

HB 1453 -- MINIMUM WAGE

SPONSOR: Butler

Beginning January 1, 2017, this bill increases the minimum wage rate from \$7.65 to \$15.00 per hour. The percentage of the minimum wage rate of an employee who also receives tips is increased from 50% to 60%.

The bill increases from \$500,000 to \$575,000 the threshold amount of gross volume sales of a retail or service business below which amount an individual employed by the business will not be deemed an "employee" for purposes of the minimum wage law. Beginning January 1, 2018, and annually thereafter, the threshold will be adjusted by the increase or decrease in the cost of living as determined by the department director.

The amount of liquidated damages entitled to an employee who is not paid minimum wage when required by the employer is increased from an amount equal to the minimum wages owed to an amount twice the underpaid wages. The statute of limitations for an action for the collection of underpaid wages is increased from within two years of the accrual of the cause of action to three years.

This bill is similar to HB 357 (2015).