

117TH CONGRESS  
1ST SESSION

# H. R. 603

To provide for increases in the Federal minimum wage, and for other purposes.

---

## IN THE HOUSE OF REPRESENTATIVES

JANUARY 28, 2021

Mr. SCOTT of Virginia (for himself, Mrs. MURPHY of Florida, Ms. JAYAPAL, Ms. PELOSI, Mr. HOYER, Mr. CLYBURN, Ms. ADAMS, Mr. AGUILAR, Mr. AUCHINCLOSS, Mrs. AXNE, Ms. BARRAGÁN, Ms. BASS, Mrs. BEATTY, Mr. BERA, Mr. BEYER, Mr. BISHOP of Georgia, Mr. BLUMENAUER, Ms. BLUNT ROCHESTER, Ms. BONAMICI, Mr. BRENDAN F. BOYLE of Pennsylvania, Mr. BROWN, Ms. BROWNLEY, Mrs. BUSTOS, Mr. BOWMAN, Ms. BUSH, Mr. BUTTERFIELD, Mr. CARBAJAL, Mr. CÁRDENAS, Mr. CARSON, Mr. CARTWRIGHT, Mr. CASTEN, Mr. CASTRO of Texas, Ms. CASTOR of Florida, Ms. CHU, Mr. CICILLINE, Ms. CLARK of Massachusetts, Ms. CLARKE of New York, Mr. CLEAVER, Mr. COHEN, Mr. CONNOLLY, Mr. COOPER, Mr. COURTNEY, Ms. CRAIG, Mr. CRIST, Mr. CROW, Mr. DANNY K. DAVIS of Illinois, Ms. DEAN, Mr. DEFazio, Ms. DEGETTE, Ms. DELAURO, Ms. DELBENE, Mr. DEUTCH, Mrs. DEMINGS, Mr. DESAULNIER, Mrs. DINGELL, Mr. MICHAEL F. DOYLE of Pennsylvania, Ms. ESCOBAR, Ms. ESHOO, Mr. ESPAILLAT, Mr. EVANS, Ms. LOIS FRANKEL of Florida, Mr. FOSTER, Mr. GALLEGO, Mr. GARAMENDI, Mr. GARCÍA of Illinois, Ms. GARCIA of Texas, Mr. GREEN of Texas, Mr. GRIJALVA, Mr. GOMEZ, Ms. HAALAND, Mr. HASTINGS, Mrs. HAYES, Mr. HORSFORD, Mr. HUFFMAN, Mr. HIGGINS of New York, Mr. HIMES, Ms. JACKSON LEE, Ms. JACOBS of California, Mr. JEFFRIES, Ms. JOHNSON of Texas, Mr. JOHNSON of Georgia, Mr. JONES, Mr. KAHELE, Ms. KAPTUR, Mr. KEATING, Ms. KELLY of Illinois, Mr. KHANNA, Mr. KILDEE, Mrs. KIRKPATRICK, Mr. KILMER, Mr. KIM of New Jersey, Mr. KRISHNAMOORTHY, Mr. LARSEN of Washington, Mr. LARSON of Connecticut, Mr. LAMB, Mr. LANGEVIN, Mr. LAWSON of Florida, Mrs. LAWRENCE, Ms. LEE of California, Ms. LEGER FERNANDEZ, Mr. LEVIN of Michigan, Mr. LEVIN of California, Mr. LIEU, Ms. LOFGREN, Mr. LOWENTHAL, Mrs. LURIA, Mr. LYNCH, Mrs. CAROLYN B. MALONEY of New York, Mr. SEAN PATRICK MALONEY of New York, Mr. MALINOWSKI, Ms. MANNING, Ms. MATSUI, Mrs. MCBATH, Ms. MCCOLLUM, Mr. MCEACHIN, Mr. MCGOVERN, Mr. MCNERNEY, Mr. MEEKS, Ms. MENG, Mr. MFUME, Ms. MOORE of Wisconsin, Mr. MORELLE, Mr. MOULTON, Mr. MRVAN, Mr. NADLER, Mrs. NAPOLITANO, Mr. NEGUSE,

