

# Union Calendar No. 112

116TH CONGRESS  
1ST SESSION

# H. R. 582

[Report No. 116–150]

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

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## IN THE HOUSE OF REPRESENTATIVES

JANUARY 16, 2019

Mr. SCOTT of Virginia (for himself, Mr. POCAN, Mrs. MURPHY, Mr. NORCROSS, Ms. PELOSI, Mr. HOYER, Mr. CLYBURN, Mrs. DAVIS of California, Mr. GRIJALVA, Mr. COURTNEY, Ms. FUDGE, Mr. SABLAN, Ms. WILSON of Florida, Ms. BONAMICI, Mr. TAKANO, Ms. ADAMS, Mr. DESAULNIER, Mr. KRISHNAMOORTHY, Mr. ESPAILLAT, Ms. JAYAPAL, Mr. MORELLE, Ms. WILD, Ms. SCHRIER, Mrs. HAYES, Ms. SHALALA, Mr. LEVIN of Michigan, Ms. OMAR, Mr. TRONE, Mrs. LEE of Nevada, Mr. SMITH of Washington, Mr. HASTINGS, Mrs. TORRES of California, Mrs. DEMINGS, Ms. CLARKE of New York, Mr. BEYER, Mr. EVANS, Ms. SCHAKOWSKY, Ms. KAPTUR, Mr. LIPINSKI, Mr. SUOZZI, Mr. PANETTA, Mr. SERRANO, Ms. DELAURO, Ms. SPEIER, Miss RICE of New York, Ms. NORTON, Ms. LEE of California, Mr. DEFazio, Mr. HIGGINS of New York, Mrs. BEATTY, Mr. CARBAJAL, Mr. PERLMUTTER, Ms. BROWNLEY of California, Mr. WELCH, Mr. SIRES, Mr. MCEACHIN, Mr. SWALWELL of California, Mrs. WATSON COLEMAN, Ms. WASSERMAN SCHULTZ, Ms. DEGETTE, Mr. BRENDAN F. BOYLE of Pennsylvania, Ms. MENG, Mr. COHEN, Ms. MCCOLLUM, Ms. PINGREE, Ms. LOFGREN, Mr. AGUILAR, Mr. PRICE of North Carolina, Mrs. BUSTOS, Ms. ROYBAL-ALLARD, Mr. RASKIN, Mr. SEAN PATRICK MALONEY of New York, Mr. MALINOWSKI, Mr. CICILLINE, Ms. TLAIB, Mrs. NAPOLITANO, Ms. BLUNT ROCHESTER, Mr. ENGEL, Ms. GABBARD, Ms. MOORE, Ms. WEXTON, Ms. BARRAGÁN, Mr. RUSH, Ms. SÁNCHEZ, Ms. HAALAND, Mr. RYAN, Ms. MATSUI, Mr. MEEKS, Mr. RUIZ, Mr. PETERS, Ms. CASTOR of Florida, Mr. GREEN of Texas, Mr. FOSTER, Mr. THOMPSON of Mississippi, Mrs. CAROLYN B. MALONEY of New York, Mrs. DINGELL, Mr. SOTO, Mr. PAYNE, Ms. VELÁZQUEZ, Mr. KILMER, Mrs. LAWRENCE, Mr. RUPPERSBERGER, Ms. JOHNSON of Texas, Mr. DANNY K. DAVIS of Illinois, Ms. JACKSON LEE, Mr. CLAY, Mr. YARMUTH, Mr. CRIST, Ms. DEAN, Mr. CARTWRIGHT, Mr.

