FOIA Number: 2016-0531-F

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Subgroup/Office of Origin: Cabinet Affairs

Series/Staff Member: Katherine Bibb Hubbard

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Minimum Wage [5]

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Withdrawal/Redaction Sheet
Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. lists	re: Minimum wage bill signing ceremony [Personally Identifiable Information] [partial] (26 pages)	08/00/1996	b(6)

COLLECTION:
Clinton Presidential Records
Cabinet Affairs
Katherine Bibb Hubbard
OA/Box Number: 11554

FOLDER TITLE:
Minimum Wage [5]

2016-0531-F
jm1827

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

P1 National Security Classified Information [(a)(1) of the PRA]
P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
P3 Release would violate a Federal statute [(a)(3) of the PRA]
P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [a)(5) of the PRA]
P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.
PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).
RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

b(1) National security classified information [(b)(1) of the FOIA]
b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

Withdrawal/Redaction Marker
Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. lists	re: Minimum wage bill signing ceremony [Personally Identifiable Information] [partial] (26 pages)	08/00/1996	b(6)

COLLECTION:

Clinton Presidential Records
Cabinet Affairs
Katherine Bibb Hubbard
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FOLDER TITLE:

Minimum Wage [5]

2016-0531-F
jm1827

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

P1 National Security Classified Information [(a)(1) of the PRA]
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Freedom of Information Act - [5 U.S.C. 552(b)]

b(1) National security classified information [(b)(1) of the FOIA]
b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
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b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

Policy

[001]

DRAFT
8/5 - 6:20PM

Labor Department

Secretary Reich
Acting Deputy Secretary Cynthia Metzler
Chief of Staff Vince Trivelli
Assistant Secretary Anne Lewis (b)(6)
Assistant Secretary Geri Palast
Assistant Secretary Susan King
Assistant Secretary Bernard Anderson
Associate Deputy Secretary Bill Samuels
Deputy Assistant Secretary Seth Harris (b)(6)
Chief Economist Lisa Lynch

CHECO - Ricardo Tejada
ESA - Wage & Hour Administrator Maria Echaveste
Deputy Administrator John Fraser
Rick Brennan
OASP - Barbara Bingham (b)(6)
Stacey Grundman
Jim Jones (b)(6)
Emil Parker (b)(6)
Stephanie Swirsky (b)(6)
OCIA - Deputy Assistant Secretary Mary Ann Richardson
Jeff Cohen
Rich Fiesta
Todd Flournoy
Liz Gonchar
Earl Gohl
Angela Jackson
Bill Kamela
OPA - Deputy Assistant Secretary Howard Waddell
Carl Fillichio
Scott Sutherland

1 DOL 100

2 women appointees

3

- 100

- 20

Flournoy Todd

To: Bibb Hubbard
Subject: OCIA DOBs and SS#s

Geri Palast

Rich Fiesta (b)(6)

Jeff Cohen

Todd Flournoy (b)(6)

Liz Gonchai

Bill Kamela (b)(6)

Earl Gohl

Bibb

Wage and Hour staff
Minimum Wage -- White House signing

Rae Glass

(b)(6)

Mike Ginley

(b)(6)

John Fraser

(b)(6)

224-7165

ADMINISTRATIVE COMMITTEE
May 10, 1995

AFL-CIO ORGANIZATION DEPT.
Frances Kenin
AFL-CIO, Room 807
202/637-5132 - FAX 202/637-5012

AIRLINE PILOTS ASSOCIATION
Paul Hallisay, Gerald Baker
Brendan Kenny
1625 Mass. Avenue, N.W., 20036
202/797-4033 - FAX 797-4052

AIR TRAFFIC CONTROLLERS, NATIONAL ASSOCIATION - MEBA/AFL-CIO
John Thornton, Jayne Clancy
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Eula Tate, Bernie McKinnon
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BAKERY, CONFECTIONERY & TOBACCO WORKERS (BCTWU)
Carolyn Jacobson
10401 Connecticut Avenue
Kensington, MD 20895
301/933-8600 - FAX 946-8452

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Fairfax, Va. 22031
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BRICKLAYERS
Joanna Reagan
815 15th St., N.W., 20005
202/783-3788 (nite-783-2395 aft. 4:45)
FAX 393-0219

BUILDING TRADES DEPARTMENT
Leo Zeferetti, Richard Seelmeyer
AFL-CIO, Room 603
202/637-5073 - FAX 628-0724

CARPENTERS
Robin Gerber, James Kolb, Robert Powers
101 Constitution Ave., N.W., 20001
202/546-6206 (nite # 546-6209)
FAX 202/546-3873

CHEMICAL WORKERS UNION, INT'L.
Michael Elick
1126 16th Street, N.W., 20036
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COMMUNICATIONS WORKERS (CWA)
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501 - 3rd Street, N. W.
Washington, D. C. 20001
202/434-1315 - FAX 434-1318

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Lauren Rothfarb, Kurt Vorndran
1126 16th St., N.W., Suite 501, 20036
202/296-1200, (296-1213 Nite)
FAX 202/872-0571

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1125 15th Street, N.W., 20005
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Jack Flynn
1125 17th Street, N.W., 20036
202/429-9100 - FAX 778-2691

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Fred Nesbitt, Barry Kasinitz,
David Billy
1750 New York Avenue, N.W., 20006
202/737-8484 - FAX 737-8418

FLIGHT ATTENDANTS, ASSOCIATION OF
Jo Ellen Deutsch, Mark Paul Lehman
1625 Massachusetts Avenue, N.W., 20036
202/328-5400 - FAX 328-5424

FOOD & ALLIED SERVICE TRADES DEPT.
Robert Harbrant
AFL-CIO Room 408
202/737-7200 - FAX 737-7208

FOOD & COMMERCIAL WORKERS UNION, UNITED (UFCW)
Gary Sauter - 202/223-3111
Jean Hutter - 202/466-1559
Greg Orlando - 202/466-1560
After 4:30 - 202/466-1552
1775 K Street, N.W., 20006
FAX 466-1562

GARMENT WORKERS, LADIES (ILGWU)
Evelyn Dubrow, Ann Hoffman
AFL-CIO, Room 103
Ext. 5353 or 202/347-7417
FAX 347-0708

GOVERNMENT EMPLOYEES (AFGE)
Beth Moten, Chapin Wilson
John Threlkeld
80 F St., N.W., 9th Floor, 20001
202/639-6413/6457 - FAX 639-6492

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Lawrence Martinez, Kathy Self
1900 L Street, N.W., 20036
202/462-1400 - FAX 331-9516

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Bob Juliano
1219 28th Street, N.W., 20007
202/393-4373 - FAX 333-0468

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Bill Klinefelter, Allegra McManus,
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IRON WORKERS
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202/383-4880 - FAX 347-3569

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Roger Blacklow, Martin Whitmer
905 16th Street, N.W., 20006
202/737-8320, (638-5753) Nite
FAX 737-2754

LETTER CARRIERS
George Gould, Suzanne Granville,
Bob Levi
100 Indiana Ave., N.W., 20001
202/393-4695 - FAX 737-1540

LOCOMOTIVE ENGINEERS
Leroy Jones H) 703-549-4637
400 North Capitol Street, N.W.
Suite 850 - 20001
202/347-7936 - FAX 347-5237

LONGSHOREMEN (ILA)
John Bowers Jr., Robert Gleason
Ingo Esders
AFL-CIO, Room 104
202/628-4546 - FAX 628-4187

LONGSHOREMEN'S & WAREHOUSEMEN'S UNION, INTERNATIONAL (ILWU)
Lindsay McLaughlin
1775 K Street, N.W. - #200, 20006
202/463-6265 - FAX 467-4875

MACHINISTS (IAM)
Richard Michalski, Dorothy Ellsworth
Owen Herrnstadt
9000 Machinists Place
Upper Marlboro, Maryland 20772
301/967-4575 - FAX 967-4595

MAINTENANCE OF WAY
Andrew Malleck, Mike DeEmilio
Bernadette Bolton
400 North Capitol St. NW, 20001 - Rm. 852
202/638-2135 - FAX 737-3085

MARINE ENGINEERS BENEFICIAL ASSOCIATION (MEBA)
Pat Morris
444 N. Capitol St., N.W. 20001
202/638-5355 - FAX 638-5369

MARITIME CONGRESS, AMERICAN
Gloria Rudman
1300 Eye Street, NW- Suite 250 W
D.C. 20005-3314
202/842-4900 - FAX 842-3492

MARITIME TRADES DEPARTMENT
Frank Pecquex
AFL-CIO, Room 510
202/637-5040 - FAX 347-1137

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C. James Patti, Sandy Kjellberg
1775 K Street, N. W., #200
202/463-6505 - FAX 223-9093

METAL TRADES DEPT.
Page Groton
35 - E Street, N.W. - #513
DC 20001 - **202/737-7081 or**
202/347-7255 - FAX 347-0181

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Bill Samuel
900 15th St., N.W., 20005
202/842-7280 - FAX 842-7212

OIL, CHEMICAL & ATOMIC WORKERS
Nolan Hancock
2722 Merrilee Drive-Suite 250
Fairfax, VA 22031
703/876-9300 - FAX-876-8952

PAINTERS
*A. L. Monroe - 202/637-0720
Mark Monroe
1750 New York Ave., N.W., 20006
202/637-0700 - FAX 637-0771
***To receive all notices but will not attend meetings**

PAPERWORKERS, UNITED
Rodney Green
3340 Perimeter Hill Drive
Nashville, Tennessee 37211
615/834-8590 - FAX 831-6791

PLUMBERS & PIPEFITTERS
Mike Collins, Luckie McClintock
901 Massachusetts Ave., N.W., 20001
202/628-5823 - FAX 628-5024

POLICE ASSOCIATIONS (I.U.P.A.)
Arthur Reddy
1016 Duke St.
Alexandria, VA 22314
703/549-7473 - FAX - 683-9048

POSTAL WORKERS UNION (APWU)
Roy Braunstein, Myke Reid
1300 L St., N.W., 20005
202/842-4210 - FAX 842-8530

PROFESSIONAL ATHLETES
Doug Allen
2021 L St., N.W. 6th Fl., 20036
202/463-2215 - FAX 857-0380

PROFESSIONAL EMPLOYEES DEPARTMENT
Jack Golodner, Hal Ponder
AFL-~~CIO~~, Room 707
202/638-0320 - FAX 628-4379

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Paul Almeida, Candace Clemons
8630 Fenton Street, #400
Silver Spring, MD 20910
301/565-9016 - FAX 301/565-0018

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Paula Lucak - 202/637-5351
Paul Devlin - 202/393-2820
AFL-CIO, Room 308
FAX - 347-1825

RAILROAD SIGNALMEN, BROTHERHOOD OF
William A. Radziewicz, Dennis Boston
400 North Capitol St., N. W.
#860 - 20001
202/628-5935 - FAX 347-3548

RAILWAY LABOR EXECUTIVES ASSOC. (RLEA)
Leroy Jones
400 N. Capitol St. N.W. - #850, 20001
202/737-1541 - FAX 783-3107

SEAFARERS INTERNATIONAL
Terry Turner, Allynn Howe
5201 Auth Way, 6th Floor
Camp Springs, MD 20746
301/899-0675
Fax Number 301/899-7355

SERVICE EMPLOYEES (SEIU) Carolyn K. 898-3485
Nancy Donaldson - 202/898-3365
Ned McCulloch - 202/898-3366
Deborah Dietrich - 202/898-3353
Rondalyn Kane-Haughton - 202/898-3362
Ken Grossinger - 202/898-3223
Debbie Stone - 202/898-3423
1313 L Street, N.W., 20005
FAX - 898-3304

SHEET METAL WORKERS
Vincent Panvini, John Brittle
1750 New York Avenue, N.W., 20006
202/662-0887
Fax Number 202/662-0890

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Chuck Loveless - 202/429-1194
Ed Jayne 202/429-1188
Andrea Strader 202/429-1183
Diane Burke 202/429-1193
Cynthia Bradley 202/429-1196
Caryl Yontz 202/429-1178
Marge Allen 202/429-1184
Nanine Meiklejohn 202/429-1199
1625 L Street, N.W., 20036
Fax Number 202/223-3413

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Jack Sheehan, Steve Francisco
AFL-CIO, Room 706
202/637-5198 or 638-6929
FAX 347-6735

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Jerry Morris, Jane Usdan
Mary Cross, Donna Mollis
555 New Jersey Ave., N.W., 20001
202/879-4452 - FAX-202/879-4402

TEAMSTERS, INT'L. BROTHERHOOD OF
Bill Hamilton, Bob Nicklas, 624-6952
Chuck Harple, Jan Oliver
25 Louisiana Ave., N.W., 20001
202/624-8741 - FAX 624-8973

TRANSIT UNION, AMALGAMATED (ATU)
Robert Molofsky
5025 Wisconsin Ave., N.W., 20016
202/537-1645 (nite-537-1674-aft. 4:00)
Fax Number 202/244-7824

TRANSPORT WORKERS UNION
Arthur Luby
1300 L St. N.W. - Suite 200
20005 - **202/898-1707 - FAX 682-9276**
Roger Tauss, 4 Hanson Square
Philadelphia, PA 19147
215/927-5300 - FAX 215/927-1430
202-638-6154

TRANSPORTATION COMMUNICATIONS UNION (TCU)
Howard Randolph, Tony Padilla,
Hank Lewin
AFL-CIO, Room 511
202/783-3660 or 637-5244 - FAX 783-0198

TRANSPORTATION TRADES DEPARTMENT
Edward Wytkind
400 N. Capitol St. N.W.-#861
Washington, D. C. 20001
202/628-9262 - FAX 628-0391

UNITED TRANSPORTATION UNION
James Brunkenhoefer, Eugene Plourd
400 N. Capitol Street, N.W. #856
Washington, D. C. 20001

202/347-0900 - FAX 347-0958

UTILITY WORKERS
Marshall M. Hicks
AFL-CIO, Room 605
202/637-5326 - FAX 347-4872

AFL-CIO Legislative Department
Staff Extensions

Peggy Taylor - Director - 5090
Charlton, Byron - 5091
Cunningham, Bill - 5088
Fiordellisi, Maria - 5078
Hall, Mike - 5092
Johnson, Calvin - 5064
Miller, Linda - 5211
O'Grady, Jane - 5393
Owens, Tom - 5246
Power, Jay - 5084
Saltz, David - 5318
Fax Number (202) 508-6963

DRAFT
8/5 - 6:20PM

Labor Department

Secretary Reich
Acting Deputy Secretary Cynthia Metzler -
Chief of Staff Vince Trivelli - (b)(6)
Assistant Secretary Anne Lewis
Assistant Secretary Geri Palast
Assistant Secretary Susan King
Assistant Secretary Bernard Anderson
Associate Deputy Secretary Bill Samuels
Deputy Assistant Secretary Seth Harris
Chief Economist Lisa Lynch

CHECO - Ricardo Tejada
ESA - Wage & Hour Administrator Maria Echaveste
Deputy Administrator John Fraser
~~Rick Brennan~~ Rob Glass, Marc Glick
OASP - Barbara Bingham
Stacey Grundman
Jim Jones
Emil Parker
Stephanie Swirsky
OCIA - ~~Deputy Assistant Secretary~~ Mary Ann Richardson
Jeff Cohen
Rich Fiesta
Todd Flournoy
Liz Gonchar
Earl Gohl
Angela Jackson
Bill Kamela
OPA - Deputy Assistant Secretary Howard Waddell
Carl Fillichio
Scott Sutherland

Lisa
Bern.
Maria

A constituency list
GDI's
per approval

Draft

Christine Owens
Worker Options Resource Center
(202) 265-9573

Peggy Taylor
AFL-CIO
637-5000

Jane O'Grady
AFL-CIO
637-5000

Evie Dubrow
UNITE
347-7417

Ann Hoffman
UNITE
347-7417

Thom Shellabarger
United States Cathollic Conference
541-3189

Donna Lenhoff
Women's Legal Defense Fund
986-2600

Karen Lightfoot
Center for Budget and Policy Priorities
408-1080

Rosemary Wadell
National Center for Early Childhood Workforce
737-7700

Claudia ~~Wang~~ Wayne
National Center for Early Childhood Workforce
737-7700

Lisa Donner
ACORN
547-2500

Paul Lidico
Mon Valley Unemployed Committee
412-462-9962

Lisa Diehl
Center for Economic Options
304-345-1298

Alan Krueger

B constituency list

Jonathon Fritts
Worker Options Resource Center
(202) 265-9573

Cathy Wilkinson - min. wage earners
Wheeling, WV

Vera Williams - min. wage earners
Monessen, PA

Carolyn Kazdin
SEIU
898-3200

Carol Hamilton
Women Work!
467-6346

Richelle Friedman
NETWORK
547-5556

Greg Orlando
UFCW
466-1559

Suzanne Stokes
Business and Professional Women
293-1100

Maurice Emsellum
National Employment Law Project
212-764-2204

Kathy Skrabut
SEIU
898-3200

Coalition of Labor Union Women

National Committee on Pay Equity

LABOR list

John Sweeney
AFL-CIO

Rich Trumpka
AFL-CIO

Linda Chavez-Thompson

Andrew Stern
SEIU

Jerry McEntee
AFSCME

Jay Mazur
UNITE

NEA
AFT
UAW
UFCW
Steelworkers
Laborers

wrote letters

Bibb - these people are from Mon Valley. And according to Paul Lodico, our contact in Mon Valley, who is bringing in Vera Williams, they were invited to attend by Ross Eisenbrey of Sen. Kennedy's office. Just want to make sure they are really on someone's list.

