

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2019

H.B. 146  
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HOUSE PRINCIPAL CLERK

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HOUSE BILL DRH30065-LR-17

Short Title: Living Wage By 2024.

(Public)

Sponsors: Representatives Farmer-Butterfield and K. Smith (Primary Sponsors).

Referred to:

1 A BILL TO BE ENTITLED  
2 AN ACT INCREASING THE STATE'S MINIMUM WAGE IN PHASES UNTIL 2024 WHEN  
3 THE WAGE SHALL BE ADJUSTED AUTOMATICALLY EACH YEAR BY  
4 INCREASES IN THE COST OF LIVING.

5 The General Assembly of North Carolina enacts:

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

7 "(a) Every employer shall pay to each employee who in any workweek performs any work,  
8 wages of at least ~~six dollars and fifteen cents (\$6.15) per hour or the minimum wage set forth in~~  
9 ~~paragraph 1 of section 6(a) of the Fair Labor Standards Act, 29 U.S.C. 206(a)(1), as that wage~~  
10 ~~may change from time to time, whichever is higher, except as otherwise provided in this~~  
11 ~~section the following amounts:~~

- 12 (1) Effective January 1, 2020, eight dollars and eighty cents (\$8.80) per hour or  
13 the minimum wage set forth in paragraph 1 of section 6(a) of the Fair Labor  
14 Standards Act, 29 U.S.C. § 206(a)(1), as that wage may change from time to  
15 time, whichever is higher, except as otherwise provided in this section.
- 16 (2) Effective January 1, 2021, ten dollars and thirty-five cents (\$10.35) per hour  
17 or the minimum wage set forth in paragraph 1 of section 6(a) of the Fair Labor  
18 Standards Act, 29 U.S.C. § 206(a)(1), as that wage may change from time to  
19 time, whichever is higher, except as otherwise provided in this section.
- 20 (3) Effective January 1, 2022, twelve dollars (\$12.00) per hour or the minimum  
21 wage set forth in paragraph 1 of section 6(a) of the Fair Labor Standards Act,  
22 29 U.S.C. § 206(a)(1), as that wage may change from time to time, whichever  
23 is higher, except as otherwise provided in this section.
- 24 (4) Effective January 1, 2023, thirteen dollars and fifty cents (\$13.50) per hour or  
25 the minimum wage set forth in paragraph 1 of section 6(a) of the Fair Labor  
26 Standards Act, 29 U.S.C. § 206(a)(1), as that wage may change from time to  
27 time, whichever is higher, except as otherwise provided in this section.
- 28 (5) Effective January 1, 2024, fifteen dollars (\$15.00) per hour or the minimum  
29 wage set forth in paragraph 1 of section 6(a) of the Fair Labor Standards Act,  
30 29 U.S.C. § 206(a)(1), as that wage may change from time to time, whichever  
31 is higher, except as otherwise provided in this section. Beginning September  
32 30, 2022, and on each September 30 thereafter, the Commissioner of Labor  
33 shall calculate an adjusted minimum wage rate using the Consumer Price  
34 Index (All 29 Urban Consumers, U.S. City Average for All Items), CPI-U, or  
35 its successor index, as calculated by the U.S. Department of Labor for the  
36 12-month period preceding the previous September 1. Each adjusted



1                    minimum wage rate calculated shall be published on September 30 and take  
2                    effect on the following January 1."

3                    **SECTION 2.** This act is effective when it becomes law.