

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2015

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SENATE BILL 864

Short Title: Increase NC Minimum Wage/Set COLA. (Public)

Sponsors: Senators Bryant (Primary Sponsor); and Waddell.

Referred to: Ways & Means

May 11, 2016

A BILL TO BE ENTITLED

AN ACT INCREASING THE MINIMUM WAGE IN NORTH CAROLINA TO TWELVE  
DOLLARS PER HOUR AND APPROPRIATING FUNDS FOR STATE EMPLOYEES' PAY  
ADJUSTMENTS REQUIRED BY THE INCREASE.

The General Assembly of North Carolina enacts:

**SECTION 1.** G.S. 95-25.3(a) reads as rewritten:

"(a) Every Effective January 1, 2017, and subject to the other provisions in this section,  
every employer shall pay to each employee who in any workweek performs any work, wages of at  
least six dollars and fifteen cents (\$6.15) per hour or the minimum wage set forth in paragraph 1 of  
section 6(a) of the Fair Labor Standards Act, 29 U.S.C. 206(a)(1), as that wage may change from  
time to time, whichever is higher, except as otherwise provided in this section twelve dollars  
(\$12.00) per hour. On September 30, 2017, and on each following September 30, the  
Commissioner of Labor shall calculate an adjusted minimum wage rate using the Consumer Price  
Index (all urban consumers, U.S. city average for all items), CPI-U, or its successor index, as  
calculated by the U.S. Department of Labor for the 12-month period preceding the previous  
September 1. Each adjusted minimum wage rate calculated shall be published on September 30  
and take effect on the following January 1."

**SECTION 2.** There is appropriated from the General Fund to the Reserve for  
Compensation Increases the sum of two million dollars (\$2,000,000) for the 2016-2017 fiscal year  
to fund increases in State employee compensation required by compliance with the twelve dollar  
(\$12.00) per hour minimum wage required by this section.

**SECTION 3.** This act is effective when it becomes law.