Barbara Malinosky

(b)(6)

William Malinosky

(b)(6)

HEALTH CARE BILL SIGNING/DOL LIST

PWBA

Olena Berg -
Meredith Miller -
Jerry Lindrew -
Dan Maguire
Sharon Watson
Richard Hinz

(b)(6)

Office of the Secretary

Monica Healy - (b)(6)

DRAFT
8/5 - 6:20PM

CHECO -	Ricardo Tejada - (b)(6)
ESA -	Wage & Hour Administrator Maria Echaveste (b)(6)
	Deputy Administrator John Fraser (b)(6)
	~~Rick Brennan~~ Ms. Rae Glass - (b)(6)
OASP -	Barbara Bingham (b)(6)
	Stacey Grundman
	Jim Jones (b)(6)
	Emil Parker- (b)(6)
	Stephanie Swirsky (b)(6)
OCIA -	~~Deputy Assistant Secretary Mary Ann Richardson~~
	Jeff Cohen (b)(6)
	Rich Fiesta
	Todd Flournoy (b)(6)
	Liz Gonchar (b)(6)
	Earl Gohl (b)(6)
	~~Angela Jackson~~
	Bill Kamela (b)(6)
OPA -	Deputy Assistant Secretary Howard Waddell (b)(6)
	Carl Fillichio (b)(6)
	Scott Sutherland (b)(6)
	Gene Karp (b)(6)
Labor	Michael Wilson (b)(6)
	Lesien Gold (b)(6)

President John Sweeney
Secretary-Treasurer Richard Trumka
Executive Vice-President Linda Chavez-Thompson
Gerry Shea
Peggy Taylor

DEPARTMENT OF LABOR - MINIMUM WAGE BILL SIGNING CEREMONY

<u>Name</u>	<u>DOB</u>	<u>SSN</u>
1. Secretary Reich		
2. Chief of Staff Vincent Trivelli		
3. Acting Deputy Secretary Cynthia Metzler		
4. Assistant Secretary Anne Lewis		
✓5. Assistant Secretary Geri Palast		
working 6. Assistant Secretary Susan King		
7. Assistant Sec. Bernard Anderson		
✓8. Associate Deputy Sec. William Samuel		
✓9. Deputy Assistant Sec. Seth Harris		
✓10. Chief Economist Lisa Lynch		
11. Michael Ginley		
12. ~~Alan Krueger~~		
✓13. Ricardo Tejada		
✓14. Maria Echaveste		
✓15. John Fraser		
16. Rae Glass		
✓17. Barbara Bingham		
✓18. Stacey Grundman — Rich		
✓19. Jim Jones — Brennan		
✓20. Emil Parker — ✓Ximenia		
✓21. Stephanie Swirsky — Brown	(b)(6)	
✓22. Jeff Cohen		
✓23. Rich Fiesta — Angela		
✓24. Todd Flournoy — Jackson		
✓25. Liz Gonchar		
✓26. Earl Gohl — Glenda		
✓27. William Kamela		
working 28. Howard Waddell		
✓29. Carl Fillichio — David McAteer		
✓30. Scott Sutherland		
32. Gene Karp		
33. Martin Slate		
34. Olena Berg		
35. Meredith Miller		
36. William Taylor		
37. Morton Klevan		
38. Stephen Lee		
39. Richard Hinz		
40. Gerald Lindrew		
41. Anne Swiatek		
42. Judy Schub		
43. Judy Wells		

44. Monica Healy
45. Anthony Calhoun
46. Kevin Maroney
47. Rene Redwood
48. Libby Hendrix
49. Robert Devore
50. Corlis Sellers
51. Juan Fernandez
52. Michael Wilson
53. Lesley Gold man up
54. Katherine Hubbard
55. Suzanne Seiden
56. Star-Yvette Daye
57. Althea Ward
58. Barbara Marshburn
59. Sheila Turner
60. Alicia LaBatte
61. Ann Delory
62. Barbara Barnes
63. Mark Hunker
64. Ron Harris
65. Ximenia Brown
66. Darla Letourneau
67. Nancy Kirshner
68. Sally Sachar
~~69. Amy Carr~~
~~70. Joyce McConnell~~
71. ~~Alexandra McConnell Trivelli~~
72. David St.John
73. Todd Howe
74. Pamela Rodgers
75. Tracy Olmstead
76. Hector De La Torre
77. Anne Bushman
78. Gmerice Riddick
79. ETA
80. ETA
81. ETA
82. ETA
83. ETA
84. ETA
85. ~~Nancy Coffey~~
86. Diane Quinn
87. Margaret Ingold
88. Linda Paris
89. Sharon Botwin

(b)(6)

90. Albert Belsky
91. Linda Ann Adams
92. Regina Conway
93. Bennett Gamble
94. Sue Robinson Blumenthal
95. Richard Morrisey
96. Towanda Shelton
97. Lionel White
98. James Blackman
99. Stanley Hankin
100. Thomas Accardi
101. Rita Keilty
102. Flemming Rose
103. Beverly Eaves
104. Marjorie Myers
105. Gloria Ruffin
106. Michael Kerr
107. ~~Steve Dimunico~~
108 [illegible] McM[illegible]
109 [illegible] [illegible]
110. Terry Bergman

2nd tier

(b)(6)

(b)(6)

Monica . 6

AVIS

Olena Berg

Meredith Miller

~~William Taylor~~

~~Martin Slate~~

~~Morton Klevan~~

~~Stephen Lee~~

Richard Hinz

Gerald Lindrew

~~Anne Swiatek~~

~~Judy Schub~~

~~Judy Wells~~

Monica Healy

~~Anthony Calhoun~~

~~Kevin Maroney~~

~~David St.John~~

Dan Maguire

Kelly Traw

Diane Pedulla

Sharon Watson

Alan Lebowitz

Bob Doyle

(b)(6)

(b)(6)

Bibb

Please FAX Health List for Bill SIGNING to Chris Jennings at 456-7431

only names not crossed out

Families

Catherine Wilkinson (calling)

(b)(6)

Lisa A. Moore – 11

(b)(6)

) Daughters

Deborah J. Moore – 9

(b)(6)

Catherine is a ~~lab~~ lecture assistant and tutor at West Virginia Community College in Wheeling, WV. She earns $4.25 an hour. She is also a student at West Liberty State where she has been studying part time for about five years. She is working toward her ~~BA~~ MA in elementary education.

Lisa is 11 years old and going into 6th grade. Her favorite course last year was math.

Deborah is 9 years old and going into 5th grade. Her favorite class last year was science.

This raise will help pay the utility bill and help provide a little extra $ to pay for music lessons.

Vera Williams

(b)(6)

Terrodric (Tory) Williams

(b)(6)

Vera is a personal care assistant at Hallsworth House II in Monessen, PA, where she has worked since January of 1995. She earns $4.50 an hour.

Tori is 13 years old and ~~is~~ going into 8th grade. He is part of a mime group with his church.

FAX TRANSMITTAL SHEET

RECEIVER TELECOPIER NUMBER: ____________________

TO: KIM WIDDISS

FROM: BIBB HUBBARD

DATE: ____________________ **TIME:** ____________________

PAGE NUMBER ONE OF __________ **PAGES**

TRANSMITTER TELECOPIER: (202) 219-7659

ADDITIONAL COMMENTS:

FINAL LIST – I FAXED LAST NIGHT, BUT I'M NOT SURE YOU REC'D. PLEASE CALL TO CONFIRM RECEIPT.

THANK YOU!!

IF YOU HAVE QUESTIONS REGARDING THIS FAX CALL: __________

ADDITIONAL NAMES FOR AUDIENCE FOR MINIMUM WAGE SIGNING

Marina Streznewski (b)(6)
Her organization donated the Frances Perkins desk
Sue Blumenthal
Carl Haacke
Chris Michaels (b)(6)
Brian Smith

PARTICIPANTS FOR THE SIGNING OF THE MINIMUM WAGE
Tuesday, August 20, 1996

Secretary Robert Reich
Secretary Robert Rubin
Administrator Phil Lader

Sen. Chris Dodd (D-CT)
Sen. Tom Harkin (D-IA)
Sen. Edward Kennedy (D-MA) -- seated cn stage
Sen. Paul Simon (D-IL)

Rep. Elijah Cummings (D-MD)
Rep. Eliot Engel (D-NY)
Rep. Chaka Fattah (D-PA)
Rep. Gene Green (D-TX)
Rep. Steny Hoyer (D-MD)
Rep. John LaFalce (D-NY)
Rep. Carolyn Maloney (D-NY)
Rep. Bill Martini (R-NJ)
Rep. Matthew Martinez (D-CA)
Rep. Bob Matsui (D-CA)
Rep. Eleanor Holmes Norton (D-DC)
Rep. Jim Oberstar (D-MN)
Rep. Jack Quinn (R-NY)
Rep. Frank Riggs (R-CA)
Rep. Carlos Romero-Barcelo (D-PR)
Rep. Chris Shays (R-CT)
Rep. Harold Volkmer (D-MO)
Rep. Mike Ward (D-KY)
Rep. Al Wynn (D-MD)

John Sweeney, International President, AFL-CIO

as of August 20, 9:00 am

DEPARTMENT OF LABOR - MINIMUM WAGE BILL SIGNING CEREMONY

<u>Name</u> <u>DOB</u> <u>SSN</u>

OSEC 219-8274
Secretary Reich
Chief of Staff Vincent Trivelli
Acting Deputy Secretary Cynthia Metzler
Associate Deputy Sec. William Samuel
David Smith
Deborah Greenfield

POLICY 219-6197
Assistant Secretary Anne Lewis
Deputy Assistant Sec. Seth Harris
Barbara Bingham
Stacey Grundman
Jim Jones
Emil Parker
Stephanie Swirsky
Ximenia Brown

CONGRESSIONAL 219-6141
Assistant Secretary Geri Palast
DAS Mary Ann Richardson
Rich Fiesta
Liz Gonchar
Jeff Cohen
Todd Flournoy
Earl Gohl
Angela Jackson
William Kamela

PUBLIC AFFAIRS 219-8211
Assistant Secretary Susan King
DAS Howard Waddell
Carl Fillichio
Scott Sutherland
Lesley Gold

EMPLOYMENT STANDARDS 219-6191
Assistant Sec. Bernard Anderson
Gene Karp
Michael J. Wilson

SOLICITOR 219-7675
Solicitor Davitt McAteer

(b)(6)

Deputy Solicitor Marvin Krislov
Gail Coleman
Steven Mandel
Diane A. Heim
John Colwell

CHECO 219-8271
Chief Economist Lisa Lynch
Ricardo Tejada

WAGE & HOUR 219-8305
Maria Echaveste
John Fraser
Rick Brennan
Libby Hendrix
Michael Ginley
Suzanne Seiden
Richard Nelson

(b)(6)

PENSION BENEFITS GUARANTY CORPORATION
Marty Slate, Director
Judy Schub
Judy Wells
Anthony Calhoun

(b)(6)

PENSION WELFARE AND BENEFITS ADMINISTRATION 219-8233
Olena Berg, Ass't Secretary
Meredith Miller, DAS
William Taylor
Morton Klevan
Stephen Lee
Richard Hinz
Gerald Lindrew
Anne Swiatek

(b)(6)

We added: (yesterday)

CONGRESSIONAL 219 6141
Bill Buie
Nancy Kirshner
Carl Haacke (b)(6)
(he was added last night, if possible)

BRIEFING FOR THE SECRETARY

THROUGH: Vince Trivelli

FROM: Bibb Hubbard

DATE: August 19, 1996

SUBJECT: Minimum Wage Bill Signing Ceremony
White House, South Lawn
August 20, 1996
1:45 - 3:00 p.m.

SECRETARY'S EVENT:

You will attend the minimum wage bill signing at the White House. Prior to the event, you will participate in the briefing for the President. During the ceremony, you will be seated on the stage.

REASON FOR PARTICIPATION:

To highlight the important impact this legislation will have on America's working families.

MESSAGE:

The title for the ceremony is "Strengthening America's Families: A New Minimum Wage."

FORMAT:

Prior to the ceremony on the South Lawn, you will participate in the Oval Office briefing for the President. The Vice President, the First Lady, John Hilley and Jennifer O'Connor will also attend the briefing.

Following the briefing, you will proceed to the South Lawn where minimum wage-earning families will be seated on the stage. You will be seated on the stage along with Secretary Rubin, Administrator Lader, Senator Kennedy and John Sweeney.

The Vice President will open the event and he will introduce Cathy Wilkinson, a single mother of two earning the minimum wage. Cathy will speak and introduce the President. The President will be presented with a pen brought by one of the minimum wage workers to use as he signs the legislation.

PRESS: Open The event will have coverage by the White House pool. It is also open to additional press.

AUDIENCE:

The audience will have representatives of organized labor and workers' constituency groups.

Approximately 500 people have been invited by the White House to attend this ceremony.

ACKNOWLEDGMENTS: None

STAFF: Vince Trivelli has the lead. About 45 DOL staff will attend.

ATTACHED:

1) Talking Points for Senator Kennedy (re: CAREERS)
2) Questions and answers for possible press interviews.