PASCRELL, Mr. VARGAS, Mr. VEASEY, Mr. GOMEZ, Ms. TITUS, Ms. OCASIO-CORTEZ, Ms. GARCIA of Texas, Mr. MCGOVERN, Mr. PALLONE, Mr. LANGEVIN, Ms. CLARK of Massachusetts, Mr. TONKO, Mr. MCNERNEY, Mr. LARSON of Connecticut, Mrs. LURIA, Mr. DEUTCH, Mr. RICHMOND, Mr. CONNOLLY, Mr. LOEBACK, Mr. GALLEGOS, Mr. LOWENTHAL, Mr. SCHNEIDER, Mr. LARSEN of Washington, Mr. QUIGLEY, Ms. SCANLON, Mrs. TRAHAN, Ms. MUCARSEL-POWELL, Mr. CÁRDENAS, Mr. GARCÍA of Illinois, Mr. CORREA, Mr. CUMMINGS, Ms. JUDY CHU of California, Mr. NEGUSE, Mr. VISCLOSKEY, Mr. BLUMENAUER, Ms. HILL of California, Ms. PORTER, Mr. LUJÁN, Mr. KHANNA, Ms. ESHOO, Ms. FRANKEL, Ms. PRESSLEY, Mr. LAWSON of Florida, Mr. HECK, Mr. BROWN of Maryland, Mr. THOMPSON of California, Mr. LEVIN of California, Mr. LAMB, Mr. CISNEROS, Mr. TED LIEU of California, Mr. CARSON of Indiana, Mr. SHERMAN, Ms. WATERS, Mr. SCHIFF, Mr. KEATING, Mr. MICHAEL F. DOYLE of Pennsylvania, Mr. NADLER, Mr. KIM, Mr. JEFFRIES, Ms. KELLY of Illinois, Mrs. LOWEY, Ms. ESCOBAR, Mr. ROUDA, Mr. HUFFMAN, Mr. SARBANES, Ms. BASS, Mr. HORSFORD, Mr. KENNEDY, Mr. CASTRO of Texas, Mr. CROW, Ms. DELBENE, Mr. LEWIS, Mr. GARAMENDI, Mr. JOHNSON of Georgia, Mr. KILDEE, Mr. BUTTERFIELD, Mr. DAVID SCOTT of Georgia, Mr. CLEAVER, and Mr. BISHOP of Georgia) introduced the following bill; which was referred to the Committee on Education and Labor

JULY 11, 2019

Additional sponsors: Mr. CASE, Mr. MOULTON, Mr. BERA, Mr. LYNCH, Ms. SHERRILL, Mr. HIMES, Mr. DOGGETT, Mr. GOTTHEIMER, Ms. STEVENS, Mr. ROSE of New York, Ms. HOULAHAN, Mr. NEAL, Mrs. KIRKPATRICK, Mr. VELA, Mr. COOPER, Ms. SLOTKIN, and Ms. SPANBERGER

JULY 11, 2019

Reported with an amendment, committed to the Committee of the Whole  
House on the State of the Union, and ordered to be printed

[Strike out all after the enacting clause and insert the part printed in *italic*]

[For text of introduced bill, see copy of bill as introduced on January 16, 2019]

# **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:*

9               “(1) *except as otherwise provided in this section,*  
10       *not less than—*

11               “(A) *\$8.55 an hour, beginning on the effec-*  
12       *tive date under section 7 of the Raise the Wage*  
13       *Act;*

14               “(B) *\$9.85 an hour, beginning 1 year after*  
15       *such effective date;*

16               “(C) *\$11.15 an hour, beginning 2 years*  
17       *after such effective date;*

18               “(D) *\$12.45 an hour, beginning 3 years*  
19       *after such effective date;*

20               “(E) *\$13.75 an hour, beginning 4 years*  
21       *after such effective date;*

22               “(F) *\$15.00 an hour, beginning 5 years*  
23       *after such effective date; and*

24               “(G) *beginning on the date that is 6 years*  
25       *after such effective date, and annually thereafter,*

1           *the amount determined by the Secretary under*  
 2           *subsection (h);”.*

3           ***(b) DETERMINATION BASED ON INCREASE IN THE ME-***  
 4           ***DIAN HOURLY WAGE OF ALL EMPLOYEES.***—Section 6 of  
 5           *the Fair Labor Standards Act of 1938 (29 U.S.C. 206) is*  
 6           *amended by adding at the end the following:*

7           *“(h)(1) Not later than each date that is 90 days before*  
 8           *a new minimum wage determined under subsection*  
 9           *(a)(1)(G) is to take effect, the Secretary shall determine the*  
 10           *minimum wage to be in effect under this subsection for each*  
 11           *period described in subsection (a)(1)(G). The wage deter-*  
 12           *mined under this subsection for a year shall be—*

