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(Original Signature of Member)

115TH CONGRESS  
1ST SESSION

**H. R.** \_\_\_\_\_

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

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IN THE HOUSE OF REPRESENTATIVES

Mr. SCOTT of Virginia introduced the following bill; which was referred to the Committee on \_\_\_\_\_

\_\_\_\_\_  
**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 **SEC. 2. MINIMUM WAGE INCREASES.**

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

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

3                   “(A) \$9.25 an hour, beginning on the ef-  
4                   fective date under section 7 of the Raise the  
5                   Wage Act;

6                   “(B) \$10.10 an hour, beginning 1 year  
7                   after such effective date;

8                   “(C) \$11.00 an hour, beginning 2 years  
9                   after such effective date;

10                  “(D) \$12.00 an hour, beginning 3 years  
11                  after such effective date;

12                  “(E) \$13.00 an hour, beginning 4 years  
13                  after such effective date;

14                  “(F) \$13.50 an hour, beginning 5 years  
15                  after such effective date;

16                  “(G) \$14.25 an hour, beginning 6 years  
17                  after such effective date;

18                  “(H) \$15.00 an hour, beginning 7 years  
19                  after such effective date; and

20                  “(I) beginning on the date that is 8 years  
21                  after such effective date, and annually there-  
22                  after, the amount determined by the Secretary  
23                  under subsection (h);”.

24           (b) DETERMINATION BASED ON INCREASE IN THE  
25   MEDIAN HOURLY WAGE OF ALL EMPLOYEES.—Section

1 6 of the Fair Labor Standards Act of 1938 (29 U.S.C.  
2 206) is amended by adding at the end the following:

3 “(h)(1) Not later than each date that is 90 days be-  
4 fore a new minimum wage determined under subsection  
5 (a)(1)(I) is to take effect, the Secretary shall determine  
6 the minimum wage to be in effect under this subsection  
7 for each period described in subsection (a)(1)(I). The wage  
8 determined under this subsection for a year shall be—

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

11 “(B) increased from such amount by the annual  
12 percentage increase, if any, in the median hourly  
13 wage of all employees as determined by the Bureau  
14 of Labor Statistics; and

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

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

1 **SEC. 3. TIPPED EMPLOYEES.**

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

6 “(1) the cash wage paid such employee, which  
7 for purposes of such determination shall be not less  
8 than—

9 “(A) for the 1-year period beginning on  
10 the effective date under section 7 of the Raise  
11 the Wage Act, \$4.15 an hour;

12 “(B) for each succeeding 1-year period  
13 until the hourly wage under this paragraph  
14 equals the wage in effect under section 6(a)(1)  
15 for such period, an hourly wage equal to the  
16 amount determined under this paragraph for  
17 the preceding year, increased by the lesser of—

18 “(i) \$1.15; or

19 “(ii) the amount necessary for the  
20 wage in effect under this paragraph to  
21 equal the wage in effect under section  
22 6(a)(1) for such period, rounded to the  
23 nearest multiple of \$0.05; and

24 “(C) for each succeeding 1-year period  
25 after the increase made pursuant to subpara-

1 graph (B)(ii), the minimum wage in effect  
2 under section 6(a)(1); and”.

3 (b) TIPS RETAINED BY EMPLOYEES.—Section 3(m)  
4 of the Fair Labor Standards Act of 1938 (29 U.S.C.  
5 203(m)) is amended—

6 (1) in the second sentence of the matter fol-  
7 lowing paragraph (2), by striking “of this sub-  
8 section, and all tips received by such employee have  
9 been retained by the employee” and inserting “of  
10 this subsection. Any employee shall have the right to  
11 retain any tips received by such employee”; and

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

15 (c) SCHEDULED REPEAL OF SEPARATE MINIMUM  
16 WAGE FOR TIPPED EMPLOYEES.—

17 (1) TIPPED EMPLOYEES.—Section 3(m) of the  
18 Fair Labor Standards Act of 1938 (29 U.S.C.  
19 203(m)), as amended by subsections (a) and (b), is  
20 further amended by striking the sentence beginning  
21 with “In determining the wage an employer is re-  
22 quired to pay a tipped employee,” and all that fol-  
23 lows through “of this subsection.” and inserting  
24 “The wage required to be paid to a tipped employee  
25 shall be the wage set forth in section 6(a)(1).”.