MINIMUM WAGE EARNERS AND THEIR FAMILIES

PARTICIPANT NAME **DOB** **SS#**

-Cecilia Rivas
-Michael Lopez - son
(b)(6)
(she has one other 25 year old son, George Raude, who will not be attending)
Hometown:
Occupation: Provider of In-Home Supportive services through IHSS - L.A. County program
Hourly Wage: $4.25

-Maria Figueroa
-Jacqueline Bermudic - daughter
-Veronica Senchez - daughter
-Marcella Bermudic - daughter
(b)(6)
Hometown:
Occupation: Provider of In-Home Supportive Services through IHSS - Alamdea County Program
Hourly Wage: $4.25

-Ms. Vinnie Sharp
(b)(6)
Hometown: St. Louis, MO
Occupation: winder-stripper for St. Louis Braid
Hourly Wage: $4.95

-Jeanette Green
(b)(7)a
Hometown: St. Louis, MO
Occuaption: braider operator for St. Louis Braid
Hourly Wage: $4.95

-Cathy Wilkinson
-Lisa Moore - daughter
-Deborah Moore - daughter
Hometown: Wheeling, WV
Occupation: Lecture Ass't
Hourly Wage: $4.25

(b)(6)

-Marie Sylvain
-Steve Brissette - son
-Shawenda Sintel - daughter
Hometown: Miami, FL
Occupation: Certified Nurses Aide
Hourly Wage: under $5

-Ms. Yammil Lopez
Hometown: Miami, FL
Occupation: housekeeping
Hourly Wage: under $5

(b)(6)

-Joyce Rink
Hometown: Rock Hill, SC
Occupation: assembly worker - she makes Easter Basket

- Wylissa Stradford
Hometown: Rock Hill, SC
Occupation: assembly worker - she Easter Basket

(b)(6)

-Tanya Heard
Hometown: Washington, DC
Occupation: Cashier at Hechinger's

-Nancy O'Neal
Hometown: Washington, DC
Occupation: Food pantry aide - distributes emergency food baskets to needy families

(b)(6)

-Ricky Morgan
Hometown: Washington, DC
Occupation: Maintenance worker at Georgetwon University - has two daughters and pays child support.

-Charlene McKenzie
-Charlsye Mackenzie - daughter
Hometown: Washington, DC
Occupation: Secretary

(b)(6)

-Dwight Williams
Hometown: Washington, DC
Occupation: Production Manager at a printing company - divorced with three children

-LaKisha Ross
-Charles Duvall III - son

(b)(6)

Hometown: Washington, DC
Occupation: Clerk/Cashier and learning about computers

-Dorothy McClain
-Robin McLain - daughter
-Natalie McClain - granddaughter

(b)(6)

Hometown: Cheverly, MD
Occupation: After School teacher Aide

-Leslie McCrae
-Brittany McCrae - daughter
-Dreeonna McCrae - daughter
-Cyndee McCrae - daughter
Hometown: Glenarden, MD
Occupation: After School Teacher and single mom

(b)(6)

-Donald Williams
Hometown: Washington, DC
Occupation: Antique Store worker and single father of five children

(b)(6)

-Ms. Kitt Haston
Hometown: Washington, DC
Occupation: Cashier/Clerk at a florist shop - single mom of five

(b)(6)

-Juanita Fisher
Hometown: Landover, MD
Occupation: Cashier at McDonalds - saving for college

(b)(6)

-Delores Darmon

-Lisa Richardson

(b)(6)

NON-PARTICIPANT ATTENDEES
NAME **DOB** **SS#**
Ken Grossinger
Pat Ford
Carolyn Kazdin
Andrea Gandy
Don Knight
Nancy Carter
Paul Lodico
Barney Oursler

(b)(6)

NOTE*he was put on the constituency list, but will be traveling with the PA minimum wage workers
Sandy Kolenda
Bill Malinowski
Toni Selfridge
Natalie Wymer
Katherine Bibb Hubbard

(b)(6)

MON-VALLEY UNEMPLOYED COMMITTEE

128 Ninth Avenue Homestead, PA 15120 (412) 462-9962
Coordinators: Paul Lodico and Barney Oursler

White House Minimum Wage Bill Signing

Minimum Wage Workers

Name Phone # DOB SS#

(b)(6)

–Ann Smith 375-9633
Occupation: Decaler at Modern Glass
Hourly Wage: $4.50
City: Duquesne County: Allegheny
– Ralph Smith (Husband)
– Candyce Smith (Child)
–Cameron Smith (Child)

– Milette Reid 362-1453
Occupation: Bagger & Runner at Giant Eagle
Hourly Wage: $4.40
City: Pittsburgh County: Allegheny

– Heather Pierce (daughter) 271-1426 (b)(6)
Occupation: Cashier & Serves Food at Sabboro's Pizza
Hourly Wage: $4.40
City: Braddock County: Allegheny
–Ken Pierce (Father) 271-1426

(b)(6)

–Gloria Wawzensky
Occupation: Clerk at Renaissance Center (single parent raising 16 mo. yr. old girl
Hourly Wage: $4.25
City: Pittsburgh County: Allegheny

– Wanda O'Conner (b)(6)
Occupation: Janitor at Peoples Oakland
Hourly Wage: $4.25
City: Pittsburgh County: Allegheny

– Nellie Fennell 466-2956 (b)(6)
(b)(6)
Occupation: Selling Clerk at Peoples Oakland
Hourly Wage: $4.25
City: Duquesne County: Allegheny

– James Thompson 852-2365 (b)(6)
Occupation: Donut maker at Yum Yum Donut Shop
Hourly Wage: $4.60
City: Waynesburg County: Greene County

– Vera Williams 684-6598 (b)(6)
– Tory Williams (son) 684-6598
?(rodric) City: Monessen County: West Moreland

508-6986

August 15, 1996

TO: List

FROM: Kathy Skrabut

RE: Minimum Wage Signing Ceremony

Copy to Bib
from Marc

Congratulations!! Your name is on the list to attend the White House signing ceremony for the minimum wage.

Since Gloria first contacted you, there have been some schedule changes.

The signing is now taking place on Tuesday, August 20. Since I am taking my long-planned vacation, I have asked Mary Ann Collins to pull people together to go over as a group.

Please meet her in the lobby at 1:00. You need to be at the East Gate of the White House between 1:15 and 1:30. The earlier the better -- and the better the chances are that you get a prime seat. Please remember to bring your driver's license to get through security.

Have a great time and remember to take some pictures!! We worked hard on this one!

List I Submitted:

Pat Ford
Peggy Kelly
Eileen Kirlin
Mary Ann Collins
Michelle Healy
Gloria Gomez
Nicholas Gleichman (w/Elinor Glenn)
Mary Martin, Local 82
Diane Barber, Local 82
Delores Darmon, Local 82

Received their own invitations

Elinor Glenn
Nancy Donaldson
Rosalie Whelan

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NNNNNN      NNN  DDDDDDDDDDDDDDDDDD   AAAAAAAAAAAAAAAA  PPPPPPPPPPPPPPPP
NNN NN      NNN  DDDDDDDDDDDDDDDDDD   AAAAAAAAAAAAAAAA  PPPPPPPPPPPPPPPP
NNN  NN     NNN     DDD        DDD    AAAA        AAAA  PPP          PPP
NNN   NN    NNN     DDD        DDD    AAAA        AAAA  PPP          PPP
NNN    NN   NNN     DDD        DDD    AAAAAAAAAAAAAAAA  PPPPPPPPPPPPPPPP
NNN     NN  NNN     DDD        DDD    AAAAAAAAAAAAAAAA  PPPPPPPPPPPPPPPP
NNN      NN NNN     DDD        DDD    AAAAAA    AAAAAA  PPP
NNN       NN NNN    DDD        DDD    AAAAAA    AAAAAA  PPP
NNN        NNNNN DDDDDDDDDDDDDDDDDD   AAAAAA    AAAAAA  PPP
NNN         NNNN DDDDDDDDDDDDDDDDDD   AAAAAA    AAAAAA  PPP
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NEIGHBORHOOD DEVELOPMENT ASSISTANCE PROGRAM
PEOPLES INVOLVEMENT CORPORATION
5221 GEORGIA AVENUE, N.W.
WASHINGTON, D.C. 20011

TEL: (202) ~~796-8510~~ 797-3900
FAX: (202) 723-3823

FACSIMILE TRANSMITTAL SHEET

FAXED TO: Bip Hubbard

COMPANY NAME:

SENT BY: Rushern Baker

DATE:

SUBJECT: Updated info on Leslie McCrae

TOTAL NUMBER OF PAGES INCLUDING THIS COVER SHEET: 2

PLEASE CALL TO CONFIRM: YES ( ) NO ( )

SPECIAL NOTE/INSTRUCTIONS: Bip, Rushern wants u to call him upon Receipt of this info. This page reflect info that we just Received on Leslie McCrae.

MINIMUM WAGE EARNERS AND THEIR FAMILIES

PARTICIPANT NAME **DOB** **SS#**

-Cecilia Rivas
-Michael Lopez - son
(b)(6)
(she has one other 25 year old son, George Raude, who will not be attending)
Hometown:
Occupation: Provider of In-Home Supportive services through IHSS - L.A. County program
Hourly Wage: $4.25

-Maria Figueroa
-Jacqueline Bermudic - daughter
-Veronica Senchez - daughter
-Marcella Bermudic - daughter
(b)(6)
Hometown:
Occupation: Provider of In-Home Supportive Services through IHSS - Alamdea County Program
Hourly Wage: $4.25

-Ms. Vinnie Sharp
(b)(6)
Hometown: St. Louis, MO
Occupation: winder-stripper for St. Louis Braid
Hourly Wage: $4.95

-Jeanette Green
(b)(6)
Hometown: St. Louis, MO
Occuaption: braider operator for St. Louis Braid
Hourly Wage: $4.95

-Cathy Wilkinson
-Lisa Moore - daughter
-Deborah Moore - daughter
Hometown: Wheeling, WV
Occupation: Lab Ass't
Hourly Wage:

-Marie Sylvain
-Steve Brissette
-Shawinda Sintel
Hometown: Miami, FL
Occupation: Certified Nurses Aide
Hourly Wage: under $5

-Ms. Yammil Lopez
Hometown: Miami, FL
Occupation: housekeeping
Hourly Wage: under $5

-Tanya Heard
Hometown: Washington, DC
Occupation: Cashier at Hechinger's
Hourly Wage:

-Nancy Oneal
Hometown: Washington, DC
Occupation: Food pantry aide
Hourly Wage:

-Ricky Morgan
Hometown: Washington, DC
Occupation: Maintenance
Hourly Wage:

-Charlene McKenzie
-Charlsye Mackenzie - daughter
Hometown: Washington, DC
Occupation: Secretary
Hourly Wage:

-Dwight Williams
Hometown: Washington, DC
Occupation: Production Manager
Hourly Wage:

-LaKisha Ross
Hometown: Washington, DC
Occupation: Clerk/Cashier
Hourly Wage:

-Dorothy McClain
Hometwon: Cheverly, MD
Occupation: After School teacher Aide
Hourly Wage:

-Leslie McCrae
Hometown: Glenarden, MD
Occupation: Cashier

(b)(6)

Hourly Wage:

(b)(6)

-Donald Williams
Hometown: Washington, DC
Occupation: Cook
Hourly Wage:

-Kitt Haston
Hometown: Washington, DC
Occupation: Cashier/Clerk
Hourly Wage:

NON-PARTICIPANT ATTENDEES

NAME	DOB	SS#
Ken Grossinger	(b)(6)	
Pat Ford		
Carolyn Kazdin		
Andrea Gandy		

UNITE!

Union of Needletrades, Industrial & Textile Employees, AFL-CIO, CLC

Joan Suarez
International Vice President
Regional Director

Jean Hervey
International Vice President
Associate Regional Director

MEMORANDUM

To: Michael Wilson
Labor Department

From: Jean Hervey

Date: August 19, 1996

Re: Attending Signing of Minimum Wage Bill

****

I am forwarding information requested by you regarding the workers from Southwest Region UNITE! that will be in attendance for the minimum wage signing:

Ms. **Vinnie Sharp**
1801 South Tucker
Apt. 442
St. Louis, MO 63104
(314) 241-6575
(b)(6)
(b)(6)
Winder stripper
Employer: St. Louis Braid
Year of Service: 22 yrs.
4.95

Jeanette Green
5080 Minerva
St. Louis, MO 63113
(314) 367-3744
(b)(6)
→ 4.95
Employer St Louis Braid
~~Years of Service~~
Braider Operator

I will be coming to Washington with our members. My SS# is (b)(6) Date of Birth (b)(6) my address: #1 Jordan Lane, Plumerville, AR 72127. If you have any questions or comments, call me. Thanks!

Jean Hervey 1 800 843-2533 - 2 women - ok for press

Monica Russo -770-306-8856

FL folks

4

- Nurse aide) 305 940 5207
- home care worker 1800 829 1298
pager
- secre
- laundry worker (2 to 3+ kids)

→ 2 in Miami or Ft. Lauderdale 2 (4)) kids!

→ 1 Charlotte, NC - no kids

Draft 8/19/96 5 pm

PRESIDENT WILLIAM J. CLINTON
REMARKS ON MINIMUM WAGE BILL-SIGNING
SOUTH LAWN
August 20, 1996

Good afternoon. I am delighted to be joined by Secretary Reich, and, of course, by Senator Kennedy -- who probably broke the wage and hour laws by working so hard to pass this bill. I also thank Leader Daschle, Leader Gephardt, Congressman Bonior, and Congressman Clay, who could not be with us today. And I am grateful to the countless labor unions, religious groups, economists, and business people that have made this cause their concern.

It is with great satisfaction that I will sign this bill to raise the minimum wage, giving more than ten million Americans a chance to raise stronger families, and build better futures. By coming together across the lines that divide us -- by finding this crucial common ground -- we have made this a real season of achievement for the American people.

At its heart, this bill affirms the most profoundly American values: offering opportunity to all. Demanding responsibility from all. And coming together as a community to do what is right. $4.25 an hour just isn't enough to raise a family. Our hardest-pressed families need and deserve this raise. All Americans know this is the right thing to do.

Our economic strategy has given us growth that is both steady and strong. Our auto industry now makes more cars than Japan. We have 900,000 new construction jobs. There is a record number of businesses owned by women. We have cut the deficit by more than half -- and it is now the smallest it has been since 1981. Our economy has created over 10 million jobs. And real hourly wages, which fell for a decade, are on the rise again.

Our challenge is to give every American the chance to reap the rewards of this changing, expanding economy. That is why we cut taxes for fifteen million working families, and are working to give families a new tax cut for education. That is why I will sign the Kennedy-Kassebaum bill tomorrow -- to ensure that if you lose your job or change jobs, you won't lose your health care. And that is why I will sign a bill that marks not the end, but the beginning of our effort to give jobs to every American who is moving off of welfare. After all, the best anti-poverty program is a job.

Look around me. These are some of the hardest-working people in America -- with some of the strongest values in America. Seventy percent of minimum wage earners are adults, and six out of ten are working women. To them, work is about more than a paycheck. It is about their pride as well. They want a wage they can raise their families on.

By raising the minimum wage by 90 cents, this law gives those families an additional $1,800 a year -- enough to buy seven months of groceries, or several months of rent or child care. For many, this bill will make the difference that keeps their family together.

I want to offer a special word of gratitude to the businesses and small business owners who supported this bill. Many of the minimum wage employers I talk to want to pay more than $4.25 an hour, and know they can do it without hurting their businesses -- as long as their competitors do it at the same time. This bill will allow them to do that. It also includes a number of measures to help the small businesses that are the greatest engines of growth in this economy.

