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(Original Signature of Member)

119TH CONGRESS
2D SESSION

H. R.

To place the Federal minimum wage on a durable path toward a living wage aligned with the national median wage, to require large, highly profitable corporations to lead the transition, to end all subminimum wages, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

Mrs. RAMIREZ introduced the following bill; which was referred to the Committee on _____

A BILL

To place the Federal minimum wage on a durable path toward a living wage aligned with the national median wage, to require large, highly profitable corporations to lead the transition, to end all subminimum wages, 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 “Living Wage For All
5 Act”.

1 **SEC. 2. FINDINGS AND PURPOSE.**

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

3 (1) It is a national priority that work pays a
4 living wage to all workers, and that the Federal min-
5 imum wage be aligned with the actual cost of living.
6 The wage increases established by this Act—including
7 the attainment of a \$25 hourly wage—are steps
8 toward that goal and shall be followed by continued
9 adjustments to ensure that the minimum wage re-
10 mains responsive to changes in wages and economic
11 conditions over time.

12 (2) Based on the best available data, including
13 wage data from the Bureau of Labor Statistics and
14 economic projections from the Congressional Budget
15 Office, a minimum wage of at least \$25 per hour
16 represents a conservative baseline step toward align-
17 ing wages with the cost of living nationwide.

18 (3) Large, highly profitable corporations have
19 the greatest capacity to raise wages and should
20 therefore lead the transition to higher wage stand-
21 ards before smaller employers.

22 (4) Tying the Federal minimum wage to a fixed
23 share of the national median hourly wage ensures
24 that wage standards rise with the economy and pre-
25 vents future erosion of purchasing power.

1 (5) A Federal minimum wage aligned with me-
2 dian wages strengthens economic security, reduces
3 reliance on public assistance, and promotes broad-
4 based economic growth.

5 (b) PURPOSE.—The purpose of this Act is to place
6 the Federal minimum wage on a durable path toward a
7 living wage by ensuring that it reaches a level equal to
8 two-thirds of the national median hourly wage, consistent
9 with the phase-in schedule and median-wage adjustments
10 established under this Act, as soon as economically pos-
11 sible, and remains indexed to that standard thereafter,
12 while requiring large corporations to lead the transition
13 and providing additional adjustment time for other em-
14 ployers.

15 **SEC. 3. DEFINITIONS.**

16 In this Act:

17 (1) LARGE EMPLOYER.—The term “large em-
18 ployer” means any employer that—

19 (A) has annual gross revenues of
20 \$1,000,000,000 or more; or

21 (B) employs 500 or more employees na-
22 tionwide; as determined by the Secretary of
23 Labor.

1 (2) OTHER EMPLOYER.—The term “other em-
2 ployer” means any employer that does not meet the
3 definition of a large employer.

4 **SEC. 4. MINIMUM WAGE INCREASES.**

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

8 “(1) MINIMUM WAGE.—Except as otherwise
9 provided in this section, not less than—

10 “(A) LARGE EMPLOYERS.—Each employer
11 that is a large employer shall pay each em-
12 ployee wages at a rate not less than—

13 “(i) \$12.00 per hour, beginning Janu-
14 ary 1, 2026;

15 “(ii) \$15.00 per hour, beginning Jan-
16 uary 1, 2027;

17 “(iii) \$18.00 per hour, beginning Jan-
18 uary 1, 2028;

19 “(iv) \$20.00 per hour, beginning Jan-
20 uary 1, 2029;

21 “(v) \$22.50 per hour, beginning Jan-
22 uary 1, 2030; and

23 “(vi) \$25.00 per hour, beginning Jan-
24 uary 1, 2031,

1 subject to subsection (h): *Provided*, That, not-
2 withstanding the preceding schedule, the wage
3 required under this subparagraph shall not ex-
4 ceed the wage determined under subsection (h)
5 for the applicable year.

