases the cost required to maintain employees.
HB2747	railroads, train length	A railroad operating in Arizona is prohibited from running or allowing to be run on any part of a main track or branch line a train that exceeds 8,500 feet in length.	Legal & Administrative	Enacted Since 2019	\$ 27,549,735	Impacts private railroad companies by increasing the amount of fuel needed and the number of engines needed to haul freight.
HB2775	Franchises, relationships, definitions	Requires franchisors to deal fairly with their franchisees with reference to aspects within the "franchise" relationship. Prohibits any waiver of the provisions of this Act.	Labor Costs	Not Enacted	Up to \$15.6B	Impacts private businesses by limiting franchise growth.
HB2788	United nations, sustainable development, prohibition	Prohibits Arizona or any of its political subdivisions from spending public monies to adopt, enforce or implement the goals adopted in 2015 by the member states of the United Nations as the 2030 Agenda for Sustainable Development.	Energy & Environmental	Not Enacted	Increased administrative costs	Impacts state governments by prohibiting spending even when it may benefit the state.
HB2797	employment, FLSA, meal breaks	Requires an employer to provide an employee with breaks, and one and one-half times the employee's regular rate of pay for the hours worked of more than eight hours. Stipulates that FLSA applies to employers whose annual sales total \$100k vs the \$500k laid out in federal law.	Labor Costs	Enacted	\$ 3,808,688,488	Impacts private businesses by increasing costs to retain employees and conform to workers laws.
HB2832	luxury tax, electronic nicotine systems	Adds "electronic nicotine delivery system products", "electronic nicotine delivery system distributors" and electronic nicotine delivery manufacturers to luxuries subject to luxury taxation and regulation in Arizona.	Tax & Public Finance	Enacted Since 2019	\$ 23,370,807.93	impacts tax payers by increasing the sales tax on certain items as well as state government to regulate more products.
HB2840	corporate income tax, minimum	Increases the minimum income tax levied on the entire Arizona taxable income of a corporation that has 50 or more employees and that is not otherwise exempt from tax to \$1,000, from \$50.	Tax & Public Finance	Not Enacted	\$ 37,467,894	impacts private businesses by increasing the minimum income tax.
HB2841	Contraception, cost sharing prohibition	Health and disability insurers are prohibited from imposing cost containment measures for contraceptives. Prevents religious institutions from excluding from their health coverage contraceptive or drugs used for abortion.	Legal & Administrative	Enacted	Increased insurance costs	Impacts private businesses by requiring insurance providers to pay for and not charge consumers for products and care.