It increases the amount of capital that a small business can expense, to spark the kind of investment that creates growth and jobs. It extends the research tax credit, to help businesses stay competitive in a fast-moving economy. And it extends a tax incentive for businesses that train and educate their employees. That's good news for the people who need those skills -- and it's good news for a country that needs the best-educated workforce to seize all the opportunities of the 21st century.

This legislation does even more to strengthen families, by helping millions more Americans to save for their own retirements. This bill makes it dramatically easier for small businesses to offer pension plans, by creating a new small business 401(k) plan. It also lets more Americans take their pensions with them when they change jobs, by eliminating the one-year wait before you can start saving at a new job.

We believe that as many as ten million Americans without pensions today will earn them as a result of this bill. And I am delighted that we are joined by Shawn Marcell, the C.E.O. of Prima Facie, a fast-growing video monitoring company with seventeen employees. Shawn stood with me when I announced these proposals, and promised that if we made pensions easier and cheaper for small businesses like his, he would give pensions to his all of his employees. Today, he has told me that he is making good on that pledge. [ASK TO STAND.] I predict that thousands of small business owners will follow his extraordinary example.

Finally, this bill does something that is very important to me, and to Hillary. It offers a tax credit to make adoptions more affordable, giving more children what every child needs and deserves: loving parents, and strong, stable home. Two weeks ago, we held a celebration for the American athletes who made us so proud in Atlanta. One of them, Dan O'Brien, spoke movingly about being adopted, and how much the support of his family has meant in his life. Right now, there are tens of thousands of children waiting for the kind of family that made such a difference to him. At the same time, there are thousands of middle class families that want to bring a child into their homes, but cannot afford it. This tax credit will bring them together. It will help families adopt children with disabilities, or take in two siblings rather than splitting them up. It will end the longstanding bias against interracial adoption, which too often means an endless wait for the children. As much as we talk about strong, loving families, it is not every day that we enact a law that literally creates them. I'm proud that this is such a day.

Beside me is the desk used by Frances Perkins -- the first woman member of any president's cabinet, and one of our nation's greatest secretaries of labor. It was from this desk that many of America's pioneering wage, hour, and workplace laws originated -- including the very first 25-cent minimum wage, signed into law by President Roosevelt in 1938. They understood that a living wage was about more than feeding a family, or shelter from a storm. A living wage makes it possible to participate in what Secretary Perkins called the "culture of community" -- to take part in the family, community, and religious life we all cherish, confident in our ability to provide for ourselves and our children.

By signing this bill, I have the honor of granting a raise to more than ten million Amerticans, and honoring their hard work, their responsibility, their dreams for their families. It is in their name that I lift this pen, and give America's new minimum wage the force of law.

# # #

- Wanda O'Conner (b)(6)
  Occupation: Janitor at Peoples Oakland
  Hourly Wage: $4.25
  City: Pittsburgh County: Allegheny

- Nellie Fennell 466-2956 (b)(6)
  (b)(6)
  Occupation: Selling Clerk at Peoples Oakland
  Hourly Wage: $4.25
  City: Duquesne County: Allegheny

- James Thompson 852-2365 (b)(6)
  Occupation: Donut maker at Yum Yum Donut Shop
  Hourly Wage: $4.60
  City: Waynesburg County: Greene County

- Vera Williams 684-6598 (b)(6)
- Tory Williams (son) 684-6598
  Terrodric
  City: Monessen County: West Moreland

MINIMUM WAGE HOMEPAGE

We will be making the minimum wage homepage available to the public on Tuesday afternoon. OPA is preparing a press release on the mw homepage.

Attached is the current version of the mw home page as it appears on our test server. Please look at the Internet page itself to view the first page – it does not reproduce on a printer very well. (The URL is in the upper right hand corner of the page.)

The missing pieces are: the two signing statements, the poster, a pdf file of the minimum wage chart, and another graph on the changing minimum wage (which may not be added until later next week). The poster and chart should be done today as well as the corrections to a few typos.

We also plan on adding video and audio clips from the signing ceremony (and perhaps some pictures) when they become available.

Minimum Wage Raised to $4.75 As of Oct. 1, 1996

The minimum wage will increase to $5.15 on Sept. 1, 1997

Click here for:

- Questions frequently asked about the increase in the federal minimum wage.
- History of the Minimum Wage:

  How the minimum wage law was first enacted.
  History of changes to the minimum wage law.
  Chart of Minimum Wage Increases

- THE BOTTOM LINE: What is the impact of the increased minimum wage on working men and women and their families?

---DISCLAIMER---

DOL Home Page ESA Home Page Top of Document

Day of Enactment

Minimum Wage Raised to $4.75 As of Oct. 1, 1996

The minimum wage will increase to $5.15 on Sept. 1, 1997

- President Clinton signs the bill increasing the federal minimum wage. This law will provide a raise for nearly 10 million Americans and their families.
- A special message from Secretary of Labor Robert Reich on the signing of the new minimum wage law.
- Questions frequently asked about the increase in the federal minimum wage.
- History of the Minimum Wage:

  How the minimum wage law was first enacted.
  History of changes to the minimum wage law.
  Chart of Minimum Wage Increases

- THE BOTTOM LINE: What is the impact of the increased minimum wage on working men and women and their families?

Click here for:

---DISCLAIMER---

DOL Home Page ESA Home Page Top of Document

Day after Enactment

Questions About the Minimum Wage

What is the new minimum wage?

The federal minimum wage is increased to $4.75 an hour effective October 1, 1996 and to $5.15 an hour effective September 1, 1997.

Why did the minimum wage need to be increased?

America has enjoyed a vigorous economic recovery over the last four years with low inflation, low interest rates and low unemployment. The 9.7 million American workers earning between $4.25 and $5.15 per hour, however, have not shared fully in the benefits of this growing economy. The minimum wage, after adjusting for inflation, was approaching a 40-year low. Inflation largely wiped out the last increase in the minimum wage, adopted by Congress in 1989.

When was the last increase to the Federal minimum wage? How often does it increase?

In 1989, the Fair Labor Standards Act was amended to raise the minimum wage in two steps from $3.35 to $3.80 an hour on April 1, 1990, and from $3.80 to $4.25 an hour on April 1, 1991. The federal minimum wage remains the same until the Congress passes a bill to raise it and the president signs the bill into law. Since the law was first passed in 1938 under President Roosevelt's Administration, increases to the minimum wage have been signed into law by Presidents Truman, Eisenhower, Kennedy, Johnson, Nixon, Carter and Bush.

How will the new law be enforced?

The overwhelming majority of American businesses comply with the federal minimum wage law, and we want to do everything we can to help businesses understand their obligations. The Wage and Hour Division will provide assistance to employers, employees, labor unions, community groups, and trade associations in understanding the new law. The Wage and Hour Division has offices in most of the larger cities around the country. Their telephone numbers and addresses are listed in the federal government sections (blue pages) of phone books, under "Labor Department". For the first time, the Department of Labor is using the Internet to help get the word out. Beyond these efforts, Wage and Hour Investigators will continue to investigate employee complaints as well as conduct non-complaint investigations against likely violators of the minimum wage law. In particular, we will maintain a very strong, targeted program against sweatshops and illegal homework in the garment industry.

Who are the workers who will get a pay raise?

The minimum wage law applies to all employees of enterprises that have annual dollar volumes of at least $500,000. It also applies to employees of smaller firms if the employees are engaged in interstate commerce or in the production of goods for commerce, such as employees who work in transportation or communications or who regularly use the mails or telephones for interstate communications. It also applies to all employees of federal, state or local government agencies and hospitals and schools, and it generally applies to domestic workers such as housekeepers, chauffeurs and full-time babysitters. The law contains a number of exemptions from the minimum wage that may apply to an individual worker. The Wage and Hour Division has a Handy Reference Guide to the Fair Labor Standards Act that explains how the law applies.

What happens if state law requires a different minimum wage than the federal law?

Where state law requires a higher minimum wage, the higher standard applies.

Does the new law make any changes other than raising the minimum wage?

The new law makes a number of changes to the Fair Labor Standards Act: First, it amends the law with respect to how employers treat the time spent commuting to work by employees who travel in an employer's vehicle. Second, it changes the provisions under which some professional employees in the computer field qualify for exemption from the law's minimum wage and overtime pay requirements. Third, it modifies the provisions covering the amount of cash wages a tipped employee must receive from the employer (in addition to tips received from customers) in order to meet the minimum wage requirements of the law. Fourth, it establishes an "Opportunity Wage" of $4.25 an hour that employers can pay employees who are under 20 years of age during their first 90 days on the job. These provisions are more fully explained in the information about ***"What employers need to know"***.

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Fair Labor Standards Act of 1938: Maximum Struggle for a Minimum Wage

By Jonathan Grossman*

When he felt the time was ripe,
President Roosevelt asked
Secretary of Labor Perkins,
'What happened to that
nice unconstitutional bill
you had tucked away?'

On Saturday, June 25, 1938, to avoid pocket vetoes 9 days after Congress had adjourned, President Franklin D. Roosevelt signed 121 bills. Among these bills was a landmark law in the Nation's social and economic development-Fair Labor Standards Act of 1938 (FLSA). Against a history of judicial opposition, the depression-born FLSA had survived, not unscathed, more than a year of Congressional altercation. In its final form, the act applied to industries whose combined employment represented only about one-fifth of the labor force. In these industries, it banned oppressive child labor and set the minimum hourly wage at 25 cents, and the maximum workweek at 44 hours.[1]

Forty years later, a distinguished news commentator asked incredulously: "My God! 25 cents an hour! Why all the fuss?" President Roosevelt expressed a similar sentiment in a "fireside chat" the night before the signing. He warned: "Do not let any calamity-howling executive with an income of $1,000 a day, ...tell you...that a wage of $11 a week is going to have a disastrous effect on all American industry."[2] In light of the social legislation of 1978, Americans today may be astonished that a law with such moderate standards could have been thought so revolutionary.

Courting disaster

The Supreme Court had been one of the major obstacles to wage-hour and child-labor laws. Among notable cases is the 1918 case of *Hammer v. Dagenhart* in which the Court by one vote held unconstitutional a Federal child-labor law. Similarly in *Adkins v. Children's Hospital* in 1923, the Court by a narrow margin voided the District of Columbia law that set minimum wages for women. During the 1930's, the Court's action on social legislation was even more devastating.[3]

New Deal promise. In 1933, under the "New Deal" program, Roosevelt's advisers developed a National Industrial Recovery Act (NRA).[4] The act suspended antitrust laws so that industries could enforce fair-trade codes resulting in less competition and higher wages. On signing the bill, the President stated: "History will probably record the National Industrial Recovery Act as the most important and far-reaching legislation ever enacted by the American Congress." The law was popular, and one family in Darby, Penn., christened a newborn daughter Nira to honor it.[5]

As an early step of the NRA, Roosevelt promulgated a President's Reemployment Agreement "to raise wages, create employment, and thus restore business." Employers signed more than 2.3 million agreements, covering 16.3 million employees. Signers agreed to a workweek between 35 and 40 hours and a minimum wage of $12 to $15 a week and undertook, with some exceptions, not to employ youths under

16 years of age. Employers who signed the agreement displayed a "badge of honor," a blue eagle over the motto "We do our part." Patriotic Americans were expected to buy only from "Blue Eagle" business concerns.[6]

In the meantime, various industries developed more complete codes. The Cotton Textile Code was the first of these and one of the most important. It provided for a 40-hour workweek, set a minimum weekly wage of $13 in the North and $12 in the South, and abolished child labor. The President said this code made him "happier than any other one thing...since I have come to Washington, for the code abolished child labor in the textile industry." He added: "After years of fruitless effort and discussion, this ancient atrocity went out in a day."[7]

A crushing blow. On "Black Monday," May 27, 1935, the Supreme Court disarmed the NRA as the major depression-fighting weapon of the New Deal. The 1935 case of *Schechter Corp. v. United States* tested the constitutionality of the NRA by questioning a code to improve the sordid conditions under which chickens were slaughtered and sold to retail kosher butchers.[8] All nine justices agreed that the act was an unconstitutional delegation of government power to private interests. Even the liberal Benjamin Cardozo thought it was "delegation running riot." Though the "sick chicken" decision seems an absurd case upon which to decide the fate of so sweeping a policy, it invalidated not only the restrictive trade practices set by the NRA-authorized codes, but the codes' progressive labor provisions as well.[9]

As if to head off further attempts at labor reform, the Supreme Court, in a series of decisions, invalidated both State and Federal labor laws. Most notorious was the 1936 case of Joseph Tipaldo.[10]The manager of a Brooklyn, N.Y., laundry, Tipaldo had been paying nine laundry women only $10 a week, in violation of the New York State minimum wage law. When forced to pay his workers $14.88, Tipaldo coerced them to kick back the difference. When Tipaldo was jailed on charges of violating the State law, forgery, and conspiracy, his lawyers sought a writ of habeas corpus on grounds the New York law was unconstitutional. The Supreme Court, by a 5-to-4 majority voided the law as a violation of liberty of contract.[11]

The Tipaldo decision was among the most unpopular ever rendered by the Supreme Court. Even bitter foes of President Roosevelt and the New Deal criticized the Court. Ex-President Herbert Hoover said the Court had gone to extremes. Conservative Republican Congressman Hamilton Fish called it a "new Dred Scott decision" condemning 3 million women and children to economic slavery.[12]

A switch in time. Wage-hour legislation was a campaign issue in the 1936 Presidential race. The Democratic platform called for higher labor standards, and, in his campaign, Roosevelt promised to seek some constitutional way of protecting workers. He tried to pave the way for such legislation in his speeches and new conferences in which he spoke of the breakdown of child labor provisions, minimum wages, and maximum hour standards after the demise of the NRA codes.

When Roosevelt won the 1936 election by 523 electoral votes to 8, he interpreted his landslide victory as support for the New Deal and was determined to overcome the obstacle of Supreme Court opposition as soon as possible. In February 1937, he struck back at the "nine old men" of the Bench: He proposed to "pack" the Court by adding up to six extra judges, one for each judge who did not retire at age 70. Roosevelt further voiced his disappointment with the Court at the victory dinner for his second inauguration, saying if the "three-horse team [of the executive, legislative, and judicial branches] pulls as one, the field will be ploughed," but that the field will not be ploughed if one horse lies down in the traces or plunges off in another direction."[13]

However, Roosevelt's metaphorical maverick fell in step. On "White Monday," March 29, 1937, the Court reversed its course when it decided the case of *West Coast Hotel Company v. Parrish.*[14] Elsie Parrish, a former chambermaid at the Cascadian Hotel in Wenatchee, Wash., sued for $216.19 in back wages, charging that the hotel had paid her less than the State minimum wage. In an unexpected turn-around, Justice Owen Roberts voted with the four-man liberal minority to uphold the Washington minimum wage law.

As other close decisions continued to validate social and economic legislation, support for Roosevelt's Court "reorganization" faded. Meanwhile, Justice Roberts felt called upon to deny that he had switched sides to ward off Roosevelt's court-packing plan. He claimed valid legal distinctions between the Tipaldo case and the Parrish case. Nevertheless, many historians subscribe to the contemporary view of Robert's vote, that "a switch in time saved nine."[15]

A young worker's plea

While President Franklin Roosevelt was in Bedford, Mass., campaigning for reelection, a young girl tried to pass him an envelope. But a policeman threw her back into the crowd. Roosevelt told an aide, "Get the note from the girl." Her note read,

> *I wish you could do something to help us girls.... We have been working in a sewing factory,... and up to a few months ago we were getting our minimum pay of $11 a week... Today the 200 of us girls have been cut down to $4 and $5 and $6 a week.*

To a reporter's question, the President replied, "Something has to be done about the elimination of child labor and long hours and starvation wages."