6 “(B) OTHER EMPLOYERS.—Each employer
7 that is an other employer shall pay each em-
8 ployee wages at a rate not less than—

9 “(i) \$12.00 per hour, beginning Janu-
10 ary 1, 2026;

11 “(ii) \$14.00 per hour, beginning Jan-
12 uary 1, 2027;

13 “(iii) \$16.00 per hour, beginning Jan-
14 uary 1, 2028;

15 “(iv) \$18.00 per hour, beginning Jan-
16 uary 1, 2029;

17 “(v) \$20.00 per hour, beginning Jan-
18 uary 1, 2030;

19 “(vi) \$20.60 per hour, beginning Jan-
20 uary 1, 2031;

21 “(vii) \$21.20 per hour, beginning
22 January 1, 2032;

23 “(viii) \$21.80 per hour, beginning
24 January 1, 2033;

1 “(ix) \$22.40 per hour, beginning Jan-
2 uary 1, 2034;

3 “(x) \$23.00 per hour, beginning Jan-
4 uary 1, 2035;

5 “(xi) \$23.60 per hour, beginning Jan-
6 uary 1, 2036;

7 “(xii) \$24.20 per hour, beginning
8 January 1, 2037; and

9 “(xiii) \$25.00 per hour, beginning
10 January 1, 2038,

11 subject to subsection (h).”.

12 **SEC. 5. MEDIAN WAGE STANDARD AND INDEXING.**

13 Section 6 of the Fair Labor Standards Act of 1938
14 (29 U.S.C. 206) is amended by adding at the end the fol-
15 lowing:

16 “(h) DETERMINATION BASED ON THE NATIONAL
17 MEDIAN HOURLY WAGE.—

18 “(1) TARGET STANDARD.—The minimum wage
19 shall be equal to two-thirds of the national median
20 hourly wage of all employees, as determined by the
21 Bureau of Labor Statistics.

22 “(2) PHASE-IN ALIGNMENT.—During the
23 phase-in period described in subsection (a)(1), as ap-
24 plicable to the employer—

1 “(A) if the scheduled minimum wage for a
2 calendar year under subsection (a)(1)(A) or
3 (a)(1)(B) would exceed two-thirds of the na-
4 tional median hourly wage for that year, the
5 minimum wage shall be set at two-thirds of the
6 national median hourly wage for that year; and

7 “(B) if, at the conclusion of the applicable
8 phase-in schedule, the minimum wage has not
9 yet reached two-thirds of the national median
10 hourly wage, the minimum wage shall continue
11 to increase annually by the lesser of—

12 “(i) \$1.00; or

13 “(ii) the amount necessary to reach
14 two-thirds of the national median hourly
15 wage.

16 “(3) INDEXING AFTER ATTAINMENT.—Once the
17 minimum wage equals two-thirds of the national me-
18 dian hourly wage, it shall thereafter be automatically
19 adjusted each year to maintain that ratio.

20 “(4) DATA AND PROJECTIONS.—In carrying out
21 this subsection, the Secretary shall rely on—

22 “(A) actual median wage data published by
23 the Bureau of Labor Statistics; and

24 “(B) where necessary during the phase-in
25 period, including for purposes of estimating

1 two-thirds of the national median hourly wage
2 during the phase-in period, economic projec-
3 tions from the Congressional Budget Office or
4 successor agencies.

5 “(5) PUBLICATION.—Each annual determina-
6 tion under this subsection shall be published not
7 later than 90 days before its effective date.”.

8 **SEC. 6. TIPPED EMPLOYEES.**

9 (a) BASE MINIMUM WAGE FOR TIPPED EMPLOYEES
10 AND TIPS RETAINED BY EMPLOYEES.—Section
11 3(m)(2)(A)(i) of the Fair Labor Standards Act of 1938
12 (29 U.S.C. 203(m)(2)(A)(i)) is amended to read as fol-
13 lows:

14 “(i) the cash wage paid such employee, which
15 for purposes of such determination shall be not less
16 than—

17 “(I) for tipped employees of large employ-
18 ers (as defined in section 3 of the Living Wage
19 For All Act), not less than—

20 “(aa) \$6.00 an hour, for the 1-year
21 period beginning on the effective date
22 under section 11 of the Living Wage For
23 All Act;

24 “(bb) \$9.00 an hour, beginning 1 year
25 after such effective date;

1 “(cc) \$12.00 an hour, beginning 2
2 years after such effective date;

