

American Legion Auxiliary
New Mexico Girls State
Bill Instruction Sheet



Principal Author: ____Breanna_Widner____

Bill No: _____ Committee: _____

Status:

Passed by: ☐Committee ☐House ☐Senate ☐Governor

Tabled by: ☐Committee ☐House ☐Senate ☐Governor

Other: _____

Simple Title of Bill: _____Minimum_Wage_Increase_Act_____

1 BILL

2 **70TH SESSION – AMERICAN LEGION AUXILIARY NEW MEXICO GIRLS STATE – 2017**

3 INTRODUCED BY

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7 AN ACT

8 RELATING TO LABOR; INCREASING THE MINIMUM WAGE; INCREASING THE TIPPED

9 MINIMUM WAGE; PROVIDING FOR FUTURE INCREASES.

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12 BE IT ENACTED BY THE LEGISLATURE OF THE AMERICAN LEGION AUXILIARY NEW

13 MEXICO GIRLS STATE:

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15 SECTION 1. DEFINITIONS. - As used in Minimum Wage Increase Act:

- 1 A. “employer” means a person or group of people who employ a person or group of
2 people under a legal contract; and
3 B. “employee” means the person employed by the employer.

4 SECTION 2. MINIMUM WAGE. –

- 5 A. An employer must pay an employee at least the minimum wage of 7
6 dollars and seventy-five cents (\$7.75) an hour. This rate shall increase to
7 eight dollars (\$8.00) on January 1, 2020.
- 8 B. An employee who receives tips on a regular basis that amount to more
9 than thirty dollars (\$30.00) per month must be paid a minimum wage of at
10 least two dollars and fifty cents (\$2.25). This rate shall increase to two
11 dollars and fifty cents (\$2.50) on January 1, 2020. Tips can be considered
12 as a part of the employee’s wages by the employer but the total tips
13 combined with the wage paid to the employee must not be less than the
14 minimum wage rate as provided in Section 2 Subsection A. All tips
15 gathered by an employee will be retained by the employee who gathered
16 them except for the case of tip pooling.
- 17 C. An employee must not be required to work over forty hours per week
18 unless they are paid overtime wages for all the excess hours. Overtime
19 wages must be one and a half times the employee’s regular hourly pay
20 rate.
- 21 D. Any local law or ordinance that mandates a higher minimum wage rate in
22 the area under the governance of its laws must be the prevailing minimum
23 wage rate for that area only, and the local government is responsible for
24 the regulation of said law or ordinance.

1 E. Employers must not discriminate against a person and anyone helping
2 them to pursue a claim related to this Minimum Wage Increase Act or
3 helping to inform others of their rights as an employee through demoting,
4 firing, denying promotion or rights, or any other forms of workplace
5 discrimination.

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7 SECTION 3. FAILURE TO PAY CORRECT WAGES – PENALTY. –Any employer who
8 does not pay or underpays an employee’s wages shall be punished by a fine of not more
9 than one thousand dollars (\$1,000) or by imprisonment for a definite term not to exceed
10 one year, or both.

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12 All laws, acts, provisions, or parts of laws contained in the Constitution of the State of New
13 Mexico in conflict with any provision of this act are hereby repealed.

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15 The provisions of this act shall be effective on and after January 1, 2020.