

119TH CONGRESS
1ST SESSION

H. R. 2743

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

IN THE HOUSE OF REPRESENTATIVES

APRIL 8, 2025

Mr. SCOTT of Virginia (for himself, Mr. CASAR, Mrs. HAYES, Mrs. MCBATH, Ms. MOORE of Wisconsin, Mr. BEYER, Mr. MRVAN, Ms. ROSS, Mr. TAKANO, Ms. TOKUDA, Ms. MCCOLLUM, Mr. PANETTA, Mr. BOYLE of Pennsylvania, Mr. CLEAVER, Mr. SCHNEIDER, Ms. UNDERWOOD, Ms. PINGREE, Ms. KELLY of Illinois, Mr. KEATING, Mr. TONKO, Mrs. TRAHAN, Mr. FOSTER, Ms. TLAIB, Mr. JOHNSON of Georgia, Mr. LYNCH, Mr. CASTRO of Texas, Mr. IVEY, Ms. DEGETTE, Ms. SCHAKOWSKY, Ms. SHERRILL, Mr. MOULTON, Mr. NORCROSS, Ms. NORTON, Mr. CARBAJAL, Mr. KHANNA, Ms. WILLIAMS of Georgia, Mr. GARAMENDI, Mr. FIELDS, Ms. OCASIO-CORTEZ, Ms. BUDZINSKI, Mr. QUIGLEY, Mrs. RAMIREZ, Mr. THOMPSON of California, Mr. CASTEN, Mr. MENENDEZ, Mr. HORSFORD, Mr. MCGARVEY, Ms. BONAMICI, Ms. OMAR, Ms. TITUS, Mr. VARGAS, Mr. SUOZZI, Ms. DEAN of Pennsylvania, Ms. SIMON, Mr. POCAN, Ms. MENG, Mr. THOMPSON of Mississippi, Ms. JOHNSON of Texas, Mr. DELUZIO, Ms. JACOBS, Ms. BROWNLEY, Ms. LEE of Pennsylvania, Mr. LIEU, Ms. DELAURO, Ms. ESCOBAR, Mrs. BEATTY, Ms. WATERS, Mr. GOMEZ, Ms. CHU, Ms. MCBRIDE, Mr. CONNOLLY, Mr. KENNEDY of New York, Ms. CASTOR of Florida, Mr. MAGAZINER, Mr. MULLIN, Mr. SWALWELL, Mr. SHERMAN, Ms. WILSON of Florida, Mr. AMO, Mr. GOLDMAN of New York, Ms. LEGER FERNANDEZ, Ms. ANSARI, Ms. MCCLELLAN, Mr. NEGUSE, Ms. STANSBURY, Ms. BARRAGÁN, Mr. RYAN, Ms. SCANLON, Ms. SEWELL, Ms. DELBENE, Mrs. FOUSHEE, Ms. SÁNCHEZ, Ms. WASSERMAN SCHULTZ, Mr. HOYER, Mr. MFUME, Mr. GARCÍA of Illinois, Mr. GARCIA of California, Ms. STEVENS, Mr. RASKIN, Ms. PETTERSEN, Mr. MORELLE, Mr. MANNION, Mrs. DINGELL, Mr. CROW, Mr. DESAULNIER, Mr. SOTO, Mr. KRISHNAMOORTHY, Ms. BROWN, Mr. DAVIS of Illinois, Ms. JAYAPAL, Ms. BALINT, Ms. CLARKE of New York, Ms. PRESSLEY, Mr. THANEDAR, Ms. ELFRETH, Mr. TORRES of New York, Mr. PALLONE, Mr. DOGGETT, Ms. CRAIG, Mr. FROST, Ms. STRICKLAND, Ms. ADAMS, Mr. CLYBURN, Mr. SUBRAMANYAM, Ms. HOYLE of Oregon, Ms. KAPTUR, Ms. DEXTER, Mr. HUFFMAN, Mr. GOTTHEIMER, Mr. LARSEN of Washington, Ms. FRIEDMAN, Mr. MCGOVERN, Ms. KAMLAGER-DOVE, Mr. GREEN of Texas, Mr.

JACKSON of Illinois, Mr. COURTNEY, Mr. CONAWAY, Ms. MATSUI, Mrs. McIVER, Ms. SALINAS, Mr. CARSON, Mrs. CHERFILUS-McCORMICK, Mr. BELL, Mr. OLSZEWSKI, Mr. FIGURES, and Ms. PELOSI) introduced the following bill; which was referred to the Committee on Education and Workforce

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 2025”.

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—

12 “(A) \$9.50 an hour, beginning on the ef-
13 fective date under section 7 of the Raise the
14 Wage Act of 2025;

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

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

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

3 “(E) \$15.50 an hour, beginning 4 years
4 after such effective date;

5 “(F) \$17.00 an hour, beginning 5 years
6 after such effective date; and

7 “(G) beginning on the date that is 6 years
8 after such effective date, and annually there-
9 after, the amount determined by the Secretary
10 under subsection (h);”.

