



To ensure waged work is reasonably compensated and lower workweek hours closer to the productivity-optimizing level.

IN THE CONGRESS OF THE UNITED STATES

MARCH 19, 2020

Mr. HOLBROOK introduced the following bill;

A BILL

To ensure waged work is reasonably compensated and lower workweek hours closer to the productivity-optimizing level.

Be it enacted by the House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the “Fair Labor Standards Amendments of 2020”.

SEC. 2. GRADUALLY RAISING MINIMUM WAGE.

(a) IN GENERAL.—Section 206 of the Fair Labor Standards Act Of 1938 (29 U.S.C. 406) is amended—

(1) in subsection (a) by striking paragraph (1) and inserting the following:

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

“(A) \$10.50 an hour, before January 1, 2021;

“(B) \$11.00 an hour, beginning January 1, 2021;

“(C) \$12.00 an hour, beginning January 1, 2022;

“(D) \$13.00 an hour, beginning January 1, 2023;

“(E) \$14.00 an hour, beginning January 1, 2024;

“(F) \$15.00 an hour, beginning January 1, 2025;

(2) in subsection (g) by striking “\$4.25 an hour” and inserting “60 percent of the rate prescribed in subsection (a)(1)”.

(3) in subsection (g) by striking “90 consecutive days” and inserting “45 consecutive days”.

(4) in subsection (a) by creating the following new paragraph:

“(f) Cost-Of-Living Adjustment — Not later than December 15 of 2025, and each subsequent calendar year, the Secretary shall prescribe a rate which will apply in lieu of the rate prescribed in paragraph (1) with respect to years beginning in the succeeding calendar year, in the manner described in section 1(f)(2) of the Internal Revenue Code, except rounding, which will be done to the nearest 10 cents.”

SEC. 3. GRADUALLY REDUCING THE WORK WEEK.

(a) IN GENERAL.—Section 207 of the Fair Labor Standards Act Of 1938 (29 U.S.C. 406) is amended—

(5) in subsection (a) by striking paragraph (1) and inserting the following:

“(1) Except as otherwise provided in this section, no employer shall employ any of his employees who in any workweek is engaged in commerce or in the production of goods for commerce, or is employed in an enterprise engaged in commerce or in the production of goods for commerce, for a workweek longer than—

“(A) forty hours before January 1, 2021,

“(B) thirty-nine hours, beginning January 1, 2021,

“(C) thirty-eight hours, beginning January 1, 2022,

“(D) thirty-seven hours, beginning January 1, 2023,

“(E) thirty-six hours, beginning January 1, 2024,

“(F) thirty-five hours, beginning January 1, 2025,

“unless such employee receives compensation for his employment in excess of the hours above specified at a rate not less than one and one-half times the regular rate at which he is employed.

(6) in subsection (a) by striking paragraph (2).

SEC. 4. EFFECTIVE DATE.

(a) IN GENERAL.—The provisions of this act shall apply immediately upon passage.