

House Bill 600

By: Representatives Jackson of the 68<sup>th</sup>, McClain of the 109<sup>th</sup>, Holly of the 116<sup>th</sup>, Sanchez of the 42<sup>nd</sup>, Alexander of the 66<sup>th</sup>, and others

A BILL TO BE ENTITLED  
AN ACT

1 To amend Title 34 of the Official Code of Georgia Annotated, relating to labor and industrial  
2 relations, so as to increase the minimum wage for certain employees and to provide for grants  
3 to certain employers; to provide for definitions; to increase the minimum wage for  
4 agricultural workers and state employees; to provide for the Department of Labor to  
5 implement a grant program for certain employers; to provide for criteria; to provide for  
6 annual reporting; to provide for rules and regulations; to provide for related matters; to  
7 provide for a short title; to provide for an effective date; to repeal conflicting laws; and for  
8 other purposes.

9 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

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

11 This Act shall be known and may be cited as the "Minimum Wage and Second Chance Act  
12 of 2025."

13 style="text-align:center">**SECTION 2.**

14 Title 34 of the Official Code of Georgia Annotated, relating to labor and industrial relations,  
15 is amended in Chapter 4, relating to minimum wage law, by revising Code Section 34-4-3,

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16 relating to amount of minimum wage to be paid by employers and employers and employees  
17 covered by the chapter, as follows:

18 "34-4-3.

19 (a) Except as otherwise provided in this Code section and Code Sections 34-4-7  
20 and 34-4-8, every employer, whether a person, firm, or corporation, shall pay to all covered  
21 employees a minimum wage which shall be not less than \$5.15 per hour for each hour  
22 worked in the employment of such employer.

23 (b) This chapter shall not apply with respect to:

24 (1) Any employer that has sales of \$40,000.00 per year or less;

25 (2) Any employer having five employees or less;

26 (3) Any employer of domestic employees;

27 (4) ~~Any employer who is a farm owner, sharecropper, or land renter~~ Reserved;

28 (5) Any employee whose compensation consists wholly or partially of gratuities;

29 (6) Any employee who is a high school or college student;

30 (7) Any individual who is employed as a newspaper carrier; or

31 (8) Any individual who is employed by a nonprofit child-caring institution or long-term  
32 care facility serving children or mentally disabled adults who are enrolled in such  
33 institution and reside in residential facilities of the institution, if such employee resides  
34 in such facilities, receives without cost board and lodging from such institution, and is  
35 compensated on a cash basis at an annual rate of not less than \$10,000.00.

36 (c) This chapter shall not apply to any employer who is subject to the minimum wage  
37 provisions of any act of Congress as to employees covered thereby if such act of Congress  
38 provides for a minimum wage which is greater than the minimum wage which is provided  
39 for in this Code section."

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### SECTION 3.

41 Said title is further amended in said chapter by adding new Code sections to read as follows:

42 "34-4-7.

43 (a) As used in this Code section, the term:

44 (1) 'Agricultural industry' means any business in this state that is centered on the  
45 processing, packing, or storage of agricultural products, including preparing crops and  
46 livestock for consumption, sale, and distribution.

47 (2) 'Covered employee' means an individual who works for salary, wages, or other  
48 remuneration for a covered employer in the agricultural industry.

49 (3) 'Covered employer' means an individual or legal entity that employs ten or more  
50 covered employees in the agricultural industry.

51 (b) A covered employer in the agricultural industry shall pay a covered employee a  
52 minimum wage for each hour worked in the employment of such employer which shall be  
53 not less than \$15.00 per hour from July 1, 2025, to June 30, 2026; \$18.00 per hour from  
54 July 1, 2026, to June 30, 2027; \$21.00 per hour from July 1, 2027, to June 30, 2028; and  
55 \$27.00 per hour on or after July 1, 2028.

56 34-4-8.

57 (a) As used in this Code section, the term:

58 (1) 'State agency' means any agency, authority, department, institution, board, bureau,  
59 commission, committee, office, or instrumentality of the executive, legislative, or judicial  
60 branch of government of this state.

61 (2) 'State employee' means an officer, official, employee, or independent contractor of  
62 a state agency.

63 (b) A state agency shall pay to a state employee a minimum wage which shall be not less  
64 than \$20.00 per hour for each hour worked in the employment of such agency.

65 34-4-9.

66 (a) As used in this Code section, the term:

67 (1) 'Qualifying employer' means an employer in this state that has employed a  
68 rehabilitated offender as a full-time employee for at least one year.

69 (2) 'Rehabilitated offender' means an individual who was convicted of a certain  
70 misdemeanor or felony as determined by the department and who is hired not more than  
71 five years after release from prison for such offense.

72 (3) 'Second chance grant' means a grant to a qualifying employer that has employed a  
73 rehabilitated offender as a full-time employee for at least one year.

74 (b) Subject to appropriations, the department shall establish a grant program for the  
75 purpose of compensating qualifying employers that have employed rehabilitated offenders  
76 as full-time employees for at least one year.

77 (c) The department shall:

78 (1) Establish criteria for determining any restrictions on permitted offenses committed  
79 by rehabilitated offenders;

80 (2) Certify rehabilitated offenders for employment;

81 (3) Establish criteria for the second chance grant;

82 (4) Implement an application process; and

83 (5) Distribute any second chance grants to qualifying employers.

84 (d) No later than December 31, 2026, and annually thereafter, the department shall submit  
85 a report to the chairpersons of the House Committee on Industry and Labor and the Senate  
86 Insurance and Labor Committee on the effect and implementation of this Code section,  
87 including the number and amount of grants distributed, the number of rehabilitated  
88 offenders employed, the number and names of qualifying employers, the types of positions,  
89 the industry impacted, and any recommendations for improving the program.

90 (e) The department shall promulgate such rules and regulations that are necessary to  
91 implement the provisions of this Code section."

92 **SECTION 4.**

93 This Act shall become effective upon its approval by the Governor or upon its becoming law  
94 without such approval.

95 **SECTION 5.**

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