Ms. NEWMAN, Mr. NORCROSS, Ms. NORTON, Ms. OCASIO-CORTEZ, Ms. OMAR, Mr. PALLONE, Mr. PANETTA, Mr. PASCRELL, Mr. PAYNE, Mr. PETERS, Mr. PERLMUTTER, Ms. PINGREE, Mr. POCAN, Ms. PRESSLEY, Mr. PRICE of North Carolina, Mr. QUIGLEY, Mr. RASKIN, Miss RICE of New York, Ms. ROSS, Ms. ROYBAL-ALLARD, Mr. RUIZ, Mr. RUPPERSBERGER, Mr. RUSH, Mr. RYAN, Ms. SÁNCHEZ, Mr. SARBANES, Ms. SCANLON, Ms. SCHAKOWSKY, Mr. SCHNEIDER, Mr. DAVID SCOTT of Georgia, Mr. SHERMAN, Ms. SHERRILL, Mr. SIRES, Mr. SMITH of Washington, Ms. SPANBERGER, Ms. SPEIER, Ms. STEVENS, Ms. STRICKLAND, Mr. SOTO, Mr. SUOZZI, Mr. SWALWELL, Mr. TAKANO, Mr. THOMPSON of Mississippi, Mr. THOMPSON of California, Ms. TITUS, Ms. TLAIB, Mr. TONKO, Mrs. TORRES of California, Mr. TORRES of New York, Mrs. TRAHAN, Mr. TRONE, Ms. UNDERWOOD, Mr. VARGAS, Mr. VEASEY, Ms. VELÁZQUEZ, Ms. WASSERMAN SCHULTZ, Ms. WATERS, Mrs. WATSON COLEMAN, Mr. WELCH, Ms. WEXTON, Ms. WILD, Ms. WILLIAMS of Georgia, Ms. WILSON of Florida, and Mr. YARMUTH) introduced the following bill; which was referred to the Committee on Education and Labor

---

## A BILL

To provide for increases in the Federal minimum wage, and  
for other purposes.

1        *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4        This Act may be cited as the “Raise the Wage Act  
5 of 2021”.

6 **SEC. 2. MINIMUM WAGE INCREASES.**

7        (a) IN GENERAL.—Section 6(a)(1) of the Fair Labor  
8 Standards Act of 1938 (29 U.S.C. 206(a)(1)) is amended  
9 to read as follows:

10            “(1) except as otherwise provided in this sec-  
11 tion, not less than—

1           “(A) \$9.50 an hour, beginning on the ef-  
2           fective date under section 7 of the Raise the  
3           Wage Act of 2021;

4           “(B) \$11.00 an hour, beginning 1 year  
5           after such effective date;

6           “(C) \$12.50 an hour, beginning 2 years  
7           after such effective date;

8           “(D) \$14.00 an hour, beginning 3 years  
9           after such effective date;

10          “(E) \$15.00 an hour, beginning 4 years  
11          after such effective date; and

12          “(F) beginning on the date that is 5 years  
13          after such effective date, and annually there-  
14          after, the amount determined by the Secretary  
15          under subsection (h);”.

16          (b) DETERMINATION BASED ON INCREASE IN THE  
17          MEDIAN HOURLY WAGE OF ALL EMPLOYEES.—Section  
18          6 of the Fair Labor Standards Act of 1938 (29 U.S.C.  
19          206) is amended by adding at the end the following:

20          “(h)(1) Not later than each date that is 90 days be-  
21          fore a new minimum wage determined under subsection  
22          (a)(1)(F) is to take effect, the Secretary shall determine  
23          the minimum wage to be in effect under this subsection  
24          for each period described in subsection (a)(1)(F). The

1 wage determined under this subsection for a year shall  
2 be—

3 “(A) not less than the amount in effect under  
4 subsection (a)(1) on the date of such determination;

5 “(B) increased from such amount by the annual  
6 percentage increase, if any, in the median hourly  
7 wage of all employees as determined by the Bureau  
8 of Labor Statistics; and

9 “(C) rounded up to the nearest multiple of  
10 \$0.05.