-FRANKLIN D. ROOSEVELT
Public Papers and Addresses, Vol. V
New York, Random House, 1936), pp. 624-25.

Back to the drawing board

Justice Roberts' "Big Switch" is an important event in American legal history. It is also a turning point in American social history, for it marked a new legal attitude toward labor standards. To be sure, validating a single State law was a far cry from upholding general Federal legislation, but the Parrish decision encouraged advocates of fair labor standards to work all the harder to develop a bill that might be upheld by the Supreme Court.

An ardent advocate. No top government official worked more ardently to develop legislation to help underpaid workers and exploited child laborers than Secretary Frances Perkins. Almost all her working life, Perkins fought for pro-labor legislation. To avoid the sometime pitfall of judicial review, she consulted legal experts in forming legislation. Her autobiographical account of her relations with President Roosevelt is filled with the names of lawyers with whom she discussed legislation: Felix Frankfurter, Thomas Corcoran, Gerard Reilly, Benjamin Cohen, Charles Wyzanski, and many others both within and outside Government.

When, in 1933, President Roosevelt asked Frances Perkins to become Secretary of Labor, she told him that she would accept if she could advocate a law to put a floor under wages and a ceiling over hours of work and to abolish abuses of child labor. When Roosevelt heartily agreed, Perkins asked him, "Have you considered that to launch such a program... might be considered unconstitutional?" Roosevelt retorted, "Well, we can work out something when the time comes."[16]

During the constitutional crisis over the NRA, Secretary Perkins asked lawyers at the Department of Labor to draw up two wage-hour and child-labor bills which might survive Supreme Court review. She then told Roosevelt, "I have something up my sleeve....I've got two bills ...locked in the lower left-hand drawer of my desk against an emergency." Roosevelt laughed and said, "There's New England caution for you.... You're pretty unconstitutional, aren't you?"[17]

Earlier Government groundwork. One of the bills that Perkins had "locked" in the bottom drawer of her desk was used before the 1937 "Big Switch." The bill proposed using the purchasing power of the Government as an instrument for improving labor standards. Under the bill Government contractors would have to agree to pay the "prevailing wage" and meet other labor standards. The idea had been tried in World War I to woo worker support for the war. Then, President Hoover reincarnated the "prevailing wage" and fair standards criteria as conditions for bidding for the construction of public buildings. This act-the Davis-Bacon Act-in expanded form stands as a bulwark of labor standards in the construction industry.

Roosevelt and Perkins tried to make model employers of government contractors in all fields, not just construction. They were dismayed to find that, except in public construction, the Federal Government actually encouraged employers to exploit labor because the Government had to award every contract to the lowest bidder. In 1935, approximately 40 percent of government contractors, employing 1.5 million workers, cut wages below and stretched hours above the standards developed under the NRA.

The Roosevelt-Perkins remedial initiative resulted in the Public Contracts Act of 1936 (Walsh-Healey). The act required most government contractors to adopt an 8-hour day and a 40-hour week, to employ only those over 16 years of age if they were boys or 18 years of age if they were girls, and to pay a "prevailing minimum wage" to be determined by the Secretary of Labor. The bill had been hotly contested and much diluted before it passed Congress on June 30, 1936. Though limited to government supply contracts and weakened by amendments and court interpretations, the Walsh-Healey Public Contracts Act was hailed as a token of good faith by the Federal Government-that it intended to lead the way to better pay and working conditions.[18]

A broader bill is born

President Roosevelt had postponed action on a fair labor standards law because of his fight to "pack" the Court. After the "switch in time," when he felt the time was ripe, he asked Frances Perkins, "What happened to that nice unconstitutional bill you tucked away?"

The bill-the second that Perkins had "tucked" away-was a general fair labor standards act. To cope with the danger of judicial review, Perkins' lawyers had taken several constitutional approaches so that, if one or two legal principles were invalidated, the bill might still be accepted. The bill provided for minimum-wage boards which would determine, after public hearing and consideration of cost-of-living figures from the Bureau of Labor Statistics, whether wages in particular industries were below subsistence levels.

Perkins sent her draft to the White House where Thomas Corcoran and Benjamin Cohen, two trusted legal advisers of the President, with the Supreme Court in mind, added new provisions to the already lengthy measure. "Ben Cohen and I worked on the bill and the political effort behind it for nearly 4 years with Senator Black and Sidney Hillman," Corcoran noted.[19]

An early form of the bill being readied for Congress affected only wages and hours. To that version Roosevelt added a child-labor provision based on the political judgment that adding a clause banning goods in interstate commerce produced by children under 16 years of age would increase the chance of getting a wage-hour measure through both Houses, because child-labor limitations were popular in Congress.[20]

Congress-round I

On May 24, 1937, President Roosevelt sent the bill to Congress with a message that America should be able to give "all our able-bodied working men and women a fair day's pay for a fair day's work." He continued: "A self-supporting and self-respecting democracy can plead no justification for the existence of child labor, no economic reason for chiseling worker's wages or stretching workers' hours." Though States had the right to set standards within their own borders, he said, goods produced under "conditions that do not meet rudimentary standards of decency should be regarded as contraband and ought not to be allowed to pollute the channels of interstate trade." He asked Congress to pass applicable legislation "at this session."[21]

Senator Hugo Black of Alabama, a champion of a 30-hour workweek, agreed to sponsor the Administration bill on this subject in the Senate, while Representative William P. Connery of Massachusetts introduced corresponding legislation in the House. The Black-Connery bill had wide Public support, and its path seemed smoothed by arrangements for a joint hearing by the labor committees of both Houses.

Generally, the bill provided for a 40-cent-an-hour minimum wage, a 40-hour maximum workweek, and a minimum working age of 16 except in certain industries outside of mining and manufacturing. The bill also proposed a five-member labor standards board which could authorize still higher wages and shorter hours after review of certain cases.

Proponents of the bill stressed the need to fulfill the President's promise to correct conditions under which "one-third of the population" were "ill-nourished, ill-clad, and ill- housed." They pointed out that, in industries which produced products for interstate commerce, the bill would end oppressive child labor and "unnecessarily long hours which wear out part of the working population while they keep the rest from having work to do." Shortening hours, they argued, would "create new jobs...for millions of our unskilled unemployed," and minimum wages would "underpin the whole wage structure...at a point from which collective bargaining could take over." [22]

Advocates of higher labor standards described the conditions of sweated labor. For example, a survey by the Labor Department's Children's Bureau of a cross section of 449 children in several States showed nearly one-fourth of them working 60 hours or longer a week and only one-third working 40 hours or less a week. The median wage was slightly over $4 a week.[23]

One advocate, Commissioner of Labor Statistics Isador Lubin, explained to the joint Senate-House committee that during depressions the ability to overwork employees, rather than efficiency, determined business success. The economy, he reported, had deteriorated to the chaotic stage where employers with high standards were forced by cut-throat competition to exploit labor in order to survive. "The outstanding fearure of the proposed legislation," Lubin said, is that "it aims to establish by law a plane of competition far above that which could be maintained in the absence of government edict." [24]

Opponents of the bill charged that, although the President might damn them as "economic royalists and sweaters of labor," the Black-Connery bill was "a bad bill badly drawn" which would lead the country to a "tyrannical industrial dictatorship." They said New Deal rhetoric, like "the smoke screen of the cuttle fish," diverted attention from what amounted to socialist planning. Prosperity, they insisted, depended on the "genius" of American business, but how could business "find any time left to provide jobs if we are to persist in loading upon it these everlastingly multiplying governmental mandates and delivering it to the mercies of multiplying and hampering Federal bureaucracy?"[25]

Organized labor supported the bill but was split on how strong it should be. Some leaders, such as Sidney Hillman of the Amalgamated Clothing Workers Union and David Dubinsky of the International Ladies' Garment Workers' Union, supported a strong bill. In fact, when Southern congressmen asked for the setting of lower pay for their region, Dubinsky's union suggested lower pay for Southern congressmen. But William Green of the American Federation of Labor (AFL) and John L. Lewis of the Congress of Industrial Organization (CIO), on one of the rare occasions when they agreed, both favored a bill which would limit labor standards to low-paid and essentially unorganized workers. Based on some past experiences, many union leaders feared that a minimum wage might become a maximum and that wage boards would intervene in areas which they wanted reserved for labor-management negotiations. They were satisfied when the bill was amended to exclude work covered by collective bargaining.

The weakened bill passed the Senate July 31, 1937, by a vote of 56 to 28 and would have easily passed the House if it had been put to a vote. But a coalition of Republicans and conservative Democrats bottled it up in the House Rules Committee. After a long hot summer, Congress adjourned without House action on fair labor standards.[26]

Congress-round II

An angry President Roosevelt decided to press again for passage of the Black-Connery bill. Having lost popularity and split the Democratic Party in his battle to "pack" the Supreme Court, Roosevelt felt that attacking abuses of child labor and sweatshop wages and hours was a popular cause that might reunite the party. A wage-hour, child-labor law promised to be a happy marriage of high idealism and practical politics.

On October 12, 1937, Roosevelt called a special session of Congress to convene on November 15. The public interest, he said, required immediate Congressional action: "The exploitation of child labor and the undercutting of wages and the stretching of the hours of the poorest paid workers in periods of business recession has a serious effect on buying power".[27]

Despite White House and business pressure, the conservative alliance of Republicans and Southern Democrats that controlled the House Rules Committee refused to discharge the bill as it stood. Congresswoman Mary Norton of New Jersey, now chairing the House Labor Committee, made a valiant attempt to shake the bill loose".[28] Many representatives had told her that they agreed with the principles of the bill but that they objected to a five-man wage board with broad powers. Therefore, Norton told the House of Representatives that the Labor Committee would offer an amendment to change the administration of the bill from a five-man board to an administrator under the Department of Labor. Urging representatives to sign a petition to jar the bill out of committee, Norton appealed:

> I now hope and urge that these Members will keep faith with me, as I have kept faith with them, and sign the petition . . . we are approaching Thanksgiving Day, . . . I do not see how any Member of this House can enjoy his Thanksgiving dinner tomorrow if he fails to put his name to that petition this afternoon.

Though Norton missed her Thanksgiving Day dead-line, by December 2, the bill's supporters had rounded up enough signers to give the petition the 218 signatures necessary to bring the bill to a vote on the House floor.[29]

With victory within grasp, the bill became a battle-ground in the war raging between the AFL and the CIO. The AFL accused the Roosevelt Administration of favoring industrial over craft unions and opposed wage-board determination of labor standards for specific industries. Accordingly, the AFL fought for a substitute bill with a flat 40-cent-an-hour minimum wage and a maximum 40-hour week.

In the ensuing confusion, shortly, before the Christmas holiday of 1937, the House by a vote of 218 to 198 unexpectedly sent the bill back to the Labor Committee.[30] In her memoir of President Roosevelt, Frances Perkins wrote:

> This was the first time that a major administration bill had been defeated on the floor of the House. The press took the view that this was the death knell of wage-hour legislation as well as a decisive blow to the President's prestige.[31]

Roosevelt tries again

Again, Roosevelt returned to the fray. In his annual message to Congress on January 3, 1938, he said he was seeking "legislation to end starvation wages and intolerable hours." He paid deference to the South by saying that "no reasonable person seeks a complete uniformity in wages." He also made peace overtures to business by pointing out that he was forgoing "drastic" change, and he appeased organized labor, saying that "more desirable wages are and should continue to be the product of collective bargaining."[32]

The day following Roosevelt's message, Representative Lister Hill, a strong Roosevelt supporter, won an Alabama election primary for the Senate by an almost 2-to-1 majority over an anti-New Deal congressman. The victory was significant because much of the opposition to wage-hour laws came from Southern congressmen. In February, a national public opinion poll showed that 67 percent of the populace favored the wage-hour law, with even the South showing a substantial plurality of support for higher standards.[33]

Reworking the bill. In the meantime, Department of Labor lawyers worked on a new bill. Privately, Roosevelt had told Perkins that the length and complexity of the bill caused some of its difficulties. "Can't it be boiled down to two pages?" he asked. Lawyers trying to simplify the bill faced the problem that, although legal language makes legislation difficult to understand, bills written in simple English are often difficult for the courts to enforce. And because the wage-hour, child-labor bill had been drafted with the Supreme Court in mind, Solicitor Labor Gerard Reilly could not meet the President's two-page goal; however, he succeeded in cutting the bill from 40 to 10 pages.

In late January 1938, Reilly and Perkins brought the revision to President Roosevelt. He approved it, and the new bill went to Congress.[34]

Roosevelt and Perkins prepared for rugged opposition. Roosevelt put pressure on Congressmen who had ridden his coattails to election victory in 1936 and who then knifed New Deal legislation. Perkins added to her staff Rufus Pole, a young lawyer, to follow the bill through Congress. Pole worked resourcefully pinpointed the issues that bothered some Congressmen, and identified a large number of Senators and Representatives who could be counted on to vote favorably.

Norton appointed Representative Robert Ramspeck of Georgia to head a subcommittee to bridge the gap between various proposals. The subcommittee's efforts resulted in the Ramspeck compromise which Perkins felt "contained the bare essentials she could support."[35] The compromise retained the 40-cent minimum hourly wage and the 40-hour maximum workweek. It did not provide for an administrator as had the previous bill which had been voted back to the committee by the House. Instead, the compromise allowed for a five-member wage board which would be less powerful than those proposed by the Black-Connery bill.

Congress-the final round

The House Labor Committee voted down the Ramspeck compromise, but, by a 10-to-4 vote, approved an even more "barebones" bill presented by Norton. Her bill following the AFL proposal, provided for a 40-cent hourly minimum wage, replaced the wage boards proposed by the Ramspeck compromise with an administrator and advising commission, and allowed for procedures for investigation into certain cases.[36]

A message from the voters. Again, the House Rules Committee (under Rep. John J. O'Conner of New York, whom Roosevelt called an "obstructionist" who "pickled" New Deal programs) prevented discussion of the bill on the House floor by a vote of 8 to 6.[37] The President then put his prestige on the line. On April 30, 1938, for the sixth time since taking office, he communicated with Congress over wages and hours through a letter to Mrs. Norton. He said he had no right whatsoever as President to criticize the rules but suggested as an ex-legislator and as a friend that "the whole membership of the legislative body should be given full and free opportunity to discuss [exceptional measures] which are of undoubted national importance because they relate to major policies of Government and affect the lives of millions of people." He avoided judgement of the bill but noted that the Rules Committee, by a narrow vote, had prevented 435 members from "discussing, amending, recommitting, defeating or passing some kind of a bill." He concluded: "I still hope that the House as a whole can vote on a wage and hour bill. ...I hope that the democratic processes of legislation will continue."[38]

Three days later, May 3, 1938, Congressman Claude Pepper won a resounding victory over anti-New Dealer J. Mark Wilcox in the Florida Senate primary. Wilcox had made New Deal programs the major issue and had labeled Pepper "Roosevelt rubber stamp."

Nothing impresses Congressmen more than election returns. The January and May victories of New Deal advocated in the South brought home to Southern Congressmen the message of how their constituents felt about fair labor standards. A petition to discharge the bill from the Rules Committee was placed on the desk of the Speaker of the House on May 6, at 12 noon. In 2 hours and 20 minutes, 218 members has signed it, and additional members were waiting in the aisles.[39]

Braving the floor battle. Proponents of the wage-hour, child-labor bill pressed the attack. They continued to point to "horror stories." One Congressman quoted a magazine article entitled "All Work and No Pay" which told how, in a company that paid wages in scrip for use in the company store, pay envelopes contained nothing for a full week's work after the deduction of store charges.