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

15           *“(B) increased from such amount by the annual*  
 16           *percentage increase, if any, in the median hourly*  
 17           *wage of all employees as determined by the Bureau of*  
 18           *Labor Statistics; and*

19           *“(C) rounded up to the nearest multiple of \$0.05.*

20           *“(2) In calculating the annual percentage increase in*  
 21           *the median hourly wage of all employees for purposes of*  
 22           *paragraph (1)(B), the Secretary, through the Bureau of*  
 23           *Labor Statistics, shall compile data on the hourly wages*  
 24           *of all employees to determine such a median hourly wage*  
 25           *and compare such median hourly wage for the most recent*

1 *year for which data are available with the median hourly*  
 2 *wage determined for the preceding year.”.*

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

4 *(a) BASE MINIMUM WAGE FOR TIPPED EMPLOYEES*  
 5 *AND TIPS RETAINED BY EMPLOYEES.—Section*  
 6 *3(m)(2)(A)(i) of the Fair Labor Standards Act of 1938 (29*  
 7 *U.S.C. 203(m)(2)(A)(i)) is amended to read as follows:*

8 *“(i) the cash wage paid such employee, which for*  
 9 *purposes of such determination shall be not less*  
 10 *than—*

11 *“(I) for the 1-year period beginning on the*  
 12 *effective date under section 7 of the Raise the*  
 13 *Wage Act, \$3.60 an hour;*

14 *“(II) for each succeeding 1-year period until*  
 15 *the hourly wage under this clause equals the*  
 16 *wage in effect under section 6(a)(1) for such pe-*  
 17 *riod, an hourly wage equal to the amount deter-*  
 18 *mined under this clause for the preceding year,*  
 19 *increased by the lesser of—*

20 *“(aa) \$1.50; or*

21 *“(bb) the amount necessary for the*  
 22 *wage in effect under this clause to equal the*  
 23 *wage in effect under section 6(a)(1) for such*  
 24 *period, rounded up to the nearest multiple*  
 25 *of \$0.05; and*

1           “(III) for each succeeding 1-year period  
 2           after the increase made pursuant to subclause  
 3           (II), the minimum wage in effect under section  
 4           6(a)(1); and”.

5           (b) *TIPS RETAINED BY EMPLOYEES.*—Section  
 6           3(m)(2)(A) of the Fair Labor Standards Act of 1938 (29  
 7           U.S.C. 203(m)(2)(A)) is amended—

8           (1) in the second sentence of the matter following  
 9           clause (ii), by striking “of this subsection, and all  
 10          tips received by such employee have been retained by  
 11          the employee” and inserting “of this subsection. Any  
 12          employee shall have the right to retain any tips re-  
 13          ceived by such employee”; and

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

17          (c) *SCHEDULED REPEAL OF SEPARATE MINIMUM*  
 18          *WAGE FOR TIPPED EMPLOYEES.*—

19          (1) *TIPPED EMPLOYEES.*—Section 3(m)(2)(A) of  
 20          the Fair Labor Standards Act of 1938 (29 U.S.C.  
 21          203(m)(2)(A)), as amended by subsections (a) and  
 22          (b), is further amended by striking the sentence begin-  
 23          ning with “In determining the wage an employer is  
 24          required to pay a tipped employee,” and all that fol-  
 25          lows through “of this subsection.” and inserting “The



1        *wage required to be paid to a tipped employee shall*  
 2        *be the wage set forth in section 6(a)(1).”.*

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

8            (3) *EFFECTIVE DATE.*—The amendments made  
 9        *by paragraphs (1) and (2) shall take effect on the date*  
 10        *that is one day after the date on which the hourly*  
 11        *wage under subclause (III) of section 3(m)(2)(A)(i) of*  
 12        *the Fair Labor Standards Act of 1938 (29 U.S.C.*  
 13        *203(m)(2)(A)(i)), as amended by subsection (a), takes*  
 14        *effect.*

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

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

23            *“(A) for the 1-year period beginning on the effec-*  
 24        *tive date under section 7 of the Raise the Wage Act,*  
 25        *\$5.50 an hour;*

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

7                       “(i) \$1.25; or

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

12           “(C) for each succeeding 1-year period after the  
 13           increase made pursuant to subparagraph (B)(ii), the  
 14           minimum wage in effect 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) of the Fair Labor  
 19           Standards Act of 1938 (29 U.S.C. 206(g)), as amend-  
 20           ed by subsection (a), shall be repealed.