HCR2011	firearms, contracts, prohibited practices	Prohibit a public entity from entering into a contract with a value of over \$100,000 with a "company" to acquire or dispose of services unless the contract stipulates that it will not "discriminate" against a "firearm" entity.	Legal & Administrative	Not Enacted	Increased public service costs	impacts public entities and private businesses by limiting the businesses that can enter into contracts with the state.
HCR2025	Division, maricopa county, new counties	Breaks Maricopa County into three counties – Maricopa, Mesquite, and Saguaro counties – and defines the boundaries of the new counties	Legal & Administrative	Not Enacted	Increased public service costs	impacts state and local governments by increasing the number of counties in the state and introducing new counties that may qualify for state aid
HCR2040	Public Monies, prohibited expenditures	The 2024 general election ballot is to carry the question of whether to amend the ARS to regulate public monies expenditures by prohibiting expending funds on anything that promotes reducing the consumption or production of meat or dairy products.	Legal & Administrative	Not Enacted	Increased administrative costs	Impacts the state by limiting the organizations that may partner with the state to provide services.
SB1004	agricultural land, foreign ownership, violation	Prohibits the purchase, acquisition or control of title or any interest in "agricultural land" in Arizona by: an agent of a "designated country".	Legal & Administrative	Not Enacted	Reduced property values	Impacts landowners by limiting who they may sell land to, and may force them to settle for a lower price on their property.
SB1010	Vehicle mileage, tracking, tax, prohibition	Prohibits a city, town, county or political subdivision from considering or establishing Vehicles Miles Travel Reduction goals for use with state projects.	Tax & Public Finance	Enacted Since 2019	Increased public service costs	Impacts state and local governments by limiting a possible source of funding for road maintenance.
SB1014	Business, discrimination prohibition, social criteria	Prohibits financial institutions, insurers and credit reporting agencies from discriminating based on political affiliation, any social credit or other type of environmental or governmental score.	Legal & Administrative	Not Enacted	Increased administrative costs	Impacts financial institutions and borrowers by limiting the screening options and increase administrative fees to ensure borrowers qualify for services
SB1044	arizona commerce authority, repeal	Eliminates the Arizona Commerce Authority which provides private sector leadership in growing the state's economy, expanding opportunities and employment.	Legal & Administrative	Not Enacted	Up to \$583M	Repeals the Arizona Commerce Authority and all associated tax incentives and economic development programs
SB1106	State Lands, leases, groundwater use	Requires ADWR to collect fees from groundwater ag users, and requires lessees to report well locations and quantity withdrawn.	Energy & Environmental	Not Enacted	Up to \$2.7B	Impacts the agricultural sector by charging fees for groundwater usage.
SB1123	Critical Infrastructure, prohibited agreements	Prohibits a business or governmental entity in the state from entering into an agreement involving "critical infrastructure" with a "company" owned or controlled by the governments of China, Iran, North Korea or Russia.	Legal & Administrative	Not Enacted	Increased public service costs	Impacts the state by limiting the organizations and countries that it may partner with and could increase the cost of maintaining and building state infrastructure.
SB1152	Arizona state university, appropriation reduction	Reduces the appropriated amount to the Arizona State University by \$548,865,100 and transfers those monies to the state general fund.	Workforce & Education	Not Enacted	\$548,865,100	Impacts Arizona State University and with workforce shortages, this would limit the investment in training new labor cohorts
SB1208	critical elecommunication infrastructure, construction requirements	Requires a critical telecommunications infrastructure to be constructed without any equipment manufactured by a federally banned corporation or any equipment that is banned by the federal government.	Legal & Administrative	Not Enacted	Increased administrative costs	increased costs of infrastructure and limiting free enterprise and efficiency of already existing equipment
SB1225	Energy measuring; reporting; prohibition; repeal	Repeals statutes prohibiting counties and municipalities from requiring an owner, operator or tenant of a business, commercial building or multifamily property to measure and report energy usage and consumption.	Energy & Environmental	Enacted Since 2019	Increased administrative costs	increased burden to measure and report private usage of a utility to an entity that could use that info to charge for or limit use of energy.