11 “(2) In calculating the annual percentage increase in  
12 the median hourly wage of all employees for purposes of  
13 paragraph (1)(B), the Secretary, through the Bureau of  
14 Labor Statistics, shall compile data on the hourly wages  
15 of all employees to determine such a median hourly wage  
16 and compare such median hourly wage for the most recent  
17 year for which data are available with the median hourly  
18 wage determined for the preceding year.”.

19 **SEC. 3. TIPPED EMPLOYEES.**

20 (a) **BASE MINIMUM WAGE FOR TIPPED EMPLOYEES**  
21 **AND TIPS RETAINED BY EMPLOYEES.**—Section  
22 3(m)(2)(A)(i) of the Fair Labor Standards Act of 1938  
23 (29 U.S.C. 203(m)(2)(A)(i)) is amended to read as fol-  
24 lows:

1           “(i) the cash wage paid such employee, which  
2 for purposes of such determination shall be not less  
3 than—

4           “(I) for the 1-year period beginning on the  
5 effective date under section 7 of the Raise the  
6 Wage Act of 2021, \$4.95 an hour;

7           “(II) for each succeeding 1-year period  
8 until the hourly wage under this clause equals  
9 the wage in effect under section 6(a)(1) for  
10 such period, an hourly wage equal to the  
11 amount determined under this clause for the  
12 preceding year, increased by the lesser of—

13           “(aa) \$2.00; or

14           “(bb) the amount necessary for the  
15 wage in effect under this clause to equal  
16 the wage in effect under section 6(a)(1) for  
17 such period, rounded up to the nearest  
18 multiple of \$0.05; and

19           “(III) for each succeeding 1-year period  
20 after the increase made pursuant to subclause  
21 (II), the minimum wage in effect under section  
22 6(a)(1); and”.

23           (b) TIPS RETAINED BY EMPLOYEES.—Section  
24 3(m)(2)(A) of the Fair Labor Standards Act of 1938 (29  
25 U.S.C. 203(m)(2)(A)) is amended—

1           (1) in the second sentence of the matter fol-  
2           lowing clause (ii), by striking “of this subsection,  
3           and all tips received by such employee have been re-  
4           tained by the employee” and inserting “of this sub-  
5           section. Any employee shall have the right to retain  
6           any tips received by such employee”; and

7           (2) by adding at the end the following: “An em-  
8           ployer shall inform each employee of the right and  
9           exception provided under the preceding sentence.”.

10          (c) SCHEDULED REPEAL OF SEPARATE MINIMUM  
11          WAGE FOR TIPPED EMPLOYEES.—

12           (1) TIPPED EMPLOYEES.—Section 3(m)(2)(A)  
13           of the Fair Labor Standards Act of 1938 (29 U.S.C.  
14           203(m)(2)(A)), as amended by subsections (a) and  
15           (b), is further amended by striking the sentence be-  
16           ginning with “In determining the wage an employer  
17           is required to pay a tipped employee,” and all that  
18           follows through “of this subsection.” and inserting  
19           “The wage required to be paid to a tipped employee  
20           shall be the wage set forth in section 6(a)(1).”.

21           (2) PUBLICATION OF NOTICE.—Subsection (i)  
22           of section 6 of the Fair Labor Standards Act of  
23           1938 (29 U.S.C. 206), as amended by section 5, is  
24           further amended by striking “or in accordance with  
25           subclause (II) or (III) of section 3(m)(2)(A)(i)”.

1           (3) **EFFECTIVE DATE.**—The amendments made  
 2           by paragraphs (1) and (2) shall take effect on the  
 3           date that is 1 day after the date on which the hourly  
 4           wage under subclause (III) of section 3(m)(2)(A)(i)  
 5           of the Fair Labor Standards Act of 1938 (29 U.S.C.  
 6           203(m)(2)(A)(i)), as amended by subsection (a),  
 7           takes effect.