3 “(dd) \$15.00 an hour, beginning 3
4 years after such effective date;

5 “(ee) \$18.00 an hour, beginning 4
6 years after such effective date; and

7 “(ff) beginning 5 years after such ef-
8 fective date, the minimum wage in effect
9 under section 6(a)(1) for such employee;
10 and

11 “(II) for tipped employees of other employ-
12 ers (as defined in section 3 of the Living Wage
13 For All Act), not less than—

14 “(aa) \$4.75 an hour, for the 1-year
15 period beginning on the effective date
16 under section 11 of the Living Wage For
17 All Act;

18 “(bb) for each succeeding 1-year pe-
19 riod until the cash wage under this sub-
20 clause equals the minimum wage in effect
21 under section 6(a)(1) for such employee,
22 an hourly wage equal to the amount deter-
23 mined under this subclause for the pre-
24 ceding year, increased by the lesser of—

25 “(AA) \$1.75; or

1 “(BB) the amount necessary for
2 the wage under this subclause to
3 equal the minimum wage in effect
4 under section 6(a)(1) for such em-
5 ployee; and

6 “(cc) for each succeeding 1-year pe-
7 riod after the increase made pursuant to
8 subclause (II)(bb), the minimum wage in
9 effect under section 6(a)(1) for such em-
10 ployee; and”.

11 (b) TIPS RETAINED BY EMPLOYEES.—Section
12 3(m)(2)(A) of the Fair Labor Standards Act of 1938 (29
13 U.S.C. 203(m)(2)(A)) is amended—

14 (1) in the second sentence of the matter fol-
15 lowing clause (ii), by striking “of this subsection,
16 and all tips received by such employee have been re-
17 tained by the employee” and inserting “of this sub-
18 section. Any employee shall have the right to retain
19 any tips received by such employee”; and

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

23 (c) SCHEDULED REPEAL OF SEPARATE MINIMUM
24 WAGE FOR TIPPED EMPLOYEES.—

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

10 (2) PUBLICATION OF NOTICE.—Subsection (i)
11 of section 6 of the Fair Labor Standards Act of
12 1938 (29 U.S.C. 206), as added by section 8 of the
13 Living Wage For All Act, is amended by striking “or
14 in accordance with subclause (II) or (III) of section
15 3(m)(2)(A)(i),” and inserting “or in accordance with
16 section 3(m)(2)(A)(i),”.

17 (3) EFFECTIVE DATE.—The amendments made
18 by paragraphs (1) and (2) shall take effect, with re-
19 spect to a tipped employee, on the date that is 1 day
20 after the date on which the cash wage required
21 under section 3(m)(2)(A)(i) equals the minimum
22 wage in effect under section 6(a)(1) for such em-
23 ployee.

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

1 (1) in the third sentence of subsection (b), by
2 inserting “or used” after “kept”; and
3 (2) in the second sentence of subsection (e)(2),
4 by inserting “or used” after “kept”.

5 **SEC. 7. YOUTH WORKERS.**

6 (a) **BASE MINIMUM WAGE FOR NEWLY HIRED EM-**
7 **PLOYEES WHO ARE LESS THAN 20 YEARS OLD.**—Section
8 6(g)(1) of the Fair Labor Standards Act of 1938 (29
9 U.S.C. 206(g)(1)) is amended by striking “a wage which
10 is not less than \$4.25 an hour.” and inserting the fol-
11 lowing: “a wage at a rate that is not less than—

12 “(A) for the 1-year period beginning on
13 the effective date under section 11 of the Living
14 Wage For All Act, \$6.00 an hour;

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

21 “(i) \$1.75; or

22 “(ii) the amount necessary for the
23 wage in effect under this paragraph to
24 equal the wage in effect under section
25 6(a)(1) for such period; and

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

5 (b) SCHEDULED REPEAL OF SEPARATE MINIMUM
6 WAGE FOR NEWLY HIRED EMPLOYEES WHO ARE LESS
7 THAN 20 YEARS OLD.—

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

11 (2) PUBLICATION OF NOTICE.—Subsection (i)
12 of section 6 of the Fair Labor Standards Act of
13 1938 (29 U.S.C. 206), as added by section 8 of the
14 Living Wage For All Act, is amended by striking “or
15 subparagraph (B) or (C) of subsection (g)(1)” and
16 inserting “or subsection (g)(1)”.

