

119TH CONGRESS
1ST SESSION

S. _____

To amend the Fair Labor Standards Act of 1938 to provide for increases
in the minimum wage, and for other purposes.

IN THE SENATE OF THE UNITED STATES

Mr. HAWLEY introduced the following bill; which was read twice and referred
to the Committee on _____

A BILL

To amend the Fair Labor Standards Act of 1938 to provide
for increases in the minimum wage, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Higher Wages for
5 American Workers Act of 2025”.

6 **SEC. 2. MINIMUM WAGE INCREASE.**

7 (a) IN GENERAL.—Section 6(a)(1) of the Fair Labor
8 Standards Act of 1938 (29 U.S.C. 206(a)(1)) is amended
9 to read as follows:

1 “(1) except as otherwise provided in this sec-
2 tion, not less than—

3 “(A) \$15, beginning on January 1 of the
4 first year that begins after the date of enact-
5 ment of the Higher Wages for American Work-
6 ers Act of 2025; and

7 “(B) beginning on January 1 of the second
8 year that begins after such date of enactment,
9 and each January 1 thereafter, the amount de-
10 termined by the Secretary under subsection
11 (h);”.

12 (b) ANNUAL CHANGE BASED ON INFLATION.—Sec-
13 tion 6 of the Fair Labor Standards Act of 1938 (29
14 U.S.C. 206) is amended by adding at the end the fol-
15 lowing:

16 “(h)(1) On September 30 of the first year that begins
17 after the date of enactment of the Higher Wages for
18 American Workers Act of 2025 and on September 30 of
19 each year thereafter, the Secretary shall determine, in ac-
20 cordance with paragraph (2), the amount of the minimum
21 wage to be in effect under subsection (a)(1)(B) for each
22 period described in such subsection.

23 “(2) The wage determined under this subsection for
24 a year shall be—

1 “(A) the amount in effect under subsection
2 (a)(1) on the date of such determination increased
3 by the percentage increase, if any, in the Consumer
4 Price Index for Urban Wage Earners and Clerical
5 Workers (or a successor index), as published by the
6 Bureau of Labor Statistics, for the 12-month period
7 ending with July of the year in which the determina-
8 tion occurs; and

9 “(B) rounded to the nearest multiple of \$0.05,
10 if the amount after applying subparagraph (A) is
11 not a multiple of \$0.05.”.

12 **SEC. 3. EFFECTIVE DATE.**

13 This Act and the amendments made by this Act shall
14 take effect on January 1 of the first year that begins after
15 the date of enactment of this Act.