The most bitter controversy raged over labor standards in the South. "There are in the State of Georgia," one Indiana Congressman declaimed, "canning factories working ... women 10 hours a day for $4.50 a week. Can the canning factories of Indiana and Connecticut of New York continue to exist and meet such competitive labor costs?"[40] Southern Congressmen, in turn, challenged the Northern "monopolists" who hypocritically "loll on their tongues" words like "slave labor" and "sweat-shops" and support bills which sentence Southern industry to death. Some Southern employers told the Department of Labor that they could not live with a 25-cent-an-hour minimum wage. They would have to fire all their people, they said. Adapting a biblical quotation, Representative John McClellan of Arkansas rhetorically asked, "What profiteth the laborer of the South if he gain the enactment of a wage and hour law - 40 cents per hour and 40 hours per week - if he then lose the opportunity to work?"[41]

Partly because of Southern protests, provisions of the act were altered so that the minimum wage was reduced to 25 cents an hour for the first year of the act. Southerners gained additional concessions, such as a requirement that wage administrators consider lower costs of living and higher freight rates in the South before recommending wages above the minimum.

Though the revised bill had reduced substantially the administrative machinery provided for in earlier drafts, several Congressmen singled out Secretary Perkins for personal attack. One Perkins detractor noted that, although Congress had "overwhelmingly rebelled" against delegation of power,

> We delegate to Madam Perkins the authority and power to 'issue an order declaring such industry to be an industry affecting commerce.' Now section 9 is ...one of the 'snooping' sections of the bill. Imagine the feeling of the merchant or the industry up in your district when a 'designated representative'...of Mme. Perkins 'enter and inspect such places and such records'...I know no previous law going quite so far.[42]

A resulting compromise modified the authority of the administrator in the Department of Labor.

The bill was voted upon May 24, 1938, with a 314-to-97 majority. After the House had passed the bill, the Senate-House Conference Committee made still more changes to reconcile differences. During the legislative battles over fair labor standards, members of Congress had proposed 72 amendments. Almost every change sought exemptions, narrowed coverage, lowered standards, weakened administration, limited investigation, or in some other way worked to weaken the bill.

The surviving proposal as approved by the conference committee finally passed the House on June 13, 1938, by a vote of 291 to 89. Shortly there-after, the Senate approved it without a record of the votes. Congress then sent the bill to the President. On June 25, 1938, the President signed the Fair Labor Standards Act to become effective on October 24, 1938.[43]

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*At the time this article was first published, Jonathan Grossman was the historian of the U.S. Department of Labor. Henry Guzda, formally of the historian's office, provided research assistance. This is a reprint from *Monthly Labor Review* of June 1978.

<1> *The New York Times*, June 27, 28, 1938; Harry S. Kantor, "Two Decades of the Fair Labor Standards Act," *Monthly Labor Review,* October 1958, pp. 1097-98.

<2> Franklin Roosevelt, *Public Papers and Address*, Vol. VII (New York, Random House, 1937), p.392.

<3> *Hammer v. Dagenhart,* 247 U.S. 251 (1918); *Adkins v. Children's Hospital*, 262 U.S. 525 (1923).

<4> The proper initials for the Law are NIRA. The initials for the National Recovery Administration created by the act as NRA. Following a common practice, the initials NRA are used here for both the law and the administration.

<5> Roosevelt, *Public Papers*, II (June 16, 1933), p.246.

<6> Roosevelt, *Public Papers*, II (July 24 and 27, 1933), pp. 301, 308-12.

<7> Roosevelt, *Public Papers*, II (July 9 and 24, 1933), pp. 275, 99; Frances Perkins, *The Roosevelt I Knew* (New York, Viking Press, 1946); pp. 204-08.

<8> *Schechter Corp. v. United States*, 295 U.S. 495(1935).

<9> Arthur M. Schlesinger, *The Age of Roosevelt* (Boston, Mass., Houghton-Mifflin Co., 1960), pp. 277-83; Roosevelt, *Public Papers*, IV (May 29, 1935), pp. 198-221; John W. Chambers, "The Big Switch: Justice Roberts and the Minimum -Wage Cases," *Labor History*, Vol. X, Winter 1969, pp.49-52.

<10> Morehead v. Tipaldo, 298 U.S. 587 (1936).

<11> Ironically, like the four Schechter brothers in the NRA case who went broke, Tipaldo also suffered financially. "My customers wouldn't give my drivers their wash," he lamented. Columnist Heywood Broun quipped. "Those who live by the chisel will die under the hammer." Chambers, "Big Switch," p. 57.

<12> Chambers, "Big Switch," pp. 54-58.

<13> Roosevelt, *Public Papers*, VI (Feb. 5 1937), pp. 51-59; VI (Mar. 4, 1937), p. 116; George Martin, *Madam Secretary Frances Perkins*(Boston Mass., Houghton-Mifflin Co., 1976), pp. 388-90.

<14> *West Coast Hotel Company v. Parrish,* 300 U.S. 379 (1937).

<15> Chambers, "Big Switch," pp. 44, 73; Robert P. Ingalls, "New York and the Minimum-Wage Movement, 1933-1937," *Labor History,* Vol. XV, Spring 1974, pp. 191-97.

<16> Perkins, Roosevelt, p. 152

<17> Perkins, Roosevelt, pp. 248-49, 252-53; Roosevelt, *Public Papers,* V(Jan 3, 1936), p. 15; Jonathan Grossman with Gerard D. Reilly, Solicitor of Labor, Oct. 22, 1965.

<18> *25th Annual Report, Fiscal Year 1937* (U.S. Department of Labor), pp. 34-35; Herbert C. Morton, *Public Contracts and Private Wages: Experience Under the Walsh-Healey Act*(Washington, D.C., The Brookings Institution, 1965), pp. 7-10; *The Department of Labor* (New York, Praeger Publishers, 1973), pp. 19-20, 211-13.

<19> Letter from Thomas Corcoran to Jonathan Grossman, Ap. 10, 1978.

<20> Perkins, *Roosevelt*, pp. 254-57; Roosevelt, *Public Papers*, V(Jan. 7, 1937); Jeremy P. Felt, "The Child Labor Provisions of the Fair Labor Standards Act," *Labor History* , Vol. XI, Fall 1970, pp. 474-75; Interview, Jonathan Grossman with Gerard D. Reilly, Solicitor of Labor, Oct. 22, 1965.

<21> Roosevelt, *Public Papers*, VI(May 24, 1937), pp. 209-14.

<22> *Record of the Discussion before the U.S. Congress on the FLSA of 1938*, I.(U.S. Department of Labor, Bureau of Labor Statistics)(Washington, GAO, 1938), pp.20-21.

<23> *Hearings to Provide for the Establishment of Fair Labor Standards in Employments in and Affecting Interstate Commerce and for Other Purposes,* Vol. V.(1937). (U.S. Congress, Joint Committee on Education and Labor, 75th Cong., 1st sess), pp. 383-84.

<24> Isador Lubin, Testimony, *Hearings to Provide Fair Labor Standards*(1937), pp.309-10.

<25> *Record of Discussion of FLSA of 1938,* I(U.S. Department of Labor), pp.38, 115, 124.

<26>Perkins, *Roosevelt,*pp. 257-59; Paul Douglas and Joseph Hackman, "Fair Labor Standards Act, I," "*Political Science Quarterly* Vol. LIII, December 1938, pp. 500-03, 508; *The New York Times,* Aug. 18, 1937.

<27> Roosevelt, *Public Papers,* VI (Oct. 4, 1937, Oct. 12, 1937, Nov. 15, 1937), pp. 404, 428-29, 496

<28> Mrs.Norton replaced Representative Connery as chair of the House Labor Committee after his death.

<29> *Record of Discussion of FLSA of 1938,* (U.S. Department of Labor), (1937), p. 415.

<30> *The New York Times, Dec. 13, 1937;* Douglas and Hackman, "FLSA," pp.508-11.

<31> Perkins, *Roosevelt,* p. 261.

<32>Roosevelt, *Public Papers,* VII (Jan. 3, 1938),p.6.

<33> *The New York Times,* Jan. 5, Feb. 16, May 9, 1938.

<34> Perkins, *Roosevelt,* p. 261.

<35> Roosevelt, *public Papers,* VII (Aug. 16, 1938), pp. 488-89; Perking, *Roosevelt,* pp. 262-63.

<36> Roosevelt, *Public Papers,* VI(May 24, 1937), pp. 215; Perking, *Roosevelt* pp. 262-63.

<37>Perking, *Roosevelt,* p.263; Roosevelt, *Public Papers,* VII (Aug. 16, 1938), p.489.

<38> Roosevelt, *Public Papers,* VII(Apr. 30, 1938), pp.333-34.

<39>*The New York Times,* May 6, 7, 1938; Perking, *Roosevelt*, pp.263-64 (Perking makes an error in the date of Lister Hill's primary victory); Jonathan Grossman and James Anderson, interview with Clara Beyer, Nov, 5, 1965.

<40> *Record of Discussion of FLSA of 1938.* V (U.S. Department of Labor), p. 873.

<41> "Interview with Clara Beyer, No. 25, 1965; *U.S. Record of Discussion of FLSA of 1938.* V (U.S. Department of Labor), pp. 873, 915, 929.

<42> *Record of Discussion of FLSA of 1938.* V (U.S. Department of Labor), p. 902.

<43>Roosevelt, *Public Papers,* VI (May 24, 1937), pp. 214-16.

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HISTORY OF CHANGES TO THE FLSA

Adapted from *Minimum Wage and Maximum Hours Standards Under the Fair Labor Standards Act*, 1988 Report to the Congress under Section 4(d)(1) of the FLSA.

Early in the administration of the FLSA, it became apparent that application of the statutory minimum wage was likely to produce undesirable effects upon the economies of Puerto Rico and the Virgin Islands if applied to all of their covered industries. Consequently on June 26, 1940, an amendment was enacted prescribing the establishment of special industry committees to determine, and issue through wage orders, the minimum wage levels applicable in Puerto Rico and the Virgin Islands. The rates established by industry committees could be less than the statutory rates applicable elsewhere in the United States.

On May 14, 1947, the FLSA was amended by the Portal-to-Portal Act. This legislation was significant because it resolved some issues as to what constitutes compensable hours worked under FLSA. Matters involving underground travel in coal mines and make-ready practices in factories had been decided earlier in a number of U.S. Supreme Court decisions.

Subsequent amendments to the FLSA have extended the law's coverage to additional employees and raised the level of the minimum wage. In 1949, the minimum wage was raised from 40 cents an hour to 75 cents an hour for all workers and minimum wage coverage was expanded to include workers in the air transport industry. The 1949 amendments also eliminated industry committees except in Puerto Rico and the Virgin Islands. A specific section was added granting the Wage and Hour Administrator in the U.S. Department of Labor authorization to control the incidence of exploitative industrial homework. A 1955 amendment increased the minimum wage to $1.00 an hour with no changes in coverage.

The 1961 amendments greatly expanded the FLSA's scope in the retail trade sector and increased the minimum for previously covered workers to $1.15 an hour effective September 1961 and to $1.25 an hour in September 1963. The minimum for workers newly subject to the Act was set at $1.00 an hour effective September 1961, $1.15 an hour in September 1964, and $1.25 an hour in September 1965. Retail and service establishments were allowed to employ full-time students at wages of no more than 15 percent below the minimum with proper certification from the Department of Labor. The amendments extended coverage to employees of retail trade enterprises with sales exceeding $1 million annually, although individual establishments within those covered enterprises were exempt if their annual sales fell below $250,000. The concept of enterprise coverage was introduced by the 1961 amendments. Those amendments extended coverage in the retail trade industry from an established 250,000 workers to 2.2 million.

Congress further broadened coverage with amendments in 1966 by lowering the enterprise sales volume test to $500,000, effective February 1967, with a further cut to $250,000 effective February 1969. The 1966 amendments also extended coverage to public schools, nursing homes, laundries, and the entire construction industry. Farms were subject to coverage for the first time if their employment reached 500 or more man-days of labor in the previous year's peak quarter. The minimum wage went to $1.00 an hour effective February 1967 for newly covered non-farm workers, $1.15 in February 1968, $1.30 in February 1969, $1.45 in February 1970, and $1.60 in February 1971. Increases for newly subject farm workers stopped at $1.30. The 1966 amendments extended the full-time student certification program to covered agricultural employers and to institutions of higher learning.

In 1974, Congress included under the FLSA all nonsupervisory employees of Federal, State, and local governments and many domestic workers. (Subsequently, in 1976, in *National League of Cities* v. *Usery*, the Supreme Court held that the minimum wage and overtime provisions of the FLSA could not constitutionally apply to State and local government employees engaged in traditional government functions.) The minimum wage increased to $2.00 an hour in 1974, $2.10 in 1975, and $2.30 in 1976 for all except farm workers, whose minimum initially rose to $1.60. Parity with nonfarm workers was reached at $2.30 with the 1977 amendments.

The 1977 amendments, by eliminating the separate lower minimum for large agricultural employers (although retaining the over-time exemption), set a new uniform wage schedule for all covered workers. The minimum went to $2.65 an hour in January 1978, $2.90 in January 1979, $3.10 in January 1980, and $3.35 in January 1981. The amendments eased the provisions for establishments permitted to employ students at the lower wage rate and allowed special waivers for children 10-to-11 years old to work in agriculture. The overtime exemption for employees in hotels, motels, and restaurants was eliminated. To allow for the effects of inflation, the $250,000 dollar volume of sales coverage test for retail trade and service enterprises was increased in stages to $362,500 after December 31, 1981.

As a result of the Supreme Court's 1985 decision in *Garcia* v. *San Antonio Metropolitan Transit Authority et.al.*, Congress passed amendments changing the application of FLSA to public sector employees. Specifically, these amendments permit State and local governments to compensate their employees for overtime hours worked with compensatory time-off in lieu of overtime pay, at a rate of 1 1/2 hours for each hour of overtime worked.

Finally, the 1989 amendments established a single annual dollar volume test of $500,000 for enterprise coverage of both retail and non-retail businesses. At the same time, the amendments eliminated the minimum wage and overtime pay exemption for small retail firms. Thus, employees of small retail businesses became subject to minimum wage and overtime pay in any workweek in which they engage in commerce or the production of goods for commerce. The minimum wage was raised to $3.80 an hour beginning April 1, 1990, and to $4.25 an hour beginning April 1, 1991. The amendments also established a training wage provision (at 85% of the minimum wage, but not less than $3.35 an hour) for employees under the age of twenty, a provision that expired in 1993. Finally, the amendments established an overtime exception for time spent by employees in remedial education and civil money penalties for willful or repeated violations of the minimum wage or overtime pay requirements of the law[1].

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[1] In 1990, the Congress enacted legislation under which the Department of Labor issued regulations that provide a special overtime exemption for certain professionals in the computer field who receive not less than 6 and one-half times the applicable minimum wage.

