

*Sanders #4*

AMENDMENT NO. _____ Calendar No. _____

Purpose: To increase the Federal minimum wage.

IN THE SENATE OF THE UNITED STATES—119th Cong., 1st Sess.**S. 1728**

To amend the Employee Retirement Income Security Act of 1974 to expand the membership of the Advisory Council on Employee Welfare and Pension Benefit Plans to include representatives of employee ownership organizations.

Referred to the Committee on _____ and
ordered to be printed

Ordered to lie on the table and to be printed

AMENDMENT intended to be proposed by _____

Viz:

1 At the end, add the following:

2 **SEC. 3. MINIMUM WAGE INCREASES.**

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

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

8 “(A) \$9.50 an hour, beginning on the ef-
9 fective date under section 3(c) of the Employee
10 Ownership Representation Act of 2025;

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

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

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

7 “(E) \$15.50 an hour, beginning 4 years
8 after such effective date;

9 “(F) \$17.00 an hour, beginning 5 years
10 after such effective date; and

11 “(G) beginning on the date that is 6 years
12 after such effective date, and annually there-
13 after, the amount determined by the Secretary
14 under subsection (h);”.

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

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

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

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

7 “(C) rounded up to the nearest multiple of
8 \$0.05, if the amount after applying subparagraphs
9 (A) and (B) is not a multiple of \$0.05.

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

18 (c) EFFECTIVE DATE.—The amendments made by
19 this section shall take effect on the first day of the third
20 month that begins after the date of enactment of this Act.