1           (2) PUBLICATION OF NOTICE.—Section 6(i) of  
2           the Fair Labor Standards Act of 1938 (29 U.S.C.  
3           206(i)), as added by section 5, is amended by strik-  
4           ing “or in accordance with subparagraph (B) or (C)  
5           of section 3(m)(1) (as applicable),”.

6           (3) EFFECTIVE DATE.—The amendments made  
7           by paragraphs (1) and (2) shall take effect on the  
8           date that is one day after the date on which the  
9           hourly wage under section 3(m)(1)(C) of the Fair  
10          Labor Standards Act of 1938 (29 U.S.C.  
11          203(m)(1)(C)), as amended by subsection (a), takes  
12          effect.

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

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

21                       “(A) for the 1-year period beginning on  
22                       the effective date under section 7 of the Raise  
23                       the Wage Act, \$5.00 an hour;

24                       “(B) for each succeeding 1-year period  
25                       until the hourly wage under this paragraph

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

5 “(i) \$1.05; or

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

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

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

18 (1) IN GENERAL.—Section 6(g)(1) of the Fair  
19 Labor Standards Act of 1938 (29 U.S.C.  
20 206(g)(1)), as amended by subsection (a), shall be  
21 repealed effective on the date provided in paragraph  
22 (3).

23 (2) PUBLICATION OF NOTICE.—Section 6(i) of  
24 the Fair Labor Standards Act of 1938 (29 U.S.C.  
25 206(i)), as amended by section 3(c)(2), is further

1 amended by striking “or subparagraph (B) or (C) of  
2 section 6(g)(1) (as applicable),”.

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 one day after the  
6 date on which the hourly wage under section  
7 6(g)(1)(C) of the Fair Labor Standards Act, as  
8 amended by subsection (a), takes effect.

9 **SEC. 5. PUBLICATION OF NOTICE.**

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

13 “(i) Not later than 60 days prior to the effective date  
14 of any increase in the required wage determined under  
15 subsection (h), or in accordance with subparagraph (B)  
16 or (C) of section 3(m)(1) (as applicable), section  
17 14(c)(1)(A) (as applicable), or subparagraph (B) or (C)  
18 of section 6(g)(1) (as applicable), the Secretary shall pub-  
19 lish in the Federal Register and on the website of the De-  
20 partment of Labor a notice announcing each increase in  
21 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, the  
7           greater of—

8                           “(i)(I) \$4.25 an hour, beginning 1  
9                           year after the date the wage rate specified  
10                          in section 6(a)(1)(A) takes effect;

11                          “(II) \$6.25 an hour, beginning 2  
12                          years after such date;

13                          “(III) \$8.25 an hour, beginning 3  
14                          years after such date;

15                          “(IV) \$10.25 an hour, beginning 4  
16                          years after such date;

17                          “(V) \$12.25 an hour, beginning 5  
18                          years after such date; and

19                          “(VI) the wage rate in effect under  
20                          section 6(a)(1), on the date that is 6 years  
21                          after the date the wage specified in section  
22                          6(a)(1)(A) takes effect; or

23                           “(ii) if applicable, the wage rate in ef-  
24                           fect on the day before the date of enact-  
25                           ment of the Raise the Wage Act for the

1 employment, under a special certificate  
2 issued under this paragraph, of the indi-  
3 vidual for whom the wage rate is being de-  
4 termined under this subparagraph,”.

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

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

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

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

1           “(A) technical assistance and information  
2           to employers issued a special certificate under  
3           this subsection for the purposes of—

4                   “(i) transitioning the practices of such  
5                   employers to comply with this subsection,  
6                   as amended by the Raise the Wage Act;  
7                   and

8                   “(ii) ensuring continuing employment  
9                   opportunities for individuals with disabili-  
10                  ties receiving a special minimum wage  
11                  rate under this subsection; and

12                  “(B) information to individuals employed  
13                  at a special minimum wage rate under this sub-  
14                  section, which may include referrals to other  
15                  Federal or State entities with expertise in com-  
16                  petitive integrated employment.”.

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

20           (b) PUBLICATION OF NOTICE.—

21                   (1) AMENDMENT.—Section 6(i) of the Fair  
22                   Labor Standards Act of 1938 (29 U.S.C. 206(i)), as  
23                   amended by section 4(b)(2), is further amended by  
24                   striking “section 14(c)(1)(A) (as applicable),”.

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

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

8           Except as otherwise provided in this Act or the  
9           amendments made by this Act, this Act and the amend-  
10          ments made by this Act shall take effect on the first day  
11          of the third month that begins after the date of enactment  
12          of this Act.