11 (b) DETERMINATION BASED ON INCREASE IN THE
12 MEDIAN HOURLY WAGE OF ALL EMPLOYEES.—Section
13 6 of the Fair Labor Standards Act of 1938 (29 U.S.C.
14 206) is amended by adding at the end the following:

15 “(h)(1) Not later than each date that is 90 days be-
16 fore a new minimum wage determined under subsection
17 (a)(1)(G) is to take effect, the Secretary shall determine
18 the minimum wage to be in effect under this subsection
19 for each period described in subsection (a)(1)(G). The
20 wage determined under this subsection for a year shall
21 be—

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

24 “(B) increased from such amount by the annual
25 percentage increase, if any, in the median hourly

1 wage of all employees as determined by the Bureau
 2 of Labor Statistics; and

3 “(C) rounded up to the nearest multiple of
 4 \$0.05, if the amount after applying subparagraphs
 5 (A) and (B) is not a multiple of \$0.05.

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

14 **SEC. 3. TIPPED EMPLOYEES.**

15 (a) BASE MINIMUM WAGE FOR TIPPED EMPLOYEES
 16 AND TIPS RETAINED BY EMPLOYEES.—Section
 17 3(m)(2)(A)(i) of the Fair Labor Standards Act of 1938
 18 (29 U.S.C. 203(m)(2)(A)(i)) is amended to read as fol-
 19 lows:

20 “(i) the cash wage paid such employee, which
 21 for purposes of such determination shall be not less
 22 than—

23 “(I) for the 1-year period beginning on the
 24 effective date under section 7 of the Raise the
 25 Wage Act of 2025, \$6.00 an hour;

1 “(II) \$8.00 an hour, beginning 1 year
2 after such effective date;

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

5 “(IV) \$12.00 an hour, beginning 3 years
6 after such effective date;

7 “(V) \$13.50 an hour, beginning 4 years
8 after such effective date;

9 “(VI) \$15.00 an hour, beginning 5 years
10 after such effective date;

11 “(VII) \$17.00 an hour, beginning 6 years
12 after such effective date; and

13 “(VIII) for each succeeding 1-year period
14 after the increase made pursuant to subclause
15 (VII), the minimum wage in effect under sec-
16 tion 6(a)(1); and”.

17 (b) TIPS RETAINED BY EMPLOYEES.—Section
18 3(m)(2)(A) of the Fair Labor Standards Act of 1938 (29
19 U.S.C. 203(m)(2)(A)) is amended—

20 (1) in the second sentence of the matter fol-
21 lowing clause (ii), by striking “of this subsection,
22 and all tips received by such employee have been re-
23 tained by the employee” and inserting “of this sub-
24 section. Any employee shall have the right to retain
25 any tips received by such employee”; and

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

4 (c) SCHEDULED REPEAL OF SEPARATE MINIMUM
 5 WAGE FOR TIPPED EMPLOYEES.—

6 (1) TIPPED EMPLOYEES.—Section 3(m)(2)(A)
 7 of the Fair Labor Standards Act of 1938 (29 U.S.C.
 8 203(m)(2)(A)), as amended by subsections (a) and
 9 (b), is further amended by striking the sentence be-
 10 ginning with “In determining the wage an employer
 11 is required to pay a tipped employee,” and all that
 12 follows through “of this subsection.” and inserting
 13 “The wage required to be paid to a tipped employee
 14 shall be the wage set forth in section 6(a)(1).”.

15 (2) PUBLICATION OF NOTICE.—Subsection (i)
 16 of section 6 of the Fair Labor Standards Act of
 17 1938 (29 U.S.C. 206), as added by section 5 and
 18 amended by section 6(b)(1), is further amended by
 19 striking “or in accordance with subclause (II) or
 20 (III) of section 3(m)(2)(A)(i),”.

21 (3) EFFECTIVE DATE.—The amendments made
 22 by paragraphs (1) and (2) shall take effect on the
 23 date that is 1 day after the date on which the hourly
 24 wage under subclause (VIII) of section 3(m)(2)(A)(i)
 25 of the Fair Labor Standards Act of 1938 (29 U.S.C.

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

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

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

9 SEC. 4. NEWLY HIRED EMPLOYEES WHO ARE LESS THAN 20
10 YEARS OLD.

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

17 “(A) for the 1-year period beginning on the ef-
18 fective date under section 7 of the Raise the Wage
19 Act of 2025, \$6.00 an hour;

20 “(B) for each succeeding 1-year period until the
21 hourly wage under this paragraph equals the wage
22 in effect under section 6(a)(1) for such period, an
23 hourly wage equal to the amount determined under
24 this paragraph for the preceding year, increased by
25 the lesser of—

1 “(i) \$1.75; or

2 “(ii) the amount necessary for the wage in
3 effect under this paragraph to equal the wage
4 in effect under section 6(a)(1) for such period;
5 and

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

9 (b) SCHEDULED REPEAL OF SEPARATE MINIMUM
10 WAGE FOR NEWLY HIRED EMPLOYEES WHO ARE LESS
11 THAN 20 YEARS OLD.—

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

15 (2) PUBLICATION OF NOTICE.—Subsection (i)
16 of section 6 of the Fair Labor Standards Act of
17 1938 (29 U.S.C. 206), as added by section 5 and
18 amended by sections 6(b)(1) and 3(c)(2), is further
19 amended by striking “or subparagraph (B) or (C) of
20 subsection (g)(1)”.

