

117TH CONGRESS
1ST SESSION

H. R. 603

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

IN THE HOUSE OF REPRESENTATIVES

JANUARY 28, 2021

Mr. SCOTT of Virginia (for himself, Mrs. MURPHY of Florida, Ms. JAYAPAL, Ms. PELOSI, Mr. HOYER, Mr. CLYBURN, Ms. ADAMS, Mr. AGUILAR, Mr. AUCHINCLOSS, Mrs. AXNE, Ms. BARRAGÁN, Ms. BASS, Mrs. BEATTY, Mr. BERA, Mr. BEYER, Mr. BISHOP of Georgia, Mr. BLUMENAUER, Ms. BLUNT ROCHESTER, Ms. BONAMICI, Mr. BRENDAN F. BOYLE of Pennsylvania, Mr. BROWN, Ms. BROWNLEY, Mrs. BUSTOS, Mr. BOWMAN, Ms. BUSH, Mr. BUTTERFIELD, Mr. CARBAJAL, Mr. CÁRDENAS, Mr. CARSON, Mr. CARTWRIGHT, Mr. CASTEN, Mr. CASTRO of Texas, Ms. CASTOR of Florida, Ms. CHU, Mr. CICILLINE, Ms. CLARK of Massachusetts, Ms. CLARKE of New York, Mr. CLEAVER, Mr. COHEN, Mr. CONNOLLY, Mr. COOPER, Mr. COURTNEY, Ms. CRAIG, Mr. CRIST, Mr. CROW, Mr. DANNY K. DAVIS of Illinois, Ms. DEAN, Mr. DEFazio, Ms. DEGETTE, Ms. DELAURO, Ms. DELBENE, Mr. DEUTCH, Mrs. DEMINGS, Mr. DESAULNIER, Mrs. DINGELL, Mr. MICHAEL F. DOYLE of Pennsylvania, Ms. ESCOBAR, Ms. ESHOO, Mr. ESPAILLAT, Mr. EVANS, Ms. LOIS FRANKEL of Florida, Mr. FOSTER, Mr. GALLEG0, Mr. GARAMENDI, Mr. GARCÍA of Illinois, Ms. GARCIA of Texas, Mr. GREEN of Texas, Mr. GRIJALVA, Mr. GOMEZ, Ms. HAALAND, Mr. HASTINGS, Mrs. HAYES, Mr. HORSFORD, Mr. HUFFMAN, Mr. HIGGINS of New York, Mr. HIMES, Ms. JACKSON LEE, Ms. JACOBS of California, Mr. JEFFRIES, Ms. JOHNSON of Texas, Mr. JOHNSON of Georgia, Mr. JONES, Mr. KAHELE, Ms. KAPTUR, Mr. KEATING, Ms. KELLY of Illinois, Mr. KHANNA, Mr. KILDEE, Mrs. KIRKPATRICK, Mr. KILMER, Mr. KIM of New Jersey, Mr. KRISHNAMOORTH1, Mr. LARSEN of Washington, Mr. LARSON of Connecticut, Mr. LAMB, Mr. LANGEVIN, Mr. LAWSON of Florida, Mrs. LAWRENCE, Ms. LEE of California, Ms. LEGER FERNANDEZ, Mr. LEVIN of Michigan, Mr. LEVIN of California, Mr. LIEU, Ms. LOFGREN, Mr. LOWENTHAL, Mrs. LURIA, Mr. LYNCH, Mrs. CAROLYN B. MALONEY of New York, Mr. SEAN PATRICK MALONEY of New York, Mr. MALINOWSKI, Ms. MANNING, Ms. MATSUI, Mrs. MCBATH, Ms. MCCOLLUM, Mr. MCEACHIN, Mr. MCGOVERN, Mr. MCNERNEY, Mr. MEEKS, Ms. MENG, Mr. MFUME, Ms. MOORE of Wisconsin, Mr. MORELLE, Mr. MOULTON, Mr. MRVAN, Mr. NADLER, Mrs. NAPOLITANO, Mr. NEGUSE,

Ms. NEWMAN, Mr. NORCROSS, Ms. NORTON, Ms. OCASIO-CORTEZ, Ms. OMAR, Mr. PALLONE, Mr. PANETTA, Mr. PASCRELL, Mr. PAYNE, Mr. PETERS, Mr. PERLMUTTER, Ms. PINGREE, Mr. POCAN, Ms. PRESSLEY, Mr. PRICE of North Carolina, Mr. QUIGLEY, Mr. RASKIN, Miss RICE of New York, Ms. ROSS, Ms. ROYBAL-ALLARD, Mr. RUIZ, Mr. RUPPERSBERGER, Mr. RUSH, Mr. RYAN, Ms. SÁNCHEZ, Mr. SARBANES, Ms. SCANLON, Ms. SCHAKOWSKY, Mr. SCHNEIDER, Mr. DAVID SCOTT of Georgia, Mr. SHERMAN, Ms. SHERRILL, Mr. SIRES, Mr. SMITH of Washington, Ms. SPANBERGER, Ms. SPEIER, Ms. STEVENS, Ms. STRICKLAND, Mr. SOTO, Mr. SUOZZI, Mr. SWALWELL, Mr. TAKANO, Mr. THOMPSON of Mississippi, Mr. THOMPSON of California, Ms. TITUS, Ms. TLAIB, Mr. TONKO, Mrs. TORRES of California, Mr. TORRES of New York, Mrs. TRAHAN, Mr. TRONE, Ms. UNDERWOOD, Mr. VARGAS, Mr. VEASEY, Ms. VELÁZQUEZ, Ms. WASSERMAN SCHULTZ, Ms. WATERS, Mrs. WATSON COLEMAN, Mr. WELCH, Ms. WEXTON, Ms. WILD, Ms. WILLIAMS of Georgia, Ms. WILSON of Florida, and Mr. YARMUTH) introduced the following bill; which was referred to the Committee on Education and Labor

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 2021”.

