

119TH CONGRESS
2D SESSION

H. R. 10294

To amend the Fair Labor Standards Act of 1938 to increase the minimum wage.

IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 3, 2026

Mrs. TORRES of California introduced the following bill; which was referred to the Committee on Education and Workforce

A BILL

To amend the Fair Labor Standards Act of 1938 to increase the minimum wage.

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 “Better Pay for Amer-
5 ican Workers Act”.

6 **SEC. 2. MINIMUM WAGE INCREASE.**

7 (a) IN GENERAL.—Section 6 of the Fair Labor
8 Standards Act of 1938 (29 U.S.C. 206) is amended—

9 (1) in subsection (a), by striking paragraph (1)
10 and inserting the following:

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

3 “(A) \$15.00 an hour, beginning on Janu-
4 ary 1, 2027;

5 “(B) \$17.50 an hour, beginning on Janu-
6 ary 1, 2028;

7 “(C) \$20.00 an hour, beginning on Janu-
8 ary 1, 2029; and

9 “(D) beginning on January 1, 2030, and
10 annually thereafter, the amount determined by
11 the Secretary under subsection (h).”; and

12 (2) by adding at the end the following:

13 “(h) MINIMUM WAGE BASED ON THE MEDIAN
14 WAGE.—

15 “(1) IN GENERAL.—Prior to the date that a
16 new minimum wage determined under subsection
17 (a)(1)(D) is to take effect, the Secretary shall deter-
18 mine the minimum wage rate to be in effect under
19 this subsection for each year described in subsection
20 (a)(1)(D). The wage rate determined under this sub-
21 section for a year shall be—

22 “(A) not less than the amount in effect
23 under subsection (a)(1) on the date of the de-
24 termination;

1 “(B) increased from such amount by the
2 annual percentage increase, if any, in the me-
3 dian hourly wage of all employees as deter-
4 mined by the Bureau of Labor Statistics;

5 “(C) rounded to the nearest multiple of
6 \$0.05, if the amount determined under this
7 subsection is not a multiple of \$0.05.

8 “(2) ANNUAL PERCENTAGE INCREASE.—In cal-
9 culating the annual percentage increase in such me-
10 dian hourly wage, the Secretary, through the Bureau
11 of Labor Statistics, shall determine the median
12 hourly wage of all employees for the most recent
13 year for which data are available and compare such
14 median hourly wage with the median hourly wage
15 determined for the preceding year.”.

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