
DIGEST

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Hunter

HB No. 646

Abstract: Establishes a state minimum wage.

Proposed law establishes a state minimum wage and sets it at \$8.25 per hour for businesses that have 249,999 or fewer employees and \$8.50 per hour for businesses with 250,000 or more employees.

Proposed law requires that the employers of tipped employees make up the difference between the \$2.13 per hour paid to the employee plus tips and the state minimum wage.

Proposed law provides that the state minimum wage shall be adjusted annually at a rate of 2.5% to allow for inflation, beginning July 1, 2016.

Proposed law requires that every 4 years the legislature reexamine the minimum wage, starting with the 2020 Regular Session of the Legislature.

Proposed law provides that the executive director of the Louisiana Workforce Commission (LWC) determine the increase amount and new annual minimum wage rate.

Proposed law requires that if the federal minimum wage is raised, the state minimum wage shall also be raised and the annual increase shall continue based on the increased amount.

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 minimum wage.

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.

Proposed law provides the procedure for the executive director of LWC to impose penalties.

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

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

