

---

THE GENERAL ASSEMBLY OF PENNSYLVANIA

---

HOUSE BILL

No. 2437 Session of  
2014

---

INTRODUCED BY V. BROWN, BISHOP, KINSEY, THOMAS, McCARTER,  
McGEEHAN, SCHLOSSBERG, COHEN, McNEILL, NEILSON AND MIRANDA,  
AUGUST 13, 2014

---

REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, AUGUST 13, 2014

---

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 definitions and for minimum  
9 wages.

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

12 Section 1. Sections 3 and 4 of the act of January 17, 1968  
13 (P.L.11, No.5), known as The Minimum Wage Act of 1968, are  
14 amended by adding subsections to read:

15 Section 3. Definitions.--As used in this act:

16 \* \* \*

17 (j) "Consecutive" means a successive and uninterrupted  
18 period of time on the payroll of an employer.

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

21 \* \* \*

1     (f) (1) An employer shall pay an employe earning a wage  
2 rate of less than ten dollars and ten cents (\$10.10) an hour an  
3 automatic increase in the amount of at least fifty cents (\$0.50)  
4 an hour every six consecutive months worked by the employe until  
5 the hourly wage rate of ten dollars and ten cents (\$10.10) an  
6 hour is attained. At such time as an hourly wage rate of ten  
7 dollars and ten cents (\$10.10) is reached, the automatic  
8 increases shall cease.

9     (2) An employer shall pay a tipped employe earning a tipped  
10 wage rate of less than five dollars (\$5.00) per hour an  
11 automatic increase in the amount of at least fifty cents (\$0.50)  
12 an hour for every six consecutive months worked by the tipped  
13 employe until the hourly wage rate of five dollars (\$5.00) is  
14 attained. At such time as the tipped wage rate of five dollars  
15 (\$5.00) is reached, the automatic increases shall cease.

16     (3) Notwithstanding the provisions of paragraphs (1) and  
17 (2), nothing in this act may preclude an employer from providing  
18 additional wage increases based upon merit or other prescribed  
19 standards to an employe throughout the course of his or her  
20 employment.

21     Section 2. This act shall take effect in 60 days.