

114TH CONGRESS
1ST SESSION

H. R. 2150

To provide for increases in the Federal minimum wage.

IN THE HOUSE OF REPRESENTATIVES

APRIL 30, 2015

Mr. SCOTT of Virginia (for himself, Ms. PELOSI, Mr. HOYER, Mr. CLYBURN, Mr. BECERRA, Mr. CROWLEY, Mr. BEN RAY LUJÁN of New Mexico, Mr. ISRAEL, Ms. DELAURO, Ms. EDWARDS, Ms. BASS, Mr. VAN HOLLEN, Mr. BRADY of Pennsylvania, Ms. BROWN of Florida, Mr. CONYERS, Mr. CUMMINGS, Mr. DEFazio, Mr. ENGEL, Mr. GRIJALVA, Ms. EDDIE BERNICE JOHNSON of Texas, Mr. LEVIN, Mrs. LOWEY, Mr. PALLONE, Ms. LINDA T. SÁNCHEZ of California, Mr. SCHIFF, Ms. SLAUGHTER, Mr. SMITH of Washington, Mr. THOMPSON of Mississippi, Ms. VELÁZQUEZ, Ms. MAXINE WATERS of California, Mr. HINOJOSA, Mrs. DAVIS of California, Mr. COURTNEY, Ms. FUDGE, Mr. SABLÁN, Ms. WILSON of Florida, Ms. BONAMICI, Mr. POCAN, Mr. TAKANO, Mr. JEFFRIES, Ms. CLARK of Massachusetts, Ms. ADAMS, Mr. DESAULNIER, Mr. AGUILAR, Mrs. BEATTY, Mr. BERA, Mr. BEYER, Mr. BLUMENAUER, Mr. BRENDAN F. BOYLE of Pennsylvania, Ms. BROWNLEY of California, Mrs. BUSTOS, Mr. BUTTERFIELD, Mrs. CAPPS, Mr. CAPUANO, Mr. CÁRDENAS, Mr. CARSON of Indiana, Mr. CARTWRIGHT, Ms. CASTOR of Florida, Mr. CASTRO of Texas, Ms. JUDY CHU of California, Mr. CICILLINE, Ms. CLARKE of New York, Mr. CLAY, Mr. CLEAVER, Mr. COHEN, Mr. DANNY K. DAVIS of Illinois, Ms. DEGETTE, Mr. DELANEY, Ms. DELBENE, Mr. DEUTCH, Mrs. DINGELL, Mr. DOGGETT, Ms. DUCKWORTH, Mr. ELLISON, Ms. ESHOO, Ms. ESTY, Mr. FARR, Mr. FATTAH, Mr. FOSTER, Ms. FRANKEL of Florida, Ms. GABBARD, Mr. GALLEG0, Mr. GARAMENDI, Mr. GRAYSON, Mr. AL GREEN of Texas, Mr. GENE GREEN of Texas, Mr. GUTIÉRREZ, Ms. HAHN, Mr. HASTINGS, Mr. HECK of Washington, Mr. HIMES, Mr. HONDA, Mr. HUFFMAN, Ms. JACKSON LEE, Mr. JOHNSON of Georgia, Ms. KAPTUR, Mr. KEATING, Mr. KENNEDY, Mr. KILDEE, Mr. KILMER, Mr. KIND, Ms. KUSTER, Mr. LANGEVIN, Mr. LARSEN of Washington, Mr. LARSON of Connecticut, Mrs. LAWRENCE, Ms. LEE, Mr. LEWIS, Mr. LOEBSACK, Ms. LOFGREN, Mr. LOWENTHAL, Ms. MICHELLE LUJAN GRISHAM of New Mexico, Mrs. CAROLYN B. MALONEY of New York, Mr. SEAN PATRICK MALONEY of New York, Ms. MATSUI, Ms. MCCOLLUM, Mr. McDERMOTT, Mr. MCGOVERN, Mr. McNERNEY, Mr. MEEKS, Ms. MENG, Ms. MOORE, Mr. MOULTON, Mr. MURPHY of Florida, Mr. NADLER, Mr. NEAL, Mr. NOLAN, Mr. NORCROSS, Ms. NORTON,

Mr. PASCRELL, Mr. PAYNE, Ms. PINGREE, Ms. PLASKETT, Mr. PRICE of North Carolina, Mr. RANGEL, Miss RICE of New York, Mr. RICHMOND, Ms. ROYBAL-ALLARD, Mr. RUIZ, Mr. RUPPERSBERGER, Mr. RUSH, Ms. LORETTA SANCHEZ of California, Mr. SARBANES, Ms. SCHAKOWSKY, Mr. SERRANO, Ms. SEWELL of Alabama, Mr. SHERMAN, Mr. SIRES, Ms. SPEIER, Mr. SWALWELL of California, Mr. TAKAI, Mr. THOMPSON of California, Mr. TONKO, Mrs. TORRES, Ms. TSONGAS, Mr. VARGAS, Mr. VISCLOSKY, Mr. VEASEY, Ms. WASSERMAN SCHULTZ, Mrs. WATSON COLEMAN, Mr. WELCH, and Mr. YARMUTH) introduced the following bill; which was referred to the Committee on Education and the Workforce

A BILL

To provide for increases in the Federal 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 “Raise the Wage Act”.

