

---

THE GENERAL ASSEMBLY OF PENNSYLVANIA

---

SENATE BILL

No. 576      Session of  
1995

---

INTRODUCED BY HUGHES, FEBRUARY 15, 1995

---

REFERRED TO LABOR AND INDUSTRY, FEBRUARY 15, 1995

---

AN ACT

1 Amending the act of January 17, 1968 (P.L.11, No.5), entitled  
2 "An act establishing a fixed minimum wage and overtime rates  
3 for employes, with certain exceptions; providing for minimum  
4 rates for learners and apprentices; creating a Minimum Wage  
5 Advisory Board and defining its powers and duties; conferring  
6 powers and imposing duties upon the Department of Labor and  
7 Industry; imposing duties on employers; and providing  
8 penalties," further providing for the amount of the minimum  
9 wage.

10 The General Assembly of the Commonwealth of Pennsylvania  
11 hereby enacts as follows:

12 Section 1. Section 4(a) and (a.1) of the act of January 17,  
13 1968 (P.L.11, No.5), known as The Minimum Wage Act of 1968,  
14 amended or added December 15, 1988 (P.L.1232, No.150), are  
15 amended to read:

16 Section 4. Minimum Wages.--Except as may otherwise be  
17 provided under this act:

18 (a) Every employer shall pay to each of his employes wages  
19 for all hours worked at a rate of not less than:

20 (1) Two dollars sixty-five cents (\$2.65) an hour upon the  
21 effective date of this amendment.

(2) Two dollars ninety cents (\$2.90) an hour during the year beginning January 1, 1979.

(3) Three dollars ten cents (\$3.10) an hour during the year beginning January 1, 1980.

(4) Three dollars thirty-five cents (\$3.35) an hour after December 31, 1980.

(5) Three dollars seventy cents (\$3.70) an hour beginning February 1, 1989[, and thereafter].

(6) Five dollars five cents (\$5.05) an hour beginning January 1, 1996.

(7) Five dollars sixty-five cents (\$5.65) an hour beginning January 1, 1997.

(8) Beginning January 1, 1998, and every January 1 thereafter, the minimum hourly wage shall be increased each year to equal one-fortieth of fifty percent of the Statewide Average Weekly Wage as determined and published by the Department of Labor and Industry in the Pennsylvania Bulletin. If the average weekly wage that is published in the Pennsylvania Bulletin shows a decrease, there shall be no change in the minimum hourly wage.

(a.1) If the minimum wage set forth in the Fair Labor Standards Act of 1938 (52 Stat. 1060, 29 U.S.C. § 201 et seq.) is increased above [three dollars thirty-five cents (\$3.35) an hour] the amount calculated under subsection (a), the minimum wage required under this section shall be increased by the same amounts and effective the same date as the increases under the Fair Labor Standards Act, and the provisions of subsection (a) are suspended to the extent they differ from those set forth under the Fair Labor Standards Act.

\* \* \*

Section 2. This act shall take effect immediately.