SB1225	Energy measuring; reporting; prohibition; repeal	Repeals statutes prohibiting counties and municipalities from requiring an owner, operator or tenant of a business, commercial building or multifamily property to measure and report energy usage and consumption.	Energy & Environmental	Enacted Since 2019	Increased administrative costs	increased burden to measure and report private usage of a utility to an entity that could use that info to charge for or limit use of energy.
SB1229	Horizontal hydraulic fracturing; prohibition	The Oil and Gas Conservation Commission is prohibited from allowing "horizontal hydraulic fracturing". Any person who causes horizontal hydraulic fracturing to occur in Arizona is subject to a civil penalty of at least \$10,000 for each day of operations, including explorations	Energy & Environmental	Not Enacted	Up to \$11.5B	Impacts the state by limiting efficiency in the oil industry and could lead to loss of jobs, industry moving elsewhere, less oil revenue to the state
SB1230	Large electronics; recycling	Establishes a recycling program for "covered electronic devices" within the Arizona Department of Environmental Quality (ADEQ).	Energy & Environmental	Enacted	Increased administrative costs	Increasing agency spending to establish new recycling program
SB1282	Highways; bicycle paths; walkways; prohibition	Prohibits the Arizona Department of Transportation (ADOT) from accepting federal monies to pay for the construction, maintenance or expansion of a highway or state route if the acceptance of the federal monies is conditioned on the design and construction of a bicycle path or pedestrian walkway	Energy & Environmental	Not Enacted	Increased public service costs	limits the availability of public funds for roadway projects
SB1318	Citizen suits; environment	Various changes to statutes relating to the private right of action in water and air quality violations, including decreasing the time period before a plaintiff files an action after giving notice of the violation.	Energy & Environmental	Not Enacted	Increased litigation costs	Impacts companies needing to correct violations by reducing the time allowed to correct violations.
SB1438	Health insurance coverage; insulin	Limits the amount a health care services corporation can charge for a covered "prescription insulin drug" to not more than \$35 per 30-day supply of insulin.	Legal & Administrative	Enacted Since 2019	Increased healthcare costs	Impacts consumers by placing a price control on essential drugs that may lead to a shortage of necessary medicine.
SB1479	Fireworks; aerials; licensure; penalties	Prohibits permissible consumer fireworks to be sold in tents, canopies or membrane structures. Requires that notice of fireworks laws stipulate that permit fireworks may not be sold to anyone under the age of 18.	Legal & Administrative	Not Enacted	Increased administrative costs	Limits the sale of fireworks and targets many current sellers that pop up around the 4th of the July
SB1498	Insurance; lienholder; third-party liability	Removes the stipulation that the "amount actually collectible" from medical, surgical and hospital benefits paid is the total recovery cost less reasonable and necessary expenses, including attorney fees actually expended in securing the recovery	Legal & Administrative	Not Enacted	\$126,000	Increases the amount of workers compensation paid, and impacts the Industrial Commission of Arizona.
SB1500	Drones; prohibition; autonomous vehicles	Preempts the state from using light detection and ranging equipment, including drones, that is manufactured in or by a company domiciled in a country of concern (CoC) from being used for state infrastructure or included in any state procurement or state-authorized autonomous vehicle.	Legal & Administrative	Not Enacted	Increased public service costs	Impacts stae government by increasing costs for traffic enforcement.

SB1514	Utilities; contributions; lobbying; nonrecoverable expenses	Prohibits a Public Power Entity (PPE) or a Public Service Corporation (PSO) that is regulated by the Arizona Corporation Commission from making contributions to any political action committee that makes expenditures for or against candidates for the Commission.	Legal & Administrative	Enacted Since 2019	Increased administrative costs	Creates litigation risk for the State given Constitutional protections for free speech, regulatory risk for public service providers that could increase customers rates, and potentially reduces the information available to regulators that impact the state's utility landscape.
SB1536	Electronic and appliance products; repairs	Requires a manufacturer of an "electronic or appliance product" to provide listed information to product owners related wholesale price of the product.	Legal & Administrative	Not Enacted	Increased administrative costs	Impacts manufacturers by increasing the administrative costs to comply with the requirement
SB1548	Electricity; gas; disconnection prohibited	Prohibits utilities from disconnecting any service related to heating or air conditioning if the temperature is forecasted to drop below 32 degrees to exceed 90 degrees Fahrenheit.	Energy & Environmental	Not Enacted	Increased administrative costs	Impacts utilities by continuing to provide service in some instances without payment.
SB1632	Family and medical leave; coverage	Establishes that as of January 1, 2027, family and medical leave insurance benefits are payable to a "covered individual".	Legal & Administrative	Enacted Since 2019	\$3,900,000,000	Impacts private businesses by increasing the minimum benefits they are required to pay to employees.
SB1637	Electric vehicle charging stations	Prohibits an "electricity supplier" from owning or operating "electric vehicle charging stations" but allows an electricity supplier to own make-ready infrastructure necessary for electric vehicle charging station operation.	Energy & Environmental	Not Enacted	Increased administrative costs	Limits free enterprise for electricity providers and could raise costs for charging stations if they cannot be run by the least cost provider.
SCR1002	Prohibit tax; monitoring; vehicle mileage	The 2024 general election ballot is to carry the question of whether to amend the state constitution to prohibit the imposition of a tax or fee based on vehicle miles traveled and prohibit the creation of any rule or law to monitor or limit the miles traveled in a motor vehicle	Tax & Public Finance	Not Enacted	Increased public service costs	Impacts state and local governments by limiting a possible source of funding for road maintenance.

APPENDIX 2: 'JOB KILLERS' BILL IMPACT

SOURCE LIST

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