5 **SEC. 2. MINIMUM WAGE INCREASES.**

6 (a) MINIMUM WAGE.—

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

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

12 “(A) \$8.00 an hour, beginning on January
 13 1, 2016, or the first day of the third month
 14 that begins after the date of enactment of the
 15 Raise the Wage Act, whichever date is later;

1 “(B) \$9.00 an hour, beginning 1 year after
2 the date the wage specified in subparagraph (A)
3 takes effect;

4 “(C) \$10.00 an hour, beginning 2 years
5 after such date;

6 “(D) \$11.00 an hour, beginning 3 years
7 after such date;

8 “(E) \$12.00 an hour, beginning 4 years
9 after such date; and

10 “(F) beginning on the date that is 5 years
11 after such date, and annually thereafter, the
12 amount determined by the Secretary pursuant
13 to subsection (h);”.

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

19 “(h)(1) Each year, by not later than the date that
20 is 90 days before a new minimum wage determined under
21 subsection (a)(1)(F) is to take effect, the Secretary shall
22 determine the minimum wage to be in effect pursuant to
23 this subsection for each period described in subsection
24 (a)(1)(F). The wage determined pursuant to this sub-
25 section for a year shall be—

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

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

7 “(C) rounded to the nearest multiple of \$0.05.

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

16 (b) BASE MINIMUM WAGE FOR TIPPED EMPLOY-
17 EES.—Section 3(m)(1) of the Fair Labor Standards Act
18 of 1938 (29 U.S.C. 203(m)(1)) is amended to read as fol-
19 lows:

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

23 “(A) for the 1-year period beginning on
24 January 1, 2016, or the first day of the third
25 month that begins after the date of enactment

1 of the Raise the Wage Act, whichever date is
 2 later, \$3.15 an hour;

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

9 “(i) \$1.05; or

10 “(ii) the amount necessary for the
 11 wage in effect under this paragraph to
 12 equal the wage in effect under section
 13 6(a)(1) for such period, rounded to the
 14 nearest multiple of \$0.05; and

15 “(C) for each succeeding 1-year period
 16 after the year in which the hourly wage under
 17 this paragraph first equals the wage in effect
 18 under section 6(a)(1) for the same period, the
 19 amount necessary to ensure that the wage in ef-
 20 fect under this paragraph remains equal to the
 21 wage in effect under section 6(a)(1), rounded to
 22 the nearest multiple of \$0.05; and”.

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

1 (1) in the second sentence of the matter fol-
 2 lowing paragraph (2), by striking “of this sub-
 3 section, and all tips received by such employee have
 4 been retained by the employee” and inserting “of
 5 this subsection. Any employee shall have the right to
 6 retain 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 (d) SCHEDULED REPEAL OF SEPARATE MINIMUM
 11 WAGE FOR TIPPED EMPLOYEES.—

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

22 (2) PUBLICATION OF NOTICE.—Effective on the
 23 date described in paragraph (3), section 6(i) of the
 24 Fair Labor Standards Act of 1938 (29 U.S.C.
 25 206(i)), as added by subsection (e), is amended by

1 striking “or required for tipped employees” and all
2 that follows through “(as applicable)”.

3 (3) EFFECTIVE DATE.—The amendments made
4 by paragraphs (1) and (2) shall take effect on the
5 date that is one day after the date on which the
6 hourly wage under section 3(m)(1)(C) of the Fair
7 Labor Standards Act of 1938 (29 U.S.C.
8 203(m)(1)(C)) takes effect.

9 (e) PUBLICATION OF NOTICE.—Section 6 of the Fair
10 Labor Standards Act of 1938 (as amended by subsection
11 (a)) (29 U.S.C. 206) is further amended by adding at the
12 end the following:

13 “(i) Not later than 60 days prior to the effective date
14 of any increase in the minimum wage determined under
15 subsection (h) or required for tipped employees in accord-
16 ance with subparagraph (B) or (C) of section 3(m)(1) (as
17 applicable), the Secretary shall publish in the Federal
18 Register and on the website of the Department of Labor
19 a notice announcing the adjusted required wage.”.

20 (f) EFFECTIVE DATE.—The amendments made by
21 subsections (a), (b), and (e) shall take effect on January
22 1, 2016, or the first day of the third month that begins
23 after the date of enactment of this Act, whichever date
24 is later.

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