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—

1 “(A) \$9.50 an hour, beginning on the ef-
2 fective date under section 7 of the Raise the
3 Wage Act of 2021;

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

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

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

10 “(E) \$15.00 an hour, beginning 4 years
11 after such effective date; and

12 “(F) beginning on the date that is 5 years
13 after such effective date, and annually there-
14 after, the amount determined by the Secretary
15 under subsection (h);”.

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

20 “(h)(1) Not later than each date that is 90 days be-
21 fore a new minimum wage determined under subsection
22 (a)(1)(F) is to take effect, the Secretary shall determine
23 the minimum wage to be in effect under this subsection
24 for each period described in subsection (a)(1)(F). The

1 wage determined under this subsection for a year shall
 2 be—

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

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

9 “(C) rounded up to the nearest multiple of
 10 \$0.05.

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

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

20 (a) BASE MINIMUM WAGE FOR TIPPED EMPLOYEES
 21 AND TIPS RETAINED BY EMPLOYEES.—Section
 22 3(m)(2)(A)(i) of the Fair Labor Standards Act of 1938
 23 (29 U.S.C. 203(m)(2)(A)(i)) is amended to read as fol-
 24 lows:

1 “(i) the cash wage paid such employee, which
2 for purposes of such determination shall be not less
3 than—

4 “(I) for the 1-year period beginning on the
5 effective date under section 7 of the Raise the
6 Wage Act of 2021, \$4.95 an hour;

7 “(II) for each succeeding 1-year period
8 until the hourly wage under this clause equals
9 the wage in effect under section 6(a)(1) for
10 such period, an hourly wage equal to the
11 amount determined under this clause for the
12 preceding year, increased by the lesser of—

13 “(aa) \$2.00; or

14 “(bb) the amount necessary for the
15 wage in effect under this clause to equal
16 the wage in effect under section 6(a)(1) for
17 such period, rounded up to the nearest
18 multiple of \$0.05; and

19 “(III) for each succeeding 1-year period
20 after the increase made pursuant to subclause
21 (II), the minimum wage in effect under section
22 6(a)(1); and”.

23 (b) TIPS RETAINED BY EMPLOYEES.—Section
24 3(m)(2)(A) of the Fair Labor Standards Act of 1938 (29
25 U.S.C. 203(m)(2)(A)) is amended—

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

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

21 (2) PUBLICATION OF NOTICE.—Subsection (i)
 22 of section 6 of the Fair Labor Standards Act of
 23 1938 (29 U.S.C. 206), as amended by section 5, is
 24 further amended by striking “or in accordance with
 25 subclause (II) or (III) of section 3(m)(2)(A)(i)”.

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

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

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

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

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

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

22 “(A) for the 1-year period beginning on the ef-
 23 fective date under section 7 of the Raise the Wage
 24 Act of 2021, \$6.00 an hour;

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

7 “(i) \$1.75; or

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

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

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

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

22 (2) PUBLICATION OF NOTICE.—Subsection (i)
 23 of section 6 of the Fair Labor Standards Act of
 24 1938 (29 U.S.C. 206), as amended by section

1 3(c)(2), is further amended by striking “or subpara-
2 graph (B) or (C) of subsection (g)(1),”.

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 1 day after the
6 date on which the hourly wage under subparagraph
7 (C) of section 6(g)(1) of the Fair Labor Standards
8 Act of 1938 (29 U.S.C. 206(g)(1)), as amended by
9 subsection (a), takes effect.

10 **SEC. 5. PUBLICATION OF NOTICE.**

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

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

8 “(i)(I) \$5.00 an hour, beginning on the ef-
9 fective date under section 7 of the Raise the
10 Wage Act of 2021;

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

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

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

17 “(V) \$15.00 an hour, beginning 4 years
18 after such effective date; and

19 “(VI) the wage rate in effect under section
20 6(a)(1), beginning 5 years after such effective
21 date; or

22 “(ii) if applicable, the wage rate in effect
23 on the day before the date of enactment of the
24 Raise the Wage Act of 2021 for the employ-
25 ment, under a special certificate issued under

1 this paragraph, of the individual for whom the
2 wage rate is being determined under this sub-
3 paragraph,”.

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

9 “(6) PROHIBITION ON NEW SPECIAL CERTIFI-
10 CATES.—Notwithstanding paragraph (1), the Sec-
11 retary shall not issue a special certificate under this
12 subsection to an employer that was not issued a spe-
13 cial certificate under this subsection before the date
14 of enactment of the Raise the Wage Act of 2021.

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

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

23 “(A) technical assistance and information
24 to employers issued a special certificate under
25 this subsection for the purposes of—

1 “(i) assisting such employers to com-
 2 ply with this subsection, as amended by
 3 the Raise the Wage Act of 2021; and

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

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

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

16 (b) PUBLICATION OF NOTICE.—

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

21 (2) EFFECTIVE DATE.—The amendment made
 22 by paragraph (1) shall take effect on the day after
 23 the date on which the wage rate described in para-
 24 graph (1)(A)(i)(VI) of section 14(c) of the Fair

1 Labor Standards Act of 1938 (29 U.S.C. 214(c)), as
2 amended by subsection (a)(1), takes effect.

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

4 Except as otherwise provided in this Act, or the
5 amendments made by this Act, this Act and the amend-
6 ments made by this Act shall take effect on the first day
7 of the third month that begins after the date of the enact-
8 ment of this Act.

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