

By: Representative Fleming

To: Labor; Ways and Means

HOUSE BILL NO. 145

1 AN ACT TO REQUIRE EMPLOYERS DOING BUSINESS IN THE STATE OF
2 MISSISSIPPI TO PAY THEIR MISSISSIPPI EMPLOYEES A LIVABLE WAGE OF
3 NO LESS THAN FIFTEEN PERCENT ABOVE THE MINIMUM WAGE REQUIRED BY
4 FEDERAL LAW; TO PROVIDE CERTAIN TAX REFUNDS AS REWARDS TO THOSE
5 EMPLOYERS WHO COMPLY FIRST; AND FOR RELATED PURPOSES.

6 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

7 **SECTION 1.** (1) Every employer doing business in the State
8 of Mississippi shall pay to each employee who is within his
9 employment, who resides in the State of Mississippi and who in any
10 workweek is engaged in commerce or in the production of goods for
11 commerce, or is employed in an enterprise engaged in commerce or
12 in the production of goods for commerce, a livable wage. "Livable
13 wage" means a wage of no less than fifteen percent (15%) above the
14 minimum wage required by 29 USCS Section 206 (Supp. 2000).

15 (2) Each of the first one thousand (1,000) employers doing
16 business in the state who raises the wages of his employees to the
17 amount required by subsection (1) of this section shall receive a
18 state tax refund equal to the ten percent (10%) of the Mississippi
19 state incomes taxes he paid on income he earned during the
20 calendar year 2004.

21 (3) Each of the second one thousand (1,000) employers doing
22 business in the state who raises the wages of his employees to the
23 amount required by subsection (1) of this section shall receive a
24 state tax refund equal to five percent (5%) of the Mississippi
25 state income taxes he paid on income he earned during the calendar
26 year 2004.

27 **SECTION 2.** This act shall take effect and be in force from
28 and after January 1, 2006.