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Employment Standards Administration
Wage Hour Division

Fact Sheet No. 29

FAIR LABOR STANDARDS ACT AMENDMENTS OF 1996

The Department of Labor administers and enforces the Fair Labor Standards Act (FLSA) through the Wage and Hour Division of the Employment Standards Administration. The FLSA requires that most employees in the United States be paid at least a minimum wage and overtime pay at time and one-half the regular rate of pay after 40 hours in a workweek. In addition, the law includes child labor and recordkeeping provisions. On xxx, 1996, the Fair Labor Standards Act was amended by Public Law xxx-xxx. The amendments provide a two-step increase in the minimum wage and a subminimum rate for youth during their first 90 days of employment. They also change certain provisions of the FLSA with respect to the tip credit that can be claimed by employers of "tipped employees"; an exemption for certain computer professionals; and home-to-work travel time in employer-provided vehicles. The amendments are summarized below.

MINIMUM WAGE

The FLSA minimum wage increases to $4.75 an hour on October 1, 1996, and to $5.15 an hour on September 1, 1997.

YOUTH SUBMINIMUM WAGE

A subminimum wage -- $4.25 an hour -- is established for employees under 20 years of age during their first 90 consecutive calendar days of employment with an employer. Employers are prohibited from displacing employees in order to hire youth at the subminimum wage. Also prohibited are partial displacements such as reducing employees' hours, wages, or employment benefits.

TIP CREDIT

An employer may credit a certain amount of the tips received by tipped employees (e.g., waiters and waitresses) against the employer's minimum wage obligation when certain conditions are met. The law now sets the employer's cash wage obligation at not less than $2.13 an hour (the current level). This replaces the former provision requiring that tipped employees be paid at least 50% of the minimum wage in cash. However, if an employee's tips combined with the employer's cash wage of $2.13 an hour do not equal the minimum hourly wage, the employer must make up the difference.

COMPUTER EXEMPTION

The exemption from overtime pay for certain computer professionals now exempts these workers if they are paid at least $27.63 an hour. This replaces the former requirement that they be paid an hourly rate of at least 6½ times the minimum wage.

TRAVEL TIME IN EMPLOYER VEHICLES

Time spent in home-to-work travel by an employee in an employer-provided vehicle, or in activities performed by an employee which are incidental to the use of the vehicle for commuting, is not "hours worked" and, therefore, does not have to be paid. This provision applies **only if** the travel is within the normal commuting area for the employer's business and the use of the vehicle is subject to an agreement between the employer and the employee or the employee's representative.

Where state law requires a higher minimum wage, the higher standard applies.

---DISCLAIMER---

HISTORY OF FEDERAL MINIMUM WAGE RATES UNDER THE FAIR LABOR STANDARDS ACT, 1938 - 1996

Minimum hourly wage of workers in jobs first covered by --

Effective Date	*1938 Act* [1]	*1961 Amendments* [2]	*1966 and Subsequent Amendments*[3]	
			Nonfarm	*Farm*
Oct 24, 1938	$0.25			
Oct 24, 1939	$0.30			
Oct 24, 1945	$0.40			
Jan 25, 1950	$0.75			
Mar 1, 1956	$1.00			
Sep 3, 1961	$1.15	$1.00		
Sep 3, 1963	$1.25			
Sep 3, 1964		$1.15		
Sep 3, 1965		$1.25		
Feb 1, 1967	$1.40	$1.40	$1.00	$1.00
Feb 1, 1968	$1.60	$1.60	$1.15	$1.15
Feb 1, 1969			$1.30	$1.30
Feb 1, 1970			$1.45	
Feb 1, 1971			$1.60	
May 1, 1974	$2.00	$2.00	$1.90	$1.60
Jan. 1, 1975	$2.10	$2.10	$2.00	$1.80
Jan 1, 1976	$2.30	$2.30	$2.20	$2.00
Jan 1, 1977			$2.30	$2.20
Jan 1, 1978	$2.65 for all covered, nonexempt workers			
Jan 1, 1979	$2.90 for all covered, nonexempt workers			
Jan 1, 1980	$3.10 for all covered, nonexempt workers			
Jan 1, 1981	$3.35 for all covered, nonexempt workers			
Apr 1, 1990[4]	$3.80 for all covered, nonexempt workers			
Apr 1, 1991	$4.25 for all covered, nonexempt workers			
Oct 1, 1996[5,6]	$4.75 for all covered, nonexempt workers			

[1] The 1938 Act was applicable generally to employees engaged in interstate commerce or in the production of goods for interstate commerce.

[2] The 1961 Amendments extended coverage primarily to employees in large retail and service enterprises as well as to local transit, construction, and gasoline service station employees.

[3] The 1966 Amendments extended coverage to State and local government employees of hospitals, nursing homes, and schools, and to laundries, dry cleaners, and large hotels, motels, restaurants, and farms. Subsequent amendments extended coverage to the remaining Federal, State and local government employees who were not protected in 1966 , to certain workers in retail and service trades previously exempted, and to certain domestic workers in private household employment.

[4] Grandfather clause - Employees who do not meet the tests for individual coverage, and whose employers were covered by the FLSA on March 31, 1990, and fail to meet the increased annual dollar volume (ADV) test for enterprise coverage, must continue to receive at least $3.35 an hour.

[5] A subminimum wage -- $4.25 an hour -- is established for employees under 20 years of age during their first 90 consecutive calendar days of employment with an employer.

[6] The minimum wage will increase to $5.15 an hour beginning September 1, 1997.

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The Bottom Line

How many workers are getting a pay raise on October 1, 1996?

- The 2 million American workers who currently earn $4.25 per hour; and
- An additional 2.3 million American workers who currently earn from $4.26 to $4.74 an hour.

Thus, a total of **4.3 million** American workers (6% of all hourly-paid workers) will receive an immediate pay raise to $4.75 an hour on October 1, 1996.

How many more workers will get a pay raise on September 1, 1997?

- The 5.4 million American workers who currently earn from $4.75 to $5.14 an hour.

In all, how many workers will get a pay raise when the full effect is in place on September 1, 1997?

- A grand total of **9.7 million** American workers who currently earn $4.25 - $5.14 an hour (14% of all hourly-paid workers) will receive a pay raise to $5.15 an hour on or before September 1, 1997.[1]

How will minimum wage families benefit from the increase in the minimum wage?

By September 1, 1997, when the minimum wage will be raised to $5.15 an hour, and the **full** 90-cent increase goes into effect, minimum wage workers will see an additional $1800 per year in potential income.

Here's what the additional $1800 a year could mean to these workers:

- Seven months of groceries; or
- One year of health care costs, including insurance premiums, prescription drugs, and out-of-pocket costs; or
- Nine months' worth of utility bills; or
- More than a full-year's tuition at a 2-year college; or
- Basic housing costs for almost 4 months.

How many minimum wage families will be lifted above the poverty line?

- A recent analysis by the Economic Policy Institute and preliminary work by the Department of Health and Human Services suggests that 300,000 people will be lifted out of poverty as a result of the new law, once the minimum wage rises to $5.15 on September 1, 1997.
- This includes 100,000 children who are currently living in poverty.
- For a family of four with one worker earning $10,300 (a full-time year round worker at $5.15 per hour), the Earned Income Tax Credit (EITC) provides the maximum tax credit ($3,560), food stamps provide $2,876, and the worker pays $788 in payroll taxes. The increase in the minimum wage to $5.15-- along with EITC and food stamps--will lift this family above the current poverty line of $15,600.

How many women will be helped by the increase in the minimum wage?

- 5.75 million women currently are paid wages of $4.25 - $5.14 per hour (17 percent of all hourly-paid female workers), compared with 3.94 million men (11 percent of all hourly-paid male workers).

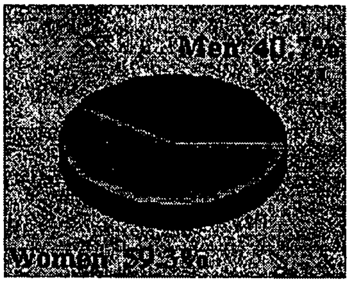
- 3 million of these women are 25 years of age or older (52 percent of the women in this wage range).

Raising the minimum wage will provide a modest pay increase to the poorest American working women, many of whom are raising children, and all of whom have not had a raise in five years.

Who are these workers that will be helped by the minimum wage increase?

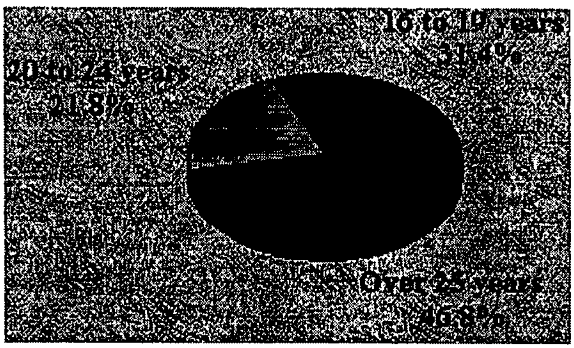
Wage Earners by Sex
from $4.25 to $5.14

Most are Women



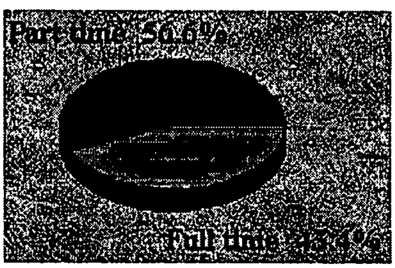
Wage Earners by Age
from $4.25 to $5.14

Most are Adults



Wage Earners by Employment
from $4.25 to $5.14

Many Work Full-time



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[1] This is an estimate based on current data. The exact number of workers who will be affected can only be determined at that time.

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Employment Standards Administration
Wage Hour Division

Fact Sheet No. 29

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Where state law requires a higher minimum wage, the higher standard applies.

---DISCLAIMER---

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Employment Standards Administration
Wage Hour Division

General Information on The Fair Labor Standards Act

Federal Minimum Wage: **$4.75 per hour beginning October 1, 1996**
$5.15 per hour beginning September 1, 1997

Employees under 20 years of age may be paid $4.25 per hour during their first 90 consecutive calendar days of employment with an employer.

Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.

Tip Credit: Employers of "tipped employees" must pay a cash wage of at least $2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least $2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference. Certain other conditions must also be met.

Overtime Pay: At least 1½ times an employee's regular rate of pay for all hours worked over 40 in a workweek.

Child Labor: An employee must be at least **16** years old to work in most non-farm jobs and at least **18** to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths **14** and **15** years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs under the following conditions:

No more than - **3** hours on a school day or **18** hours in a school week;
8 hours on a non-school day or **40** hours in a non-school week.

Also, work may not begin before 7 a.m. or end after 7 p.m., except from June 1 through Labor Day, when evening hours are extended to 9 p.m. Different rules apply in agricultural employment.

ENFORCEMENT: The Department of Labor may recover back wages, either administratively or through court action, for the employees that have been underpaid in violation of the law. Violations may result in civil or criminal action.

Fines of up to $10,000 per violation may be assessed against employers who violate the child labor provisions of the law and up to $1,000 per violation against employers who willfully or repeatedly violate the minimum wage or overtime pay provisions. This law **prohibits** discriminating against or discharging workers who file a complaint or participate in any proceedings under the Act.

Note:

- Certain occupations and establishments are exempt from the minimum wage and/or overtime pay provisions.
- Special provisions apply to workers in American Samoa.
- Where state law requires a higher minimum wage, the higher standard applies.

FOR ADDITIONAL INFORMATION, contact the nearest Wage and Hour Division office -- listed in most telephone directories under United States Government, Labor Department.

---DISCLAIMER---

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H.R. 3448

Small Business Job Protection Act of 1996 (Enrolled Bill)

SEC. 2101. SHORT TITLE.

This section and sections 2102 and 2103 may be cited as the `Employee Commuting Flexibility Act of 1996'.

SEC. 2102. PROPER COMPENSATION FOR USE OF EMPLOYER VEHICLES.

Section 4(a) of the Portal-to-Portal Act of 1947 (29 U.S.C. 254(a)) is amended by adding at the end the following: `For purposes of this subsection, the use of an employer's vehicle for travel by an employee and activities performed by an employee which are incidental to the use of such vehicle for commuting shall not be considered part of the employee's principal activities if the use of such vehicle for travel is within the normal commuting area for the employer's business or establishment and th e use of the employer's vehicle is subject to an agreement on the part of the employer and the employee or representative of such employee.'.

SEC. 2103. EFFECTIVE DATE.

The amendment made by section 2101 shall take effect on the date of the enactment of this Act and shall apply in determining the application of section 4 of the Portal-to-Portal Act of 1947 to an employee in any civil action brought before such date of enactment but pending on such date.

SEC. 2104. MINIMUM WAGE INCREASE.

(a) SHORT TITLE- This section may be cited as the `Minimum Wage Increase Act of 1996'.

(b) AMENDMENT- Paragraph (1) of section 6(a) of the Fair Labor Standards Act of 1938 (29 U.S.C. 206(a)) is amended to read as follows:

`(1) except as otherwise provided in this section, not less than $4.25 an hour during the period ending on September 30, 1996, not less than $4.75 an hour during the year beginning on October 1, 1996, and not less than $5.15 an hour beginning September 1, 1997;'.

(c) CONFORMING AMENDMENT- Section 6 of such Act (29 U.S.C. 206) is amended by striking subsection (c).

SEC. 2105. FAIR LABOR STANDARDS ACT AMENDMENTS.

(a) COMPUTER PROFESSIONALS- Section 13(a) of the Fair Labor Standards Act of 1938 (29 U.S.C. 213(a)) is amended by striking the period at the end of paragraph (16) and inserting `; or' and by adding after that paragraph the following:

`(17) any employee who is a computer systems analyst, computer programmer, software engineer, or other similarly skilled worker, whose primary duty is--

`(A) the application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software, or system functional specifications;

`(B) the design, development, documentation, analysis, creation, testing, or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

`(C) the design, documentation, testing, creation, or modification of computer programs related to machine operating systems; or

`(D) a combination of duties described in subparagraphs (A), (B), and (C) the performance of which requires the same level of skills, and

who, in the case of an employee who is compensated on an hourly basis, is compensated at a rate of not less than $27.63 an hour.'.

(b) TIP CREDIT- The last sentence of section 3(m) of the Fair Labor Standards Act of 1938 (29 U.S.C. 203(m)) is amended by striking `previous sentence' and inserting `preceding 2 sentences' and by striking `(1)' and `(2)' and such section is amended by striking the next to last sentence and inserting the following: `In determining the wage an employer is required to pay a tipped employee, the amount paid such employee by the employee's employer shall be an amount equal to--

`(1) the cash wage paid such employee which for purposes of such determination shall be not less than the cash wage required to be paid such an employee on the date of the enactment of this paragraph; and

`(2) an additional amount on account of the tips received by such employee which amount is equal to the difference between the wage specified in paragraph (1) and the wage in effect under section 6(a)(1).

The additional amount on account of tips may not exceed the value of the tips actually received by an employee.'.

(c) OPPORTUNITY WAGE- Section 6 of the Fair Labor Standards Act of 1938 (29 U.S.C. 206) is amended by adding at the end the following:

`(g)(1) In lieu of the rate prescribed by subsection (a)(1), any employer may pay any employee of such employer, during the first 90 consecutive calendar days after such employee is initially employed by such employer, a wage which is not less than $4.25 an hour.

`(2) No employer may take any action to displace employees (including partial displacements such as reduction in hours, wages, or employment benefits) for purposes of hiring individuals at the wage authorized in paragraph (1).

`(3) Any employer who violates this subsection shall be considered to have violated section 15(a)(3).

`(4) This subsection shall only apply to an employee who has not attained the age of 20 years.'.

