

By: Martinez Fischer

H.B. No. 3922

A BILL TO BE ENTITLED

AN ACT

relating to the minimum wage.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Section 62.051, Labor Code, is amended to read as follows:

Sec. 62.051. MINIMUM WAGE. (a) Except as provided by Section 62.057, an employer shall pay to each employee not less than the greater of:

(1) \$15 an hour; or

(2) the federal minimum wage under Section 6, Fair Labor Standards Act of 1938 (29 U.S.C. Section 206).

(b) This subsection applies to wages paid by an employer for the 2020, 2021, 2022, 2023, and 2024 calendar years. Subsection (a) does not apply in a year to which this subsection applies. Except as provided by Section 62.057:

(1) for the 2020 calendar year, an employer shall pay to each employee not less than the greater of:

(A) \$9.25 an hour; or

(B) the federal minimum wage under Section 6, Fair Labor Standards Act of 1938 (29 U.S.C. Section 206); and

(2) for the 2021 calendar year, an employer shall pay to each employee not less than the greater of:

(A) \$10 an hour; or

(B) the federal minimum wage under Section 6,

1 Fair Labor Standards Act of 1938 (29 U.S.C. Section 206); and
2 (3) for the 2022 calendar year, an employer shall pay
3 to each employee not less than the greater of:

4 (A) \$12 an hour; or
5 (B) the federal minimum wage under Section 6,
6 Fair Labor Standards Act of 1938 (29 U.S.C. Section 206); and

7 (4) for the 2023 calendar year, an employer shall pay
8 to each employee not less than the greater of:

9 (A) \$13 an hour; or
10 (B) the federal minimum wage under Section 6,
11 Fair Labor Standards Act of 1938 (29 U.S.C. Section 206); and

12 (5) for the 2024 calendar year, an employer shall pay
13 to each employee not less than the greater of:

14 (A) \$14 an hour; or
15 (B) the federal minimum wage under Section 6,
16 Fair Labor Standards Act of 1938 (29 U.S.C. Section 206).

17 (c) Subsection (b) and this subsection expire January 1,
18 2025.

19 SECTION 2. Section 62.151, Labor Code, is repealed.

20 SECTION 3. This Act takes effect January 1, 2020.