8           (d) **PENALTIES.**—Section 16 of the Fair Labor  
 9           Standards Act of 1938 (29 U.S.C. 216) is amended—

10           (1) in the third sentence of subsection (b), by  
 11           inserting “or used” after “kept”; and

12           (2) in the second sentence of subsection (e)(2),  
 13           by inserting “or used” after “kept”.

14           **SEC. 4. NEWLY HIRED EMPLOYEES WHO ARE LESS THAN 20**  
 15           **YEARS OLD.**

16           (a) **BASE MINIMUM WAGE FOR NEWLY HIRED EM-**  
 17           **PLOYEES WHO ARE LESS THAN 20 YEARS OLD.**—Section  
 18           6(g)(1) of the Fair Labor Standards Act of 1938 (29  
 19           U.S.C. 206(g)(1)) is amended by striking “a wage which  
 20           is not less than \$4.25 an hour.” and inserting the fol-  
 21           lowing: “a wage at a rate that is not less than—

22           “(A) for the 1-year period beginning on the ef-  
 23           fective date under section 7 of the Raise the Wage  
 24           Act of 2021, \$6.00 an hour;

1           “(B) for each succeeding 1-year period until the  
2 hourly wage under this paragraph equals the wage  
3 in effect under section 6(a)(1) for such period, an  
4 hourly wage equal to the amount determined under  
5 this paragraph for the preceding year, increased by  
6 the lesser of—

7                   “(i) \$1.75; or

8                   “(ii) the amount necessary for the wage in  
9 effect under this paragraph to equal the wage  
10 in effect under section 6(a)(1) for such period,  
11 rounded up to the nearest multiple of \$0.05;  
12 and

13           “(C) for each succeeding 1-year period after the  
14 increase made pursuant to subparagraph (B)(ii), the  
15 minimum wage in effect under section 6(a)(1).”.

16           (b) SCHEDULED REPEAL OF SEPARATE MINIMUM  
17 WAGE FOR NEWLY HIRED EMPLOYEES WHO ARE LESS  
18 THAN 20 YEARS OLD.—

19                   (1) IN GENERAL.—Section 6(g) of the Fair  
20 Labor Standards Act of 1938 (29 U.S.C. 206(g)), as  
21 amended by subsection (a), shall be repealed.

22                   (2) PUBLICATION OF NOTICE.—Subsection (i)  
23 of section 6 of the Fair Labor Standards Act of  
24 1938 (29 U.S.C. 206), as amended by section



1       3(c)(2), is further amended by striking “or subpara-  
2       graph (B) or (C) of subsection (g)(1),”.

3           (3) EFFECTIVE DATE.—The repeal and amend-  
4       ment made by paragraphs (1) and (2), respectively,  
5       shall take effect on the date that is 1 day after the  
6       date on which the hourly wage under subparagraph  
7       (C) of section 6(g)(1) of the Fair Labor Standards  
8       Act of 1938 (29 U.S.C. 206(g)(1)), as amended by  
9       subsection (a), takes effect.

10 **SEC. 5. PUBLICATION OF NOTICE.**

11       Section 6 of the Fair Labor Standards Act of 1938  
12 (29 U.S.C. 206), as amended by the preceding sections,  
13 is further amended by adding at the end the following:

14       “(i) Not later than 60 days prior to the effective date  
15 of any increase in the required wage determined under  
16 subsection (a)(1) or subparagraph (B) or (C) of subsection  
17 (g)(1), or in accordance with subclause (II) or (III) of sec-  
18 tion 3(m)(2)(A)(i) or section 14(c)(1)(A), the Secretary  
19 shall publish in the Federal Register and on the website  
20 of the Department of Labor a notice announcing each in-  
21 crease in such required wage.”.