17 (3) EFFECTIVE DATE.—The repeal and amend-
18 ment made by paragraphs (1) and (2), respectively,
19 shall take effect on the date that is 1 day after the
20 date on which the hourly wage under section 6(g)(1)
21 equals the minimum wage in effect under section
22 6(a)(1).

1 **SEC. 8. PUBLICATION OF NOTICE.**

2 Section 6 of the Fair Labor Standards Act of 1938
3 (29 U.S.C. 206), as amended by this Act, is further
4 amended by adding at the end the following:

5 “(i) Not later than 60 days prior to the effective date
6 of any increase in the required wage determined under
7 subsection (a)(1) or subsection (g)(1), or in accordance
8 with section 3(m)(2)(A)(i) or section 14(c)(1)(A), the Sec-
9 retary shall publish in the Federal Register and on the
10 website of the Department of Labor a notice announcing
11 each increase in such required wage.”.

12 **SEC. 9. WORKERS WITH DISABILITIES.**

13 (a) WAGES.—

14 (1) TRANSITION TO LIVING WAGES FOR INDI-
15 VIDUALS WITH DISABILITIES.—Subparagraph (A) of
16 section 14(c)(1) of the Fair Labor Standards Act of
17 1938 (29 U.S.C. 214(c)(1)) is amended to read as
18 follows:

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

21 “(i)(I) \$5.00 an hour, for the 1-year period
22 beginning on the effective date under section 11
23 of the Living Wage For All Act;

24 “(II) for each succeeding 1-year pe-
25 riod until the wage rate under this clause
26 equals the wage rate in effect under sec-

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

5 “(aa) \$1.75; or

6 “(bb) the amount necessary for
7 the wage rate under this clause to
8 equal the wage rate in effect under
9 section 6(a)(1) for such period; and

10 “(III) for each succeeding 1-year pe-
11 riod after the increase made pursuant to
12 clause (II)(bb), the wage rate in effect
13 under section 6(a)(1); or

14 “(ii) if applicable, the wage rate in effect
15 on the day before the date of enactment of the
16 Living Wage for All Act for the employment,
17 under a special certificate issued under this
18 paragraph, of the individual for whom the wage
19 rate is being determined under this subpara-
20 graph.”.

21 (2) PROHIBITION ON NEW SPECIAL CERTIFI-
22 CATES; TRANSITION ASSISTANCE.—

23 (A) IN GENERAL.—Section 14(e) of the
24 Fair Labor Standards Act of 1938 (29 U.S.C.

1 214(c)) is amended by adding at the end the
2 following:

3 “(6) PROHIBITION ON NEW SPECIAL CERTIFI-
4 CATES.—Notwithstanding paragraph (1), the Secretary
5 shall not issue a special certificate under this subsection
6 to an employer that was not issued a special certificate
7 under this subsection before the date of enactment of the
8 Living Wage For All Act.

9 “(7) TRANSITION ASSISTANCE.—Upon request, the
10 Secretary shall provide—

11 “(A) technical assistance and information to
12 employers issued a special certificate under this sub-
13 section for the purposes of—

14 “(i) assisting such employers to comply
15 with this subsection, as amended by the Living
16 Wage For All Act; and

17 “(ii) ensuring continuing employment op-
18 portunities for individuals with disabilities re-
19 ceiving a special minimum wage rate under this
20 subsection; and

21 “(B) information to individuals employed at a
22 special minimum wage rate under this subsection,
23 which may include referrals to Federal or State enti-
24 ties with expertise in competitive integrated employ-
25 ment.”.

1 (B) EFFECTIVE DATE.—The amendments
2 made by this paragraph shall take effect on the
3 date of enactment of this Act.