21 (3) EFFECTIVE DATE.—The repeal and amend-
22 ment made by paragraphs (1) and (2), respectively,
23 shall take effect on the date that is 1 day after the
24 date on which the hourly wage under subparagraph
25 (C) of section 6(g)(1) of the Fair Labor Standards

1 Act of 1938 (29 U.S.C. 206(g)(1)), as amended by
 2 subsection (a), takes effect.

3 **SEC. 5. PUBLICATION OF NOTICE.**

4 Section 6 of the Fair Labor Standards Act of 1938
 5 (29 U.S.C. 206), as amended by section 2(b), is further
 6 amended by adding at the end the following:

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

15 **SEC. 6. PROMOTING ECONOMIC SELF-SUFFICIENCY FOR IN-**
 16 **DIVIDUALS WITH DISABILITIES.**

17 (a) WAGES.—

18 (1) TRANSITION TO FAIR WAGES FOR INDIVID-
 19 UALS WITH DISABILITIES.—Subparagraph (A) of
 20 section 14(c)(1) of the Fair Labor Standards Act of
 21 1938 (29 U.S.C. 214(c)(1)) is amended to read as
 22 follows:

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

1 “(i)(I) \$5.00 an hour, beginning on the ef-
 2 fective date under section 7 of the Raise the
 3 Wage Act of 2025;

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

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

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

10 “(V) \$15.50 an hour, beginning 4 years
 11 after such effective date; and

12 “(VI) the wage rate in effect under section
 13 6(a)(1), beginning 5 years after such effective
 14 date; or

15 “(ii) if applicable, the wage rate in effect
 16 on the day before the date of enactment of the
 17 Raise the Wage Act of 2025 for the employ-
 18 ment, under a special certificate issued under
 19 this paragraph, of the individual for whom the
 20 wage rate is being determined under this sub-
 21 paragraph,”.

22 (2) PROHIBITION ON NEW SPECIAL CERTIFI-
 23 CATES; TRANSITION ASSISTANCE.—

24 (A) IN GENERAL.—Section 14(c) of the
 25 Fair Labor Standards Act of 1938 (29 U.S.C.

1 214(c)) is amended by adding at the end the
2 following:

3 “(6) PROHIBITION ON NEW SPECIAL CERTIFI-
4 CATES.—Notwithstanding paragraph (1), the Sec-
5 retary shall not issue a special certificate under this
6 subsection to an employer that was not issued a spe-
7 cial certificate under this subsection before the date
8 of enactment of the Raise the Wage Act of 2025.

9 “(7) TRANSITION ASSISTANCE.—Upon request,
10 the Secretary shall provide—

11 “(A) technical assistance and information
12 to employers issued a special certificate under
13 this subsection for the purposes of—

14 “(i) assisting such employers to com-
15 ply with this subsection, as amended by
16 the Raise the Wage Act of 2025; and

17 “(ii) ensuring continuing employment
18 opportunities for individuals with disabil-
19 ities receiving a special minimum wage
20 rate under this subsection; and

21 “(B) information to individuals employed
22 at a special minimum wage rate under this sub-
23 section, which may include referrals to Federal
24 or State entities with expertise in competitive
25 integrated employment.”.

1 (B) EFFECTIVE DATE.—The amendments
2 made by this paragraph shall take effect on the
3 date of enactment of this Act.

4 (3) SUNSET.—Section 14(c) of the Fair Labor
5 Standards Act of 1938 (29 U.S.C. 214(c)), as
6 amended by paragraph (2), is further amended by
7 adding at the end the following:

8 “(8) SUNSET.—Beginning on the day after the
9 date on which the wage rate described in paragraph
10 (1)(A)(i)(VI) takes effect, the authority to issue spe-
11 cial certificates under paragraph (1) shall expire,
12 and no special certificates issued under paragraph
13 (1) shall have any legal effect.”.

14 (b) PUBLICATION OF NOTICE.—

15 (1) AMENDMENT.—Subsection (i) of section 6
16 of the Fair Labor Standards Act of 1938 (29 U.S.C.
17 206), as added by section 5, is amended by striking
18 “or section 14(c)(1)(A)”.

19 (2) EFFECTIVE DATE.—The amendment made
20 by paragraph (1) shall take effect on the day after
21 the date on which the wage rate described in para-
22 graph (1)(A)(i)(VI) of section 14(c) of the Fair
23 Labor Standards Act of 1938 (29 U.S.C. 214(c)), as
24 amended by subsection (a)(1), takes effect.

1 **SEC. 7. GENERAL EFFECTIVE DATE.**

2 Except as otherwise provided in this Act, this Act and
3 the amendments made by this Act shall take effect on the
4 first day of the third month that begins after the date
5 of the enactment of this Act.

○