

# FAILED



NORTH CAROLINA GENERAL ASSEMBLY  
AMENDMENT  
Senate Bill 257

AMENDMENT NO. A27  
(to be filled in by  
Principal Clerk)

S257-AMR-27 [v.1]

Page 1 of 2

Amends Title [NO]  
Fifth Edition

Date \_\_\_\_\_, 2025

Representative Longest

1 moves to amend the bill on page 58, lines 49-50, by inserting the following between the lines:

2  
3 **"RAISE STATE MINIMUM WAGE AND INDEX FOR AUTOMATIC**  
4 **INCREASES/INCREASE TIPPED EMPLOYEE MINIMUM**

5 **SECTION 5.24** G.S. 95-25.3 reads as rewritten:

6 **"§ 95-25.3. Minimum wage.**

7 (a) Minimum Wage. -- Every employer shall pay to each employee who in any workweek  
8 performs any work, wages of at least ~~six dollars and fifteen cents (\$6.15) per hour or the minimum~~  
9 ~~wage the amount~~ set forth in paragraph 1 of section 6(a) of the Fair Labor Standards Act, 29  
10 U.S.C. 206(a)(1), as that wage may change from time to time, ~~whichever is higher, except as~~  
11 ~~otherwise provided in this section or the amount set forth below in this subsection, whichever is~~  
12 higher:

- 13 (1) Effective January 1, 2026, wages of at least nine dollars (\$9.00) per hour.
- 14 (2) Effective January 1, 2027, wages of at least ten dollars and fifty cents  
15 (\$10.50) per hour.
- 16 (3) Effective January 1, 2028, wages of at least twelve dollars (\$12.00) per hour.
- 17 (4) Effective January 1, 2029, wages of at least thirteen dollars and fifty cents  
18 (\$13.50) per hour.
- 19 (6) Effective January 1, 2029, and annually thereafter, the amount determined by  
20 the Commissioner of Labor under subsection (a1) of this section.

21 (a1) Beginning January 1, 2030, and annually thereafter, the minimum wage shall be  
22 adjusted by the percentage increase, if any, in the Consumer Price Index for Urban Wage Earners  
23 and Clerical Workers (CPI-W), Southern Region, as published by the U.S. Department of Labor,  
24 Bureau of Labor Statistics for the 12-month period ending the prior August.

25 (a2) Publication of Adjustment. The Commissioner of Labor shall calculate and publish  
26 the adjusted minimum wage no later than November 1 of each year. The wage shall be rounded  
27 to the nearest five cents.

28 (a3) Federal Minimum Wage Floor. If the federal minimum wage exceeds the minimum  
29 wage established under this section, the higher federal wage shall apply.

30 (a4) Rulemaking and Implementation. The Commissioner of Labor may adopt rules  
31 necessary to implement this section.

32 ...



\* S 2 5 7 - A M R - 2 7 - V - 1 \*

NORTH CAROLINA GENERAL ASSEMBLY  
AMENDMENT  
Senate Bill 257

**FAILED**

AMENDMENT NO. **A27**  
(to be filled in by  
Principal Clerk)

S257-AMR-27 [v.1]

Page 2 of 2

1 (f) Tipped Workers. -- ~~Tips earned by a tipped employee may be counted as wages only~~  
2 ~~up to the amount permitted in section 3(m) of the Fair Labor Standards Act, 29 U.S.C. 203(m),~~  
3 ~~if the tipped employee is notified in advance, is permitted to retain all tips and the employer~~  
4 ~~maintains accurate and complete records of tips received by each employee as such tips are~~  
5 ~~certified by the employee monthly or for each pay period. Even if the employee refuses to certify~~  
6 ~~tips accurately, tips may still be counted as wages when the employer complies with the other~~  
7 ~~requirements of this section and can demonstrate by monitoring tips that the employee regularly~~  
8 ~~receives tips in the amount for which the credit is taken.~~ Employees who receive tips may be paid  
9 a base wage no less than fifty percent (50%) of the minimum wage established under this section,  
10 provided that the combination of tips and base wage meets or exceeds the applicable minimum  
11 wage. Employers are responsible for making up any shortfall. Tip pooling shall also be  
12 permissible among employees who customarily and regularly receive tips; however, no  
13 employee's tips may be reduced by more than fifteen percent (15%) under a tip pooling  
14 arrangement.  
15 ....  
16 (h) The Commissioner of Labor may adopt rules necessary to implement this section.".  
17

SIGNED \_\_\_\_\_  
Amendment Sponsor

SIGNED \_\_\_\_\_  
Committee Chair if Senate Committee Amendment

ADOPTED \_\_\_\_\_ FAILED \_\_\_\_\_ TABLED \_\_\_\_\_

**The official copy of this document, with signatures  
and vote information, is available in the  
House Principal Clerk's Office**