



May 23, 2025

Mr. Marcus Jones
City Manager
City of Charlotte
600 E 4th Street
Charlotte, NC 28202

Dear Mr. Jones,

On behalf of the NC Chamber and the diverse network of employers we represent across the state, we write to express our concerns regarding the Charlotte City Council's consideration of the CASE ordinance introduced by representatives of the Service Employees International Union (SEIU).

North Carolina's business community supports competitive, fair wages that reflect both the value of work, the free market, and the realities of operating a business in today's complex economic environment. Chapter 95 of the North Carolina General Statutes, specifically 95-25.1, embodies this principle—it is a deliberate framework established to ensure wage standards are applied uniformly and not selectively enforced by jurisdictions, while preserving flexibility for job creators to grow, hire, and innovate.

Make no mistake, the General Assembly's intent with Chapter 95 of the North Carolina General Statutes, specifically 95-25.1, was to preserve a balance between the rights of local governments and the need for a consistent statewide labor standard. Imagine 100 different wage ordinances in 100 cities. Businesses, especially those that operate across multiple jurisdictions, would be forced to navigate a confusing and often contradictory web of regulations. That uncertainty would not serve workers or employers in the long run.

We urge the Charlotte City Council to consider the broader economic and political implications of this ordinance and to align its efforts with policies already under the City's authority that will uplift workers and foster a vibrant local economy. We remain committed to working together on solutions that balance prosperity for workers with the long-term economic competitiveness of Charlotte and North Carolina.

Thank you for your attention to this matter and for your continued service to our community.

Sincerely,

A handwritten signature in black ink that reads "Ray A. Starling". The signature is fluid and cursive, with the first name "Ray" being the most prominent.

Ray Starling
General Counsel
NC Chamber

CC:
Mayor Vi Lyles
Charlotte City Council
City Attorney Anthony Fox