
DIGEST

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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)