2018 Regular Session

HOUSE CONCURRENT RESOLUTION NO. 68

BY REPRESENTATIVE JORDAN

EMPLOYMENT/WAGES-MINIMUM: Creates a task force to study the issue of a minimum wage for certain tipped employees and whether an increase would reduce instances of sexual harassment

1	A CONCURRENT RESOLUTION
2	To create the Tipped Employee Minimum Wage Task Force to study the issue of creating
3	a state minimum wage rate for tipped employees which is at least the same as the
4	federal minimum wage rate for covered, nonexempt employees and whether an
5	increase in the tipped minimum wage would serve to reduce the incidences of sexual
6	harassment in the workplace and to report its findings to the legislature no later than
7	the convening of the 2019 Regular Session.
8	WHEREAS, the federal minimum wage rate for tipped employees pursuant to the
9	federal Fair Labor and Standards Act is two dollars and thirteen cents per hour; and
10	WHEREAS, the wage rate for nonexempt, covered employees is seven dollars and
11	twenty-five cents per hour; and
12	WHEREAS, although an employer is required to make up the difference between the
13	tipped minimum wage and the minimum wage for nonexempt, covered employees, there is
14	pressure to earn as many tips as possible; and
15	WHEREAS, a tipped employee often is exposed to sexual harassment as a result of
16	the inadvisability of being perceived as rude or cold to a customer in order to earn the tips
17	needed to survive; and
18	WHEREAS, activists in favor of raising the tipped minimum wage have said that
19	workers who make the bulk of their income in tips depend on getting desirable shifts to make

1 ends meet, causing them to avoid any action that could upset management, including any 2 demand for wages owed or complaints regarding customers who harass the employee; and 3 WHEREAS, if employees were less reliant on tips, the workplace culture would be 4 less conducive of abuses. 5 THEREFORE, BE IT RESOLVED that the Legislature of Louisiana does hereby 6 create the Tipped Employee Minimum Wage Task Force to study the issue of creating a state 7 minimum wage rate for tipped employees which is at least the same as the federal minimum 8 wage rate for covered, nonexempt employees and whether an increase in the tipped 9 minimum wage would serve to reduce the incidences of sexual harassment in the workplace. 10 BE IT FURTHER RESOLVED that the task force shall be composed of the 11 following members: 12 (1) The director of the Jesuit Social Research Institute of Loyola University or his designee. 13 14 (2) The director of the Workplace Justice Project of the Loyola Law Clinic or his 15 designee. 16 (3) The chairman of the Louisiana Restaurant Association or his designee. 17 (4) The president of the Louisiana Hotel and Lodging Association or his designee. 18 (5) The president of the Service Employees International Union 21LA or his 19 designee. 20 (6) The president of the Louisiana AFL-CIO or his designee. 21 (7) The president of the Committee of 100 for Economic Development, Inc. or his 22 designee. 23 (8) The executive director of the Louisiana Workforce Commission or his designee. 24 BE IT FURTHER RESOLVED that the executive director of LWC shall convene the 25 first meeting of the task force. 26 BE IT FURTHER RESOLVED that the task force report its findings and 27 recommendations to the House Committee on Labor and Industrial Relations and the Senate 28 Committee on Labor and Industrial Relations prior to the convening of the 2019 Regular 29 Session of the Legislature.

BE IT FURTHER RESOLVED that a copy of this Resolution be transmitted to the Jesuit Social Research Institute of Loyola University, the Workplace Justice Project of the Loyola Law Clinic, the Louisiana Restaurant Association, the Louisiana Hotel and Lodging Association, the Service Employees International Union 21LA, the Louisiana AFL-CIO, the Committee of 100 for Economic Development, Inc. and the Louisiana Workforce

6 Commission.

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

HCR 68 Original	2018 Regular Session	Jordan
-----------------	----------------------	--------

Creates the Tipped Employee Minimum Wage Task Force and directs the task force to study whether an increase in the minimum wage of tipped employees would curb incidences of workplace sexual harassment.

Requests the task force submit a report of its findings prior to the convening of the 2019 R.S.