

2026 Regular Session

HOUSE BILL NO. 353

BY REPRESENTATIVE PHELPS

EMPLOYMENT/WAGES-MINIMUM: Provides relative to the state minimum wage

1 AN ACT

2 To enact Chapter 6-B of Title 23 of the Louisiana Revised Statutes of 1950, to be comprised
3 of R.S. 23:671 through 674, relative to minimum wage; to establish a state minimum
4 wage; to provide for an annual increase of the minimum wage; to provide for
5 penalties; to provide for exceptions; to provide for enforcement; and to provide for
6 related matters.

7 Be it enacted by the Legislature of Louisiana:

8 Section 1. Chapter 6-B of Title 23 of the Louisiana Revised Statutes of 1950,
9 comprised of R.S. 23:671 through 674, is hereby enacted to read as follows:

10 CHAPTER 6-B. MINIMUM WAGE

11 §671. Minimum wage; establishment

12 A. Notwithstanding any other provision of law to the contrary, the state
13 minimum wage is established and set as follows:

14 (1) Beginning January 1, 2027, the minimum wage shall be set at twelve
15 dollars per hour. Every employer in the state shall pay to each employee wages at
16 a rate of not less than twelve dollars per hour for hours worked in a pay period,
17 regardless of how the time at work is measured.

18 (2) Beginning January 1, 2029, the minimum wage shall be set at fifteen
19 dollars per hour. Every employer in the state shall pay to each employee wages at

1 a rate of not less than fifteen dollars per hour for hours worked in a pay period,
2 regardless of how the time at work is measured.

3 (3) Beginning January 1, 2031, and annually thereafter, the minimum wage
4 shall be set in proportion to the annual average increase, if any, in the Consumer
5 Price Index for all Urban Consumers in the South region published by the Bureau of
6 Labor Statistics of the United States Department of Labor for the previous calendar
7 year. Any increase made pursuant to this Paragraph shall be adjusted to the nearest
8 multiple of five cents.

9 B. If, at any time, the federal minimum hourly wage rate set by Section 6 of
10 the federal Fair Labor Standards Act of 1938, or a successor federal law, is raised to
11 a rate higher than the state minimum wage rate, then the state minimum wage rate
12 shall be increased to the rate of the federal minimum wage rate.

13 §672. Penalties

14 A. Whoever violates the provisions of this Chapter shall be fined not less
15 than five hundred dollars and not more than one thousand dollars per employee not
16 receiving minimum wage. Additionally, the employer shall pay the employee the
17 difference between the wages actually paid to the employee and the minimum wage
18 rate in effect at the time the employee was paid.

19 B. Penalties may be imposed by a ruling of the secretary pursuant to an
20 adjudicatory hearing held in accordance with the Administrative Procedure Act, R.S.
21 49:950 et seq.

22 §673. Exceptions

23 The provisions of this Chapter do not apply to student employees of the state
24 or student employees of state colleges and universities.

25 §674. Enforcement

26 Louisiana Works shall enforce this Chapter and may promulgate rules and
27 regulations in accordance with the Administrative Procedure Act, R.S. 49:950 et
28 seq., necessary for the implementation of the provisions of this Chapter.

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)]

HB 353 Original

2026 Regular Session

Phelps

Abstract: Establishes a state minimum wage.

Proposed law establishes a state minimum wage and sets it at \$12 per hour beginning Jan. 1, 2027.

Proposed law provides that the state minimum wage shall be \$15 per hour beginning Jan. 1, 2029.

Proposed law provides that, beginning Jan. 1, 2031, and annually thereafter, the state minimum wage shall be set at a rate proportional to the annual average increase, if any, in the Consumer Price Index for all Urban Consumers in the South region published by the Bureau of Labor Statistics of the U.S. Dept. of Labor for the previous calendar year. Proposed law further provides that such an increase shall be to the nearest multiple of five cents.

Proposed law requires that if the federal minimum wage is raised, the state minimum wage shall also be raised.

Proposed law provides a fine of not less than \$500 and not more than \$1,000 per employee for failure to pay minimum wage.

Proposed law further requires that an employer who fails to pay his employee minimum wage shall pay the employee the difference between what the employee was paid and the minimum wage rate.

Proposed law provides the procedure for the secretary of La. Works to impose penalties.

Proposed law excludes student workers employed by the state and by state colleges and universities from the minimum wage requirement.

Proposed law provides that La. Works shall be in charge of enforcement of the minimum wage laws and authorizes the agency to promulgate rules and regulations necessary for its implementation.

(Adds R.S. 23:671-674)