

House Bill 394

By: Representatives McClain of the 109th, Hugley of the 141st, Alexander of the 66th, Jones of the 60th, Jackson of the 68th, and others

A BILL TO BE ENTITLED
AN ACT

1 To amend Chapter 4 of Title 34 of the Official Code of Georgia Annotated, relating to
2 minimum wage law, so as to increase the minimum wage for certain employees and eligible
3 full-time state employees; to provide for definitions; to provide for related matters; to repeal
4 conflicting laws; and for other purposes.

5 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

6 style="text-align:center">**SECTION 1.**

7 Chapter 4 of Title 34 of the Official Code of Georgia Annotated, relating to minimum wage
8 law, is amended in Code Section 34-4-3, relating to amount of minimum wage to be paid by
9 employers and employees covered by the chapter, by revising subsection (a)
10 as follows:

11 "(a) Except as otherwise provided in this Code section, every employer, whether a person,
12 firm, or corporation, shall pay to all covered employees a minimum wage which shall be
13 not less than ~~\$5.15~~ \$15.00 per hour for each hour worked in the employment of such
14 employer."

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SECTION 2.

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16 Said chapter is further amended by adding a new Code section to read as follows:

17 "34-4-3.2.18 (a) As used in this Code section, the term:19 (1) 'Eligible full-time state employee' means a full-time state employee who is paid on
20 an hourly basis for actual hours worked.21 (2) 'Full-time state employee' means an individual who works at least 30 hours per week,
22 whose employment is intended to be continuing in nature, and who receives his or her
23 compensation in a direct payment from a state agency.24 (3) 'State agency' means any department, agency, commission, or any other institution
25 of the executive, judicial, or legislative branches of the government of this state. Such
26 term shall not include the Board of Regents of the University System of Georgia.27 (b) Beginning January 1, 2026, all eligible full-time state employees shall be paid a
28 minimum wage of not less than \$15.00 per hour."**SECTION 3.**

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30 All laws and parts of laws in conflict with this Act are repealed.