

119TH CONGRESS
1ST SESSION

H. R. 122

To amend the Fair Labor Standards Act to provide for the calculation of the minimum wage based on the Federal supplemental poverty threshold for a renter family of 4, with 2 children under the age of 18, as determined by the Bureau of the Census, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JANUARY 3, 2025

Mr. GREEN of Texas introduced the following bill; which was referred to the Committee on Education and Workforce

A BILL

To amend the Fair Labor Standards Act to provide for the calculation of the minimum wage based on the Federal supplemental poverty threshold for a renter family of 4, with 2 children under the age of 18, as determined by the Bureau of the Census, 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 “Original Living Amer-
5 ican Wage Act” or the “Original LAW Act”.

6 **SEC. 2. FINDINGS; SENSE OF CONGRESS.**

7 (a) FINDINGS.—Congress finds the following:

1 (1) In 2022, there were approximately
2 37,900,000 Americans living in poverty who were
3 denied access to opportunities due to income, hous-
4 ing, education, jobs, and health care.

5 (2) A full-time worker earning the Federal min-
6 imum wage earns an income that is just \$20 above
7 the Federal poverty line for a single-person house-
8 hold and \$5,360 below the poverty line for a two-
9 person household.

10 (3) The average fair market rent for a 1-bed-
11 room apartment is more than 110 percent of the
12 monthly income of a full-time worker earning the
13 minimum wage. In comparison, the generally accept-
14 ed definition of affordability is for a household to
15 pay not more than 30 percent of its income on hous-
16 ing.

17 (4) Two full-time workers earning the Federal
18 minimum wage earn an income below the national
19 housing wage, which is the amount a person must
20 earn to afford a 1-bedroom apartment for the aver-
21 age rental price without spending more than 30 per-
22 cent of their income.

23 (5) In 2023, data from the Living Wage Calcu-
24 lator of the Massachusetts Institute of Technology
25 indicated that the median average living wage across

1 single adults and single adults with one child span-
2 ning all 50 States was \$26.59 per hour or approxi-
3 mately \$48,154.49 annually.

4 (b) SENSE OF CONGRESS.—It is the sense of Con-
5 gress that—

6 (1) the Federal minimum wage should, at a
7 minimum, be adjusted any time that inflation rises
8 to 5 percent or above over 2 consecutive years so
9 that a wage earner's annual income will be not less
10 than 40 percent above the Supplemental Poverty
11 Threshold for a renting family of 4, as determined
12 by the Bureau of Labor Statistics;

13 (2) the minimum wage should be set at a level
14 high enough to allow 2 full-time minimum wage
15 workers to earn an income above the national hous-
16 ing wage; and

17 (3) Congress, any of the several States, the Dis-
18 trict of Columbia, any territory or possession of the
19 United States, any Indian tribe, or any local or mu-
20 nicipal government of a State may establish a higher
21 minimum wage requirement than that established in
22 this Act.

23 **SEC. 3. MINIMUM WAGE.**

24 Section 6 of the Fair Labor Standards Act of 1938
25 (29 U.S.C. 206) is amended—

1 (1) in subsection (a)(1)—

2 (A) by striking “and” at the end of sub-
3 paragraph (B); and

4 (B) by inserting at the end the following:

5 “(D) \$10.59 an hour, beginning January
6 1, 2026;

7 “(E) \$14.59 an hour, beginning January
8 1, 2027;

9 “(F) \$18.59 an hour, beginning January
10 1, 2028;

11 “(G) \$22.59 an hour, beginning January
12 1, 2029;

13 “(H) \$26.59 an hour, beginning January
14 1, 2030; and

15 “(I) the amount determined by the Sec-
16 retary under subsection (b), beginning January
17 1, 2031.”; and

18 (2) by redesignating subsection (b) as sub-
19 section (c) and inserting after subsection (a) the fol-
20 lowing:

21 “(b)(1) Subject to paragraph (3), not later than Oc-
22 tober 1, 2030, and every 7 years thereafter, the Secretary
23 shall determine the minimum wage rate applicable under
24 subsection (a)(1) based on the formula described in para-
25 graph (2). The Secretary shall publish such wage rate in

1 the Federal Register not later than November 1 of each
2 year in which a minimum wage rate is determined under
3 this paragraph.

4 “(2) For the 7-year period beginning on January 1,
5 2031, and each succeeding 7-year period, the minimum
6 wage rate determined by the Secretary under paragraph
7 (1) shall be a minimum hourly wage sufficient for a person
8 working for such wage for 1,799 hours per year to earn
9 an annual income in an amount that is 40 percent higher
10 than the Federal supplemental poverty threshold for a
11 renter family of 4, with two children under the age of 18,
12 as published by the Bureau of Labor Statistics for the
13 year preceding the year in which the wage rate is being
14 so determined.

15 “(3) If the minimum wage rate determined by the
16 Secretary under paragraph (1) would result in a lower
17 minimum wage rate than the minimum wage rate in effect
18 at the time of such determination, the Secretary may not
19 adjust the minimum wage rate so in effect.”.

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