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H.302

Introduced by Representative McFaun of Barre Town

Referred to Committee on

Date:

Subject: Labor; employment; minimum wages

Statement of purpose of bill as introduced: This bill proposes to increase the minimum wage to \$15.00 per hour by January 1, 2026.

An act relating to increasing the minimum wage

It is hereby enacted by the General Assembly of the State of Vermont:

Sec. 1. 21 V.S.A. § 384 is amended to read:

§ 384. EMPLOYMENT; WAGES

~~(a)(1) An employer shall not employ any employee at a rate of less than \$9.15. Beginning on January 1, 2016, an employer shall not employ any employee at a rate of less than \$9.60. Beginning on January 1, 2017, an employer shall not employ any employee at a rate of less than:~~

(A) \$10.00;

~~(B) Beginning beginning on January 1, 2018, an employer shall not employ any employee at a rate of less than \$10.50, and \$11.00;~~

(C) beginning on January 1, 2019, and on each subsequent January 1, the prior minimum wage rate shall be increased by five percent or the

1 percentage increase of the Consumer Price Index, ~~CPI U, U.S. city average,~~  
2 ~~not seasonally adjusted, or successor index, as calculated by the U.S.~~  
3 ~~Department of Labor or successor agency for the 12 months preceding the~~  
4 ~~previous September 1, whichever is smaller, but in no event shall the minimum~~  
5 ~~wage be decreased;~~

6 (D) beginning on January 1, 2020, \$12.00 or the prior minimum  
7 wage rate increased by the percentage increase of the Consumer Price Index,  
8 whichever is larger;

9 (E) beginning on January 1, 2021, the prior minimum wage rate  
10 increased by five percent or the percentage increase of the Consumer Price  
11 Index, whichever is smaller;

12 (F) beginning on January 1, 2022, \$13.00 or the prior minimum wage  
13 rate increased by the percentage increase of the Consumer Price Index,  
14 whichever is larger;

15 (G) beginning on January 1, 2023, the prior minimum wage rate  
16 increased by five percent or the percentage increase of the Consumer Price  
17 Index, whichever is smaller;

18 (H) beginning on January 1, 2024, \$14.00 or the prior minimum  
19 wage rate increased by the percentage increase of the Consumer Price Index,  
20 whichever is larger;

1           (I) beginning on January 1, 2025, the prior minimum wage rate  
2           increased by five percent or the percentage increase of the Consumer Price  
3           Index, whichever is smaller;

4           (J) beginning on January 1, 2026, \$15.00 or the prior minimum wage  
5           rate increased by the percentage increase of the Consumer Price Index,  
6           whichever is larger; and

7           (K) on each subsequent January 1, the prior minimum wage rate  
8           increased by five percent or the percentage increase of the Consumer Price  
9           Index, whichever is smaller.

10           (2)(A) The minimum wage shall be rounded off to the nearest \$0.01.

11           (B) In no event shall the minimum wage rate be decreased.

12           (3) An employer in the hotel, motel, tourist place, and restaurant  
13           industry shall not employ a service or tipped employee at a basic wage rate less  
14           than one-half the minimum wage. As used in this subsection, “a service or  
15           tipped employee” means an employee of a hotel, motel, tourist place, or  
16           restaurant who customarily and regularly receives more than \$120.00 per  
17           month in tips for direct and personal customer service.

18           (4) If the minimum wage rate established by the U.S. government is  
19           greater than the rate established for Vermont for any year, the minimum wage  
20           rate for that year shall be the rate established by the U.S. government.