21           (2) *PUBLICATION OF NOTICE.*—Subsection (i) of  
 22           section 6 of the Fair Labor Standards Act of 1938 (29  
 23           U.S.C. 206), as amended by section 3(c)(2), is further  
 24           amended by striking “or subparagraph (B) or (C) of  
 25           subsection (g)(1),”.

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

8   **SEC. 5. PUBLICATION OF NOTICE.**

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

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

20   **SEC. 6. PROMOTING ECONOMIC SELF-SUFFICIENCY FOR IN-**  
 21                           **DIVIDUALS WITH DISABILITIES.**

22          (a) *WAGES.*—

23                  (1) *TRANSITION TO FAIR WAGES FOR INDIVID-*  
 24          *UALS WITH DISABILITIES.*—*Subparagraph (A) of sec-*

tion 14(c)(1) of the Fair Labor Standards Act of 1938  
(29 U.S.C. 214(c)(1)) is amended to read as follows:

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

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

“(II) \$6.40 an hour, beginning 2 years after  
such date;

“(III) \$8.55 an hour, beginning 3 years  
after such date;

“(IV) \$10.70 an hour, beginning 4 years  
after such date;

“(V) \$12.85 an hour, beginning 5 years  
after such date; and

“(VI) the wage rate in effect under section  
6(a)(1), on the date that is 6 years after the date  
the wage specified in section 6(a)(1)(A) takes ef-  
fect; or

“(ii) if applicable, the wage rate in effect on  
the day before the date of enactment of the Raise  
the Wage Act for the employment, under a spe-  
cial certificate issued under this paragraph, of  
the individual for whom the wage rate is being  
determined under this subparagraph.”.

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

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

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

18           “(8) *TRANSITION ASSISTANCE.*—Upon request,  
 19           *the Secretary shall provide—*

20           “(A) *technical assistance and information*  
 21           *to employers issued a special certificate under*  
 22           *this subsection for the purposes of—*

23           “(i) *transitioning the practices of such*  
 24           *employers to comply with this subsection, as*  
 25           *amended by the Raise the Wage Act; and*

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

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

10                  (3) *EFFECTIVE DATE.*—The amendments made  
 11                  by this subsection shall take effect on the date of en-  
 12                  actment of this Act.

13                  (b) *PUBLICATION OF NOTICE.*—

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

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

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

2 *Except as otherwise provided in this Act or the amend-*  
3 *ments made by this Act, this Act and the amendments made*  
4 *by this Act shall take effect—*

5 *(1) subject to paragraph (2), on the first day of*  
6 *the third month that begins after the date of enact-*  
7 *ment of this Act; and*

8 *(2) with respect to the Commonwealth of the*  
9 *Northern Mariana Islands, on the date that is 18*  
10 *months after the effective date described in paragraph*  
11 *(1).*

12 **SEC. 8. GAO REPORT.**

13 *Not later than 1 year after the date of enactment of*  
14 *this Act, the Comptroller General shall submit to the Edu-*  
15 *cation and Labor Committee of the House of Representa-*  
16 *tives and the Committee on Health, Education, Labor, and*  
17 *Pensions of the Senate a report that, with respect to the*  
18 *Commonwealth of the Northern Mariana Islands—*

19 *(1) assesses the status and structure of the econ-*  
20 *omy (including employment, earnings and wages,*  
21 *and key industries); and*

22 *(2) for each year in which a wage increase will*  
23 *take effect under subsection (a)(1) or (g)(1) of section*  
24 *6, section 3(m)(2)(A)(i), or section 14(c)(1)(A) of the*  
25 *Fair Labor Standards Act of 1938 (29 U.S.C. 201 et*  
26 *seq.), as amended by this Act, estimates the propor-*

- 1        *tion of employees who will be directly affected by each*
- 2        *such wage increase taking effect for such year,*
- 3        *disaggregated by industry and occupation.*





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