4 (3) SUNSET.—Section 14(c) of the Fair Labor
5 Standards Act of 1938 (29 U.S.C. 214(c)), as
6 amended by paragraph (2), is further amended by
7 adding at the end the following:

8 “(8) SUNSET.—Beginning on the day after the date
9 on which the wage rate described in paragraph (1)(A)(i)
10 first equals the wage rate in effect under section 6(a)(1),
11 the authority to issue special certificates under paragraph
12 (1) shall expire, and no special certificates issued under
13 paragraph (1) shall have any legal effect.”.

14 (b) PUBLICATION OF NOTICE.—

15 (1) AMENDMENT.—Subsection (i) of section 6
16 of the Fair Labor Standards Act of 1938 (29 U.S.C.
17 206), as added by section 8 of the Living Wage For
18 All Act, is amended by striking “or section
19 14(c)(1)(A)”.

20 (2) EFFECTIVE DATE.—The amendment made
21 by paragraph (1) shall take effect on the day after
22 the date on which the wage rate described in section
23 14(c)(1)(A)(i) first equals the wage rate in effect
24 under section 6(a)(1).

1 **SEC. 10. INCARCERATED WORKERS.**

2 Section 3 of the Fair Labor Standards Act of 1938
3 (29 U.S.C. 203) is amended—

4 (1) in subsection (e)—

5 (A) in paragraph (2)—

6 (i) in subparagraph (B), by striking “;
7 and” and inserting a semicolon;

8 (ii) in subparagraph (C)(ii)(V), by
9 striking the period at the end and inserting
10 “; and”; and

11 (iii) by adding at the end the fol-
12 lowing:

13 “(D) any individual employed as an incarcer-
14 ated worker by a public agency that operates the
15 correctional facility in which such individual is incar-
16 cerated or detained.”; and

17 (B) by adding at the end the following:

18 “(6) The term ‘employee’ includes (in addition to an
19 individual described in paragraph (2)(D)) any individual
20 employed as an incarcerated worker by a private entity
21 that operates, through a contract with a public agency,
22 the correctional facility in which such individual is incar-
23 cerated or detained.”;

24 (2) in subsection (m)(1), by striking “any em-
25 ployee.” and inserting “any employee: *Provided fur-*
26 *ther*, That, in the case of an employee who is an in-

1 carcerated worker, the cost of board, lodging, or
2 other facilities and any amount taken from amounts
3 paid such incarcerated worker for payment of a
4 court-imposed fee shall not be included in the wage
5 paid to such employee.”; and

6 (3) by adding at the end the following:

7 “(z)(1) ‘Incarcerated worker’ means an individual, in-
8 carcerated or detained in a correctional facility operated
9 by a public agency or by a private entity through a con-
10 tract with a public agency, who performs work offered or
11 required by or through the correctional facility, including
12 work associated with prison work programs, work release
13 programs, the UNICOR program, State prison industries,
14 public works programs, restitution centers, correctional fa-
15 cility operations and maintenance, and private entities.

16 “(2) An incarcerated worker shall be considered em-
17 ployed by—

18 “(A) the public agency operating the correc-
19 tional facility in which the individual is incarcerated
20 or detained; or

21 “(B) in the case of a correctional facility oper-
22 ated by a private entity through a contract with a
23 public agency, such private entity.

1 “(aa) ‘Correctional facility’ has the meaning given
2 such term in section 901 of the Omnibus Crime Control
3 and Safe Streets Act of 1968 (34 U.S.C. 10251).

4 “(bb)(1) ‘Court-imposed fee’ means any fee imposed
5 by a court as a result of a criminal conviction, including
6 any surcharge imposed for a felony or misdemeanor con-
7 viction, a criminal justice administrative fee, a court-ap-
8 pointed attorney fee, a court clerk fee, a filing clerk fee,
9 a DNA database fee, a jury fee, a crime lab analysis fee,
10 a late fee, an installment fee, or any other court cost.

11 “(2) The term ‘court-imposed fee’ does not include
12 any amount required by a court to be paid for child sup-
13 port, to a crime victim compensation fund, for a civil judg-
14 ment, or for a criminal fine.”.

15 **SEC. 11. EFFECTIVE DATE.**

16 Except as otherwise provided, this Act and the
17 amendments made by this Act shall take effect on the first
18 day of the calendar year that begins after the date of en-
19 actment of this Act.