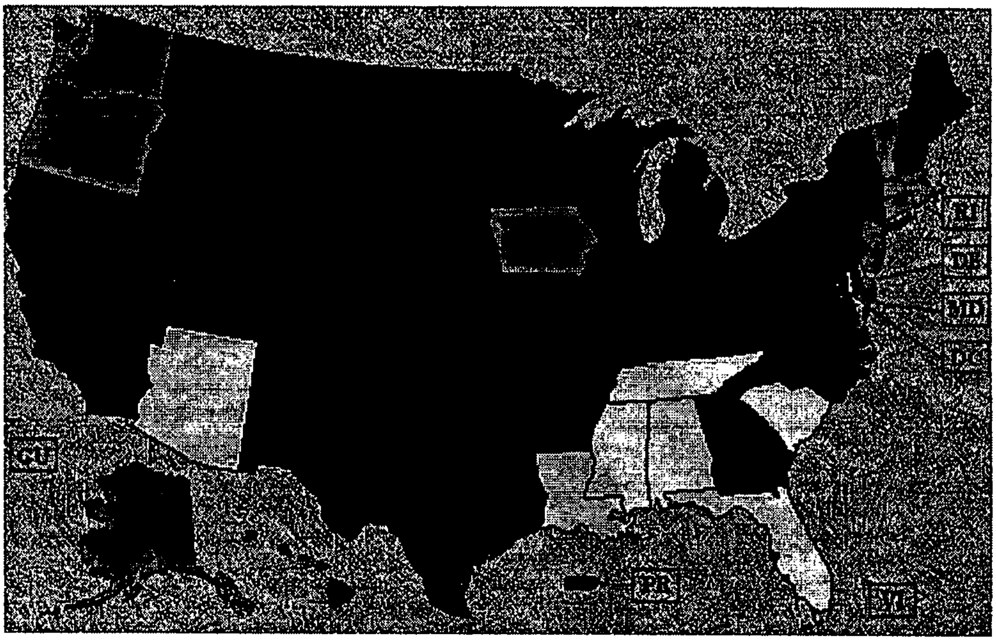
Speaker of the House of Representatives.

Vice President of the United States and President of the Senate.

Minimum Wage Laws in the States

Click on any state or jurisdiction to find out about applicable minimum wage laws.

Note: Where state law requires a higher minimum wage, the higher standard applies.



States with minimum wage rates higher than the Federal

States with no minimum wage law

States with minimum wage rates the same as the Federal

States with minimum wage rates lower than the Federal

Minimum Wage and Overtime Premium Pay Standards Applicable to Nonsupervisory NONFARM Private Sector Employment Under State and Federal Laws June 1, 1996

ALABAMA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1] Daily	Premium Pay After Designated Hours [1] Weekly
No state minimum wage law.		N/A		N/A

ALASKA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$4.75	8	40
	10/01/96	$5.25		
	09/01/97	$5.65		

Under a voluntary flexible work hour plan, with a written, signed employee/employer agreement filed with and approved by the Alaska Department of Labor, a 10-hour day, 40-hour workweek may be instituted with premium pay after 10 hours a day instead of after 8 hours.

The premium overtime pay requirement on either a daily or weekly basis is not applicable to employers of fewer than 4 employees.

In Alaska the minimum wage rate is automatically set at 50 cents above the rate set in the Fair Labor Standards Act.

ARIZONA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
No state minimum wage law.		N/A		N/A

ARKANSAS	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
(Applicable to employers of 4 or more employees)		$4.25		40

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

CALIFORNIA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$4.25	8	40
	10/01/96	$4.75	*Over 12 (double time)*	*7th day: First 8 hours (time and half) Over 8 hours (double time)*
	09/01/97	$5.15		

Under very specific rules a 10 or 12-hour day (varying by wage order) may be instituted without premium pay after 8 hours, but overtime pay at applicable premium rates is required after 40 hours a week and for hours or days in excess of scheduled hours or days. For any such alternative workweek a prior voluntary written agreement is required, ratified by a two-thirds vote of affected employees in a secret ballot election, and signed by the employer.

Premium Pay required: after 56 hours a week in ski establishments; after 54 hours a week for organized camp counselors and certain other care-provider occupations; and after 14 hours a day in the motion picture industry under specified conditions.

Premium pay on 7th day not required for an employee whose total weekly work hours do not exceed 30 and whose total hours in any one work day thereof do not exceed 6.

The California minimum wage rate, now $4.25, matches any higher Federal rate on a continuing basis. In California, the Industrial Welfare Commission sets rates administratively by issuance of industry wage orders. If the Federal minimum wage rate is scheduled to exceed the state rate, the Commission is directed to adopt, in a public meeting, an order matching the higher rate, without the necessity of convening a wage board.

COLORADO	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$3.00	12	40

CONNECTICUT	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$4.27		40
	10/01/96	$4.77		
	09/01/97	$5.18		

In restaurants and hotel restaurants, for the 7th consecutive day of work, premium pay is required at time and one-half the minimum rate.

The Connecticut minimum wage rate, previously set at $4.25, automatically increases to 1/2 of 1 percent above the rate set in the Fair Labor Standards Act if the Federal minimum wage rate equals or becomes higher than the State minimum.

DELAWARE	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$4.65		
	10/01/96	$4.75		
	01/01/97	$5.00		
	09/01/97	$5.15		

The Delaware minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum.

DISTRICT OF COLUMBIA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$5.25		40
	10/01/96	$5.75		
	09/01/97	$6.15		

A $5.45 minimum rate remains in effect for the laundry and dry cleaning industry as the result of a grandfather clause enacted when wage orders were replaced by a statutory minimum wage on 10/1/93.

In the District of Columbia the rate is automatically set at $1 above the Federal minimum wage rate.

FLORIDA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
No state minimum wage law.		N/A		N/A

GEORGIA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1] Daily	Premium Pay After Designated Hours [1] Weekly
(Applicable to employers of 6 or more employees)		$3.25		

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

GUAM	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1] Daily	Premium Pay After Designated Hours [1] Weekly
		$4.25		40
	10/01/96	$4.75		
	09/01/97	$5.15		

The Guam minimum wage law does not contain current dollar minimums. Instead it adopts the Federal minimum wage rate by reference.

HAWAII	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1] Daily	Premium Pay After Designated Hours [1] Weekly
		$5.25		40

An employee earning a guaranteed monthly compensation of $1,250 or more is exempt from the State minimum wage law.

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act unless the State wage rate is higher than the Federal.

IDAHO	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1] Daily	Premium Pay After Designated Hours [1] Weekly
		$4.25		40

ILLINOIS	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
(Applicable to employers of 4 or more employees)		$4.25		40
	10/01/96	$4.75		
	09/01/97	$5.15		

The Illinois state minimum wage law does not contain current dollar minimums. Instead the state adopts the Federal minimum wage rate by reference.

INDIANA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
(Applicable to employers of 2 or more employees)		$3.35		

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

IOWA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$4.65		
	10/01/96	$4.75		
	09/01/97	$5.15		

The Iowa minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum.

KANSAS	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$2.65		46

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

KENTUCKY	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$4.25		40 *7th day*

The 7th day overtime law, which is separate from the minimum wage law, differs in coverage from that in the minimum wage law and requires premium pay to those employees who have worked 40 hours on the six previous days.

LOUISIANA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
There is no state minimum wage law.		N/A		N/A

MAINE	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$4.25		40
	10/01/96	$4.75		
	09/01/97	$5.15		

The Maine minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum.

MARYLAND	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
State Law		$4.25		40
	10/01/96	$4.75		
	09/01/97	$5.15		
Baltimore City Ordinance (Applicable to employers of 2 or more)		$4.25		40

Under the state minimum wage law, premium pay is required after 48 hours in bowling alleys and for residential employees of institutions (other than a hospital) primarily engaged in the care of the sick, aged, or mentally ill.

The Maryland state minimum wage law does not contain current dollar minimums. Instead the state adopts the Federal minimum wage rate by reference.

MASSACHUSETTS	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$4.75		40
	01/01/97	$5.25		

MICHIGAN	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
(Applicable to employers of 2 or more employees)		$3.35		40

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act unless the State wage rate is higher than the Federal.

MINNESOTA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
Large employer (enterprise with annual receipts of $362,500 or more)		$4.25		48
Small employer (enterprise with annual receipts of less than $362,500)		$4.00		

MISSISSIPPI	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
No state minimum wage law.		N/A		N/A

MISSOURI	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$4.25		40
	10/01/96	$4.75		
	09/01/97	$5.15		

In addition to the exemption for federally-covered employment, the law exempts, among others, employees of a retail or service business with gross annual sales or business done of less than $500,000.

Premium pay required after 52 hours in seasonal amusement or recreation businesses.

The Missouri state minimum wage law does not contain current dollar minimums. Instead the state adopts the Federal minimum wage rate by reference.

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

MONTANA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours 1	
			Daily	Weekly
State Law		$4.25		40
	10/01/96	$4.75		
	09/01/97	$5.15		
Except businesses with gross annual sales of $110,000 or less		$4.00		

The Montana state minimum wage law does not contain current dollar minimums. Instead the state adopts the Federal minimum wage rate by reference via administrative action.

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act unless the State wage rate is higher than the Federal.

NEBRASKA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours 1	
			Daily	Weekly
(Applicable to employers of 4 or more employees)		$4.25		

NEVADA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours 1	
			Daily	Weekly
		$4.25	8	40
	10/01/96	$4.75		
	09/01/97	$5.15		

By mutual employer/employee agreement, a scheduled 10-hour day for 4 days a week may be worked without premium pay after 8 hours.

The premium overtime pay requirement on either a daily or weekly basis is not applicable to employees who are compensated at not less than one and one-half times the minimum rate or to employees or enterprises having a gross annual sales volume of less than $250,000.

The Nevada state minimum wage law does not contain current dollar minimums. Instead the state adopts the Federal minimum wage rate by reference via administrative action.

NEW HAMPSHIRE	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$4.25		40
	10/01/96	$4.75		
	09/01/97	$5.15		

The New Hampshire minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum.

NEW JERSEY	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$5.05		40

NEW MEXICO	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$4.25		40

NEW YORK	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$4.25		40

NORTH CAROLINA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$4.25		40

Premium pay is required after 45 hours a week in seasonal amusements or recreational establishments.

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act unless the State wage rate is higher than the Federal.

NORTH DAKOTA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$4.25		40

OHIO	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
State Law		$4.25		40
Except, employers with gross annual sales from $150,000 to $500,000 and		$3.35		
Except for employers with gross annual sales under $150,000		$2.80		

OKLAHOMA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
Employers of ten or more full-time employees at any one location and employers with annual gross sales over $100,000 irrespective of number of full-time employees.		$4.25		
	10/01/96	$4.75		
	09/01/97	$5.15		
All other employers.		$2.00		

The Oklahoma state minimum wage law does not contain current dollar minimums. Instead the state adopts the Federal minimum wage rate by reference.

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

OREGON	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$4.75		40

Premium pay required after 10 hours a day in nonfarm canneries, driers, or packing plants and in mills, factories or manufacturing establishments (excluding sawmills, planing mills, shingle mills, and logging camps).

PENNSYLVANIA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$4.25		40
	10/01/96	$4.75		
	09/01/97	$5.15		

The Pennsylvania state minimum wage law does not contain current dollar minimums. Instead the state adopts the Federal minimum wage rate by reference.

PUERTO RICO	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$1.20 to $4.25	8 *And on statutory rest day (double time)*	40 *(double time)*

Separate minimum rates are in effect for almost 350 nonfarm occupations by industry Mandatory Decrees. A few rates above the listed rate include a $6.50 minimum rate in effect for cigarette manufacturing employees; a $5 rate for occupations related to telephone and other related services of the Commonwealth; $4.75 hourly rates applicable to other communications services and to television occupations and producers of radio and television programs; a $4.50 rate for alcoholic beverage manufacturing employees; and a $4.45 rate for radio broadcasting occupations.

RHODE ISLAND	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours 1	
			Daily	Weekly
		$4.45		40
	09/01/96	$4.75		
	01/01/97	$5.15		

Time and one-half premium pay for work on Sundays and holidays in retail and certain other businesses is required under two laws that are separate from the minimum wage law. These laws require a license or permit for Sunday/holiday operation that would otherwise be unlawful.

SOUTH CAROLINA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours 1	
			Daily	Weekly
No state minimum wage law.		N/A		N/A

SOUTH DAKOTA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours 1	
			Daily	Weekly
		$4.25		

TENNESSEE	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours 1	
			Daily	Weekly
No state minimum wage law.		N/A		N/A

TEXAS	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours 1	
			Daily	Weekly
		$3.35		

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

UTAH	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours 1	
			Daily	Weekly
		$4.25		

The Utah state minimum wage law does not contain current dollar minimums. Instead the state law authorizes the adoption of the Federal minimum wage rate via administrative action.

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

VERMONT	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours 1	
			Daily	Weekly
(Applicable to employers of two or more employees)		$4.75		40
	01/02/97	$5.00		
	09/01/97	$5.15		

The State overtime pay provision has very limited application because it exempts numerous types of establishments, such as retail and service; seasonal amusement/recreation; hotels, motels, restaurants; and transportation employees to whom the Federal (FLSA) overtime provision does not apply.

The Vermont minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum.

VIRGINIA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours 1	
			Daily	Weekly
(Applicable to employers of 4 or more employees)		$4.25		
	10/01/96	$4.75		
	09/01/97	$5.15		

The Virginia state minimum wage law does not contain current dollar minimums. Instead the state adopts the Federal minimum wage rate by reference.

The State law excludes from coverage any employment that is subject to the Federal Fair Labor

Standards Act.

VIRGIN ISLANDS	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1] Daily	Premium Pay After Designated Hours [1] Weekly
State law		$4.65	8	40 *On 6th and 7th consecutive days.*
Except businesses with gross annual receipts of less than $150,000.		$4.30		

Implementation of an indexed rate, which was to have started January 1, 1991, has been delayed. (The law provides that on January 1, 1991, and each January 1 thereafter, the minimum rate is to equal 50 percent of the average private, nonsupervisory, nonagricultural hourly wage as determined by the Virgin Islands Wage Board for the previous November, rounded to the nearest multiple of 5 cents.)

WASHINGTON	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1] Daily	Premium Pay After Designated Hours [1] Weekly
		$4.90		40

Premium pay not applicable to employees who request compensating time off in lieu of premium pay.

WEST VIRGINIA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1] Daily	Premium Pay After Designated Hours [1] Weekly
(Applicable to employers of 6 or more employees at one location)		$4.25		40

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

WISCONSIN	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
.		$4.25		40

WYOMING	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
.		$1.60		

1 The overtime premium rate is one and one-half times the employee's regular rate, unless otherwise specified.

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FLSA Minimum Wage Poster

Every employer of employees subject to the Fair Labor Standards Act's minimum wage provisions must post, and keep posted, a notice explaining the Act in a conspicuous place in all of their establishments so as to permit employees to readily read it. The content of the notice is prescribed by the Wage and Hour Division of the Department of Labor. An approved copy of the minimum wage poster is made available for informational purposes or for employers to use as posters.

To use this file as a poster for your place of employment, please follow these instructions:

1. The file is only available in PDF format. In order to view and/or print PDF documents you must have a PDF viewer (e.g., Amber or Acrobat Reader) available on your workstation.
2. Click on the link for the minimum wage poster and wait for it to load into the viewer.
3. To print, select File, then Print Setup and change the paper orientaton to Landscape and press OK (the document must print in Landscape to be an approved copy). Then select File, Print and press OK.
4. The two printed pages must be taped or pasted together to form an 11 x 17 inch poster.

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