

114TH CONGRESS  
1ST SESSION

**S.** \_\_\_\_\_

To provide for increases in the Federal minimum wage.

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IN THE SENATE OF THE UNITED STATES

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Mrs. MURRAY introduced the following bill; which was read twice and referred to the Committee on \_\_\_\_\_

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**A BILL**

To provide for increases in the Federal minimum wage.

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) MINIMUM WAGE.—

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

10 “(1) except as otherwise provided in this sec-  
11 tion, not less than—

1           “(A) \$8.00 an hour, beginning on January  
2           1, 2016, or the first day of the third month  
3           that begins after the date of enactment of the  
4           Raise the Wage Act, whichever date is later;

5           “(B) \$9.00 an hour, beginning 1 year after  
6           the date the wage specified in subparagraph (A)  
7           takes effect;

8           “(C) \$10.00 an hour, beginning 2 years  
9           after such date;

10           “(D) \$11.00 an hour, beginning 3 years  
11           after such date;

12           “(E) \$12.00 an hour, beginning 4 years  
13           after such date; and

14           “(F) beginning on the date that is 5 years  
15           after such date, and annually thereafter, the  
16           amount determined by the Secretary pursuant  
17           to subsection (h);”.

18           (2) DETERMINATION BASED ON INCREASE IN  
19           THE MEDIAN HOURLY WAGE OF ALL EMPLOYEES.—  
20           Section 6 of the Fair Labor Standards Act of 1938  
21           (29 U.S.C. 206) is amended by adding at the end  
22           the following:

23           “(h)(1) Each year, by not later than the date that  
24           is 90 days before a new minimum wage determined under  
25           subsection (a)(1)(F) is to take effect, the Secretary shall

1 determine the minimum wage to be in effect pursuant to  
2 this subsection for each period described in subsection  
3 (a)(1)(F). The wage determined pursuant to this sub-  
4 section for a year shall be—

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

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

11 “(C) rounded to the nearest multiple of \$0.05.

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

20 (b) BASE MINIMUM WAGE FOR TIPPED EMPLOY-  
21 EES.—Section 3(m)(1) of the Fair Labor Standards Act  
22 of 1938 (29 U.S.C. 203(m)(1)) is amended to read as fol-  
23 lows:

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

4                   “(A) for the 1-year period beginning on  
5                   January 1, 2016, or the first day of the third  
6                   month that begins after the date of enactment  
7                   of the Raise the Wage Act, whichever date is  
8                   later, \$3.15 an hour;

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

15                           “(i) \$1.05; or

16                           “(ii) the amount necessary for the  
17                           wage in effect under this paragraph to  
18                           equal the wage in effect under section  
19                           6(a)(1) for such period, rounded to the  
20                           nearest multiple of \$0.05; and

21                   “(C) for each succeeding 1-year period  
22                  after the year in which the hourly wage under  
23                  this paragraph first equals the wage in effect  
24                  under section 6(a)(1) for the same period, the  
25                  amount necessary to ensure that the wage in ef-

1           fect under this paragraph remains equal to the  
2           wage in effect under section 6(a)(1), rounded to  
3           the nearest multiple of \$0.05; and”.

4           (c) TIPS RETAINED BY EMPLOYEES.—Section 3(m)  
5 of the Fair Labor Standards Act of 1938 (29 U.S.C.  
6 203(m)) is amended—

7           (1) in the second sentence of the matter fol-  
8           lowing paragraph (2), by striking “of this sub-  
9           section, and all tips received by such employee have  
10          been retained by the employee” and inserting “of  
11          this subsection. Any employee shall have the right to  
12          retain any tips received by such employee”; and

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

16          (d) SCHEDULED REPEAL OF SEPARATE MINIMUM  
17 WAGE FOR TIPPED EMPLOYEES.—

18          (1) TIPPED EMPLOYEES.—Effective on the date  
19          described in paragraph (3), section 3(m) of the Fair  
20          Labor Standards Act of 1938 (29 U.S.C. 203(m)),  
21          as amended by subsections (b) and (c), is amended  
22          by striking the sentence beginning with “In deter-  
23          mining the wage an employer is required to pay a  
24          tipped employee,” and all that follows through “of  
25          this subsection.” and inserting “The wage required

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

3 (2) PUBLICATION OF NOTICE.—Effective on the  
4 date described in paragraph (3), section 6(i) of the  
5 Fair Labor Standards Act of 1938 (29 U.S.C.  
6 206(i)), as added by subsection (e), is amended by  
7 striking “or required for tipped employees” and all  
8 that follows through “(as applicable)”.

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

15 (e) PUBLICATION OF NOTICE.—Section 6 of the Fair  
16 Labor Standards Act of 1938 (as amended by subsection  
17 (a)) (29 U.S.C. 206) is further amended by adding at the  
18 end the following:

19 “(i) Not later than 60 days prior to the effective date  
20 of any increase in the minimum wage determined under  
21 subsection (h) or required for tipped employees in accord-  
22 ance with subparagraph (B) or (C) of section 3(m)(1) (as  
23 applicable), the Secretary shall publish in the Federal  
24 Register and on the website of the Department of Labor  
25 a notice announcing the adjusted required wage.”.

1           (f) **EFFECTIVE DATE.**—The amendments made by  
2 subsections (a), (b), and (e) shall take effect on January  
3 1, 2016, or the first day of the third month that begins  
4 after the date of enactment of this Act, whichever date  
5 is later.