

**AMENDMENT TO H.R. 582, AS REPORTED
OFFERED BY MR. BURGESS OF TEXAS**

Strike section 4 and insert the following:

1 **SEC. 4. ENTRY-LEVEL EMPLOYEES.**

2 (a) TECHNICAL AMENDMENT.—Section 6(g) of the
3 Fair Labor Standards Act of 1938 (29 U.S.C. 206(g)) is
4 amended in the heading by striking “Newly hired employ-
5 ees who are less than 20 years old” and inserting “Entry-
6 level employees”.

7 (b) IN GENERAL.—Section 6(g)(1) of the Fair Labor
8 Standards Act of 1938 (29 U.S.C. 206(g)(1)) is amended
9 to read as follows:

10 “(1) In lieu of the rate prescribed by subsection
11 (a)(1), any employer may pay any employee of such
12 employer, during the first 1-year period after such
13 employee is initially employed by such employer, a
14 wage which is not less than—

15 “(A) for the 1-year period beginning on
16 the effective date under section 7 of the Raise
17 the Wage Act, \$7.25 an hour;

18 “(B) for the 5-year period beginning 1
19 year after such effective date, and each 5-year
20 period thereafter, a wage set by the Secretary

1 that is equal to or greater than \$7.25 an hour
2 based on the labor market and workforce par-
3 ticipation as determined by the Secretary.”.

4 (c) SCOPE.—Section 6(g)(5) of the Fair Labor
5 Standards Act of 1938 (29 U.S.C. 206(g)(5)) is amended
6 by striking, “This subsection shall only apply to an em-
7 ployee who has not attained the age of 20 years” and in-
8 serting, “This subsection shall only apply to an entry-level
9 employee.”

10 (d) ENTRY-LEVEL EMPLOYEE DEFINED.—Section 3
11 of the Fair Labor Standards Act (29 U.S.C. 203) is
12 amended by adding at the end the following:

13 “(z) ENTRY-LEVEL EMPLOYEE.—The term ‘entry-
14 level employee’ means an employee with not more than 1
15 year of cumulative work experience, as defined in section
16 681.600 of title 20, Code of Federal Regulations, or a suc-
17 cessor regulation.”.

