

# **WEST VIRGINIA LEGISLATURE**

## **2024 REGULAR SESSION**

**Introduced**

### **House Bill 5221**

By Delegate Williams and Young

[Introduced January 26, 2024; Referred to the  
Committee on Workforce Development then the  
Judiciary]

1 A BILL to amend and reenact §21-5C-2 of the Code of West Virginia, 1931, as amended, relating  
2 to increasing the minimum wage based upon increases in the consumer price index.

*Be it enacted by the Legislature of West Virginia:*

**ARTICLE 5C. MINIMUM WAGE AND MAXIMUM HOURS STANDARDS FOR  
EMPLOYEES.**

**§21-5C-2. Minimum wages.**

1 (a) Minimum wage:

2 (1) After June 30, 2006, every employer shall pay to each of his or her employees wages at  
3 a rate not less than \$5.85 per hour.

4 (2) After June 30, 2007, every employer shall pay to each of his or her employees wages at  
5 a rate not less than \$6.55 per hour.

6 (3) After June 30, 2008, every employer shall pay to each of his or her employees wages at  
7 a rate not less than \$7.25 per hour.

8 (4) After December 31, 2014, every employer shall pay to each of his or her employees  
9 wages at a rate not less than \$8.00 per hour.

10 (5) After December 31, 2015, every employer shall pay to each of his or her employees  
11 wages at a rate not less than \$8.75 per hour.

12 (6) When the federal minimum hourly wage as prescribed by 29 U.S.C. §206 (a)(1) is equal  
13 to or greater than the wage rate prescribed in the applicable provision of this subsection, every  
14 employer shall pay to each of his or her employees wages at a rate of not less than the federal  
15 minimum hourly wage as prescribed by 29 U.S.C. §206 (a)(1). The minimum wage rates required  
16 under this subsection shall be thereafter adjusted in accordance with adjustments made in the  
17 federal minimum hourly rate. The adoption of the federal minimum wage provided by this  
18 subsection includes only the federal minimum hourly rate prescribed in 29 U.S.C. §206 (a)(1) and  
19 does not include other wage rates, or conditions, exclusions, or exceptions to the federal minimum

20 hourly wage rate. In addition, adoption of the federal minimum hourly wage rate does not extend or  
21 modify the scope or coverage of the minimum wage rate required under this subsection.

22 (b) Training wage:

23 (1) Notwithstanding the provisions set forth in subsection (a) of this section to the contrary,  
24 an employer may pay an employee first hired after June 30, 2006, a subminimum training wage  
25 not less than \$5.15 per hour: *Provided*, That an employer may pay an employee first hired after  
26 December 31, 2014, a subminimum training wage not less than \$6.40 per hour.

27 (2) An employer may not pay the subminimum training wage set forth in subdivision (1) of  
28 this subsection to any individual:

29 (A) Who has attained or attains while an employee of the employer, the age of 20 years; or

30 (B) For a cumulative period of not more than 90 days per employee: *Provided*, That if any  
31 business has not been in operation for more than 90 days at the time the employer hired the  
32 employee, the employer may pay the employee the subminimum training wage set forth in  
33 subdivision (1) of this subsection for an additional period not to exceed 90 days.

34 (3) When the federal subminimum training wage as prescribed by 29 U.S.C. §206 (g)(1) is  
35 equal to or greater than the wage rate prescribed in subdivision (1) of this subsection, every  
36 employer shall pay to each of his or her employees wages at a rate of not less than the federal  
37 subminimum training wage as prescribed by 29 U.S.C. §206 (g)(1). The subminimum training  
38 wage rates required under this subsection shall be thereafter adjusted in accordance with  
39 adjustments made in the federal subminimum training wage rate. The adoption of the federal  
40 subminimum training wage provided by this subsection includes only the federal subminimum  
41 training wage rate prescribed in 29 U.S.C. §206 (g)(1) and does not include other wage rates, or  
42 conditions, exclusions, or exceptions to the federal subminimum training wage rate. In addition,  
43 adoption of the federal subminimum training wage rate does not extend or modify the scope or  
44 coverage of the subminimum training wage rate required under this subsection.

45 (c) Notwithstanding any provision or definition to the contrary, the wages established

46 pursuant to this section are applicable to all individuals employed by the State of West Virginia, its  
47 agencies and departments, regardless if the employee or employer are subject to any federal act  
48 relating to minimum wage: *Provided*, That at no time may the minimum wage established pursuant  
49 to this section fall below the federal minimum hourly wage as prescribed by 29 U.S.C. §206(a)(1),  
50 and at no time may the subminimum training wage established pursuant to this section fall below  
51 the federal subminimum training wage rate as prescribed by 29 U.S.C. §206 (g)(1).

52 (d) The minimum wage established pursuant to this section shall be adjusted upward once  
53 a year on September 1, to coincide with the amount of any increase in the consumer price index as  
54 calculated by the United States Department of Labor for the preceding year.

NOTE: The purpose of this bill is to increase the minimum wage based upon increases in the consumer price index.

Strike-throughs indicate language that would be stricken from a heading or the present law and underscoring indicates new language that would be added.