

110TH CONGRESS  
1ST SESSION

# H. R. 239

To increase the Federal minimum wage and to provide an alternative minimum wage as an incentive to an employer to provide health care and child care benefits.

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## IN THE HOUSE OF REPRESENTATIVES

JANUARY 4, 2007

Mrs. WILSON of New Mexico introduced the following bill; which was referred to the Committee on Education and Labor

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## A BILL

To increase the Federal minimum wage and to provide an alternative minimum wage as an incentive to an employer to provide health care and child care benefits.

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 “Working Americans  
5 Growing the Economy (WAGE) Act of 2007”.

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

7 (a) IN GENERAL.—Section 6 of the Fair Labor  
8 Standards Act of 1938 (29 U.S.C. 206(a)) is amended—

9 (1) in subsection (a)—

1 (A) by amending paragraph (1) to read as  
2 follows:

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

5 “(A) \$5.85 an hour, beginning on the 60th  
6 day after the date of enactment of the Working  
7 Americans Growing the Economy (WAGE) Act  
8 of 2007;

9 “(B) \$6.55 an hour, beginning 12 months  
10 after that 60th day; and

11 “(C) \$7.25 an hour, beginning 24 months  
12 after that 60th day;” and

13 (B) by redesignating paragraphs (2)  
14 through (5) as paragraphs (3) through (6), re-  
15 spectively and inserting after paragraph (2) the  
16 following new paragraph:

17 “(2) if an employer provides to an employee  
18 health care benefits or child care benefits totaling  
19 not less than \$2,500 per year, the applicable min-  
20 imum wage rate paid by such employer to such em-  
21 ployee shall be as follows:

22 “(A) \$5.15 an hour, beginning on the 60th  
23 day after the date of enactment of the Working  
24 Americans Growing the Economy (WAGE) Act  
25 of 2007;

1           “(B) \$5.55 an hour, beginning 12 months  
2           after that 60th day; and

3           “(C) \$6.25 an hour, beginning 24 months  
4           after that 60th day;”;

5           (2) by inserting after subsection (b) the fol-  
6           lowing:

7           “(c) For purposes of determining the minimum wage  
8           under paragraph (2) of subsection (a), the Secretary, not  
9           later than 60 days after the date of enactment of the  
10          Working Americans Growing the Economy (WAGE) Act  
11          of 2007, shall define the categories of health care benefits  
12          and child care benefits provided by an employer to an em-  
13          ployee which shall qualify an employer to pay the wage  
14          rates specified in such paragraph, and shall establish a  
15          method for determining the value of such benefits pro-  
16          vided. In defining the categories of health care benefits,  
17          the Secretary shall include contributions made by an em-  
18          ployer to a health insurance plan.”.

19          (b) EFFECTIVE DATE.—The amendment made by  
20          subsection (a) shall take effect 60 days after the date of  
21          enactment of this Act.

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