22 **SEC. 6. PROMOTING ECONOMIC SELF-SUFFICIENCY FOR IN-**  
23 **DIVIDUALS WITH DISABILITIES.**

24       (a) WAGES.—

1           (1) TRANSITION TO FAIR WAGES FOR INDIVID-  
2           UALS WITH DISABILITIES.—Subparagraph (A) of  
3           section 14(c)(1) of the Fair Labor Standards Act of  
4           1938 (29 U.S.C. 214(c)(1)) is amended to read as  
5           follows:

6           “(A) at a rate that equals or exceeds, for each  
7           year, the greater of—

8           “(i)(I) \$5.00 an hour, beginning on the ef-  
9           fective date under section 7 of the Raise the  
10          Wage Act of 2021;

11          “(II) \$7.50 an hour, beginning 1 year  
12          after such effective date;

13          “(III) \$10.00 an hour, beginning 2 years  
14          after such effective date;

15          “(IV) \$12.50 an hour, beginning 3 years  
16          after such effective date;

17          “(V) \$15.00 an hour, beginning 4 years  
18          after such effective date; and

19          “(VI) the wage rate in effect under section  
20          6(a)(1), beginning 5 years after such effective  
21          date; or

22          “(ii) if applicable, the wage rate in effect  
23          on the day before the date of enactment of the  
24          Raise the Wage Act of 2021 for the employ-  
25          ment, under a special certificate issued under

1           this paragraph, of the individual for whom the  
2           wage rate is being determined under this sub-  
3           paragraph,”.

4           (2) PROHIBITION ON NEW SPECIAL CERTIFI-  
5           CATES; SUNSET.—Section 14(c) of the Fair Labor  
6           Standards Act of 1938 (29 U.S.C. 214(c)) (as  
7           amended by paragraph (1)) is further amended by  
8           adding at the end the following:

9           “(6) PROHIBITION ON NEW SPECIAL CERTIFI-  
10          CATES.—Notwithstanding paragraph (1), the Sec-  
11          retary shall not issue a special certificate under this  
12          subsection to an employer that was not issued a spe-  
13          cial certificate under this subsection before the date  
14          of enactment of the Raise the Wage Act of 2021.

15          “(7) SUNSET.—Beginning on the day after the  
16          date on which the wage rate described in paragraph  
17          (1)(A)(i)(VI) takes effect, the authority to issue spe-  
18          cial certificates under paragraph (1) shall expire,  
19          and no special certificates issued under paragraph  
20          (1) shall have any legal effect.

21          “(8) TRANSITION ASSISTANCE.—Upon request,  
22          the Secretary shall provide—

23                  “(A) technical assistance and information  
24                  to employers issued a special certificate under  
25                  this subsection for the purposes of—

1           “(i) assisting such employers to com-  
2           ply with this subsection, as amended by  
3           the Raise the Wage Act of 2021; and

4           “(ii) ensuring continuing employment  
5           opportunities for individuals with disabil-  
6           ities receiving a special minimum wage  
7           rate under this subsection; and

8           “(B) information to individuals employed  
9           at a special minimum wage rate under this sub-  
10          section, which may include referrals to Federal  
11          or State entities with expertise in competitive  
12          integrated employment.”.

13          (3) EFFECTIVE DATE.—The amendments made  
14          by this subsection shall take effect on the date of en-  
15          actment of this Act.

16          (b) PUBLICATION OF NOTICE.—

17                 (1) AMENDMENT.—Subsection (i) of section 6  
18                 of the Fair Labor Standards Act of 1938 (29 U.S.C.  
19                 206), as amended by section 4(b)(2), is further  
20                 amended by striking “or section 14(c)(1)(A),”.

21                 (2) EFFECTIVE DATE.—The amendment made  
22                 by paragraph (1) shall take effect on the day after  
23                 the date on which the wage rate described in para-  
24                 graph (1)(A)(i)(VI) of section 14(c) of the Fair

1 Labor Standards Act of 1938 (29 U.S.C. 214(c)), as  
2 amended by subsection (a)(1), takes effect.

3 **SEC. 7. GENERAL EFFECTIVE DATE.**

4 Except as otherwise provided in this Act, or the  
5 amendments made by this Act, this Act and the amend-  
6 ments made by this Act shall take effect on the first day  
7 of the third month that begins after the date of the enact-  
8 ment of this Act.

○