

2022 Regular Session

HOUSE BILL NO. 880

BY REPRESENTATIVE WILFORD CARTER

EMPLOYMENT/WAGES-MINIMUM: Establishes a state minimum wage rate

1 AN ACT

2 To enact Chapter 6-B of Title 23 of the Louisiana Revised Statutes of 1950, to be comprised  
3 of R.S. 23:671 through 674, relative to minimum wage; to establish a state minimum  
4 wage; to provide for an annual increase of the minimum wage; to provide for  
5 penalties; to provide for exceptions; to provide for enforcement; and to provide for  
6 related matters.

7 Be it enacted by the Legislature of Louisiana:

8 Section 1. Chapter 6-B of Title 23 of the Louisiana Revised Statutes of 1950,  
9 comprised of R.S. 23:671 through 674, is hereby enacted to read as follows:

10 CHAPTER 6-B. MINIMUM WAGE

11 §671. Minimum wage; establishment

12 A. Notwithstanding any other provision of law to the contrary, the state  
13 minimum wage is established and set as follows:

14 (1) Beginning June 30, 2023, the minimum wage shall be set at ten dollars  
15 per hour. Every employer in the state shall pay to each employee wages at a rate of  
16 not less than ten dollars per hour for hours worked in a pay period, regardless of how  
17 the time at work is measured.

18 (2) Beginning June 30, 2024, the minimum wage shall be set at twelve  
19 dollars per hour. Every employer in the state shall pay to each employee wages at

1 a rate of not less than twelve dollars per hour for hours worked in a pay period,  
2 regardless of how the time at work is measured.

3 (3) Beginning June 30, 2025, the minimum wage shall be set at thirteen  
4 dollars and fifty cents per hour. Every employer in the state shall pay to each  
5 employee wages at a rate of not less than thirteen dollars and fifty cents per hour for  
6 hours worked in a pay period, regardless of how the time at work is measured.

7 (4) Beginning June 30, 2026, the minimum wage shall be set at fifteen  
8 dollars per hour. Every employer in the state shall pay to each employee wages at  
9 a rate of not less than fifteen dollars per hour for hours worked in a pay period,  
10 regardless of how the time at work is measured.

11 B. If, at any time, the federal minimum hourly wage rate set by Section 6 of  
12 the federal Fair Labor Standards Act of 1938, or a successor federal law, is raised to  
13 a rate higher than the state minimum wage rate, then the state minimum wage rate  
14 shall be increased to the rate of the federal minimum wage rate.

15 §672. Penalties

16 A. Whoever violates the provisions of this Chapter shall be fined not less  
17 than five hundred dollars and not more than one thousand dollars per employee not  
18 receiving minimum wage. Additionally, the employer shall pay the employee the  
19 difference between the wages actually paid to the employee and the minimum wage  
20 rate in effect at the time the employee was paid.

21 B. Penalties may be imposed by a ruling of the executive director pursuant  
22 to an adjudicatory hearing held in accordance with the Administrative Procedure Act,  
23 R.S. 49:950 et seq.

24 §673. Exceptions

25 The provisions of this Chapter shall not apply to student employees of the  
26 state or student employees of state colleges and universities.

27 §674. Enforcement

28 The Louisiana Workforce Commission shall enforce this Chapter and is  
29 authorized and directed to promulgate rules and regulations in accordance with the

1           Administrative Procedure Act, R.S. 49:950 et seq., necessary for the implementation  
2           of the provisions of this Chapter.

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## DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

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HB 880 Original

2022 Regular Session

Wilford Carter

**Abstract:** Establishes a state minimum wage.

Proposed law establishes a state minimum wage and sets it at \$10 per hour beginning June 30, 2023.

Proposed law provides that the state minimum wage shall be \$12 per hour beginning June 30, 2024.

Proposed law provides that the state minimum wage shall be \$13.50 per hour beginning June 30, 2025.

Proposed law provides that the state minimum wage shall be \$15.00 per hour beginning June 30, 2026.

Proposed law requires that if the federal minimum wage is raised, the state minimum wage shall also be raised.

Proposed law provides a fine of not less than \$500 and not more than \$1,000 per employee for failure to pay minimum wage.

Proposed law further requires that an employer who fails to pay his employee minimum wage shall pay the employee the difference between what the employee was paid and the minimum wage rate.

Proposed law provides the procedure for the executive director of the La. Workforce Commission (LWC) to impose penalties.

Proposed law excludes student workers employed with the state and with state colleges and universities from the minimum wage requirement.

Proposed law provides that LWC shall be in charge of enforcement of the minimum wage laws and authorizes the agency to promulgate rules and regulations necessary in its implementation.

(Adds R.S. 23:671-674)