

By: Representative Mickens

To: Workforce Development;
Judiciary A

HOUSE BILL NO. 191

1 AN ACT TO CREATE THE "MISSISSIPPI MINIMUM WAGE LAW"; TO
2 ESTABLISH THE STATE MINIMUM WAGE AT \$10.00 PER HOUR; TO PROVIDE
3 THAT EMPLOYERS WITH TIPPED EMPLOYEES ARE EXEMPT FROM THE
4 REQUIREMENT TO PAY THE STATE MINIMUM WAGE; TO ESTABLISH GUIDELINES
5 FOR EMPLOYEES ENTITLED TO OVERTIME PAY; TO BRING FORWARD SECTIONS
6 7-7-204, 17-1-51, 23-15-239, 25-3-40, 37-7-307, 57-34-5, 85-3-4,
7 97-3-54.4 AND 99-19-20, MISSISSIPPI CODE OF 1972, FOR PURPOSES OF
8 POSSIBLE AMENDMENT; AND FOR RELATED PURPOSES.

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

10 **SECTION 1.** This act shall be known and may be cited as the
11 "Mississippi Minimum Wage Act."

12 **SECTION 2.** (1) As used in this section, the following words
13 and phrases shall have the following meanings, unless the context
14 clearly requires otherwise:

15 (a) "Tipped employee" means any employee engaged in an
16 occupation in which the employee customarily and regularly
17 receives more than Thirty Dollars (\$30.00) a month in tips.

18 (b) "Manual laborers" and "blue collar" workers mean
19 workers who perform work involving repetitive operations with
20 their hands, physical skill and energy. They gain the skills and



21 knowledge required for performance of their routine manual and
22 physical work through apprenticeships and on-the-job training.

23 (2) Every employer shall pay each of his or her employees
24 wages at the rate of not less than Ten Dollars (\$10.00) per hour,
25 except as otherwise provided in this section.

26 (3) Every employer shall pay each of his or her tipped
27 employees wages at the rate of not less than Three Dollars
28 Sixty-two Cents (\$3.62) per hour.

29 (4) The overtime pay standard requires that overtime must be
30 compensated at a rate not less than one and one-half (1-1/2) times
31 the regular rate at which the employee is actually employed. The
32 regular rate of pay at which the employee is employed may in no
33 event be less than the statutory minimum wage rate established in
34 this section. All employees who receive Four Hundred Fifty-five
35 Dollars (\$455.00) or less per week, or equivalent amounts for
36 periods of pay longer than one (1) week, shall be entitled to
37 receive overtime pay. Additionally, the following people shall
38 not be exempt from receiving overtime pay, regardless of their
39 salary:

40 (a) Manual laborers or other blue collar workers;

41 (b) Police officers, detectives, deputy sheriffs, state
42 troopers, highway patrol officers, investigators, inspectors,
43 correctional officers, parole or probation officers, park rangers,
44 firefighters, paramedics, emergency medical technicians, ambulance
45 personnel, rescue workers, hazardous materials workers and similar



46 employees who perform work such as preventing, controlling or
47 extinguishing fires of any type; rescuing fire, crime or accident
48 victims; preventing or detecting crimes; conducting investigations
49 or inspections for violations of law; performing surveillance;
50 pursuing, restraining and apprehending suspects; detaining or
51 supervising suspected and convicted criminals, including those on
52 probation or parole; interviewing witnesses; interrogating and
53 fingerprinting suspects; preparing investigative reports; or other
54 similar work;

55 (c) Any employee whose primary duty is not management
56 of the entity in which the employee is employed;

57 (d) Any employee whose primary duty is not the
58 performance of work directly related to the management or general
59 business operations of the employer or the employer's customers;
60 and

61 (e) Any employee whose primary duty is not the
62 performance of work requiring knowledge of an advanced type in a
63 field of science or learning customarily acquired by a prolonged
64 course of specialized intellectual instruction or the performance
65 of work requiring invention, imagination, originality or talent in
66 a recognized field of artistic or creative endeavor.

67 (5) Employers and employees who are not specifically
68 mentioned in this section shall fall under the purview of the Fair
69 Labor Standards Act.



70 **SECTION 3.** Section 7-7-204, Mississippi Code of 1972, is
71 brought forward as follows:

72 7-7-204. (1) Within the limits of the funds available to
73 the Office of the State Auditor for such purpose, the State
74 Auditor may grant a paid internship to students pursuing junior or
75 senior undergraduate-level year coursework toward a bachelor's
76 degree in accounting or graduate-level coursework toward a
77 master's degree in accounting. Those applicants deemed qualified
78 shall receive funds that may be used to pay for tuition, books and
79 related fees to pursue their degree. It is the intent of the
80 Legislature that the paid internship program (hereinafter referred
81 to as the program) shall be used as an incentive for accounting
82 students to develop job-related skills and to encourage accounting
83 careers at the Office of the State Auditor.

84 (2) In order to be eligible for the program, an applicant
85 must:

86 (a) Attend any college or school approved and
87 designated by the Office of the State Auditor.

88 (b) Satisfy the following conditions:

89 (i) Undergraduate stipulations: Applicants must
90 have successfully obtained a minimum of fifty-eight (58) semester
91 hours toward a bachelor of science degree in accounting from a
92 Mississippi institution of higher learning.



93 Applicants must have achieved a minimum grade point average
94 (GPA) on the previously obtained semester hours toward a bachelor
95 of science degree in accounting of 3.0 on a 4.0 scale.

96 If accepted into the program, participants shall maintain a
97 minimum cumulative GPA of 3.0 on a 4.0 scale in all coursework
98 counted toward a bachelor of science degree in accounting.

99 (ii) Graduate stipulations: Applicants must have
100 met the regular admission standards and have been accepted into
101 the master of science accounting program at a Mississippi
102 institution of higher learning.

103 If accepted into the program, participants shall maintain a
104 minimum cumulative GPA of 3.0 on a 4.0 scale in all coursework
105 counted toward a master of science degree in accounting.

106 (c) All program participants will be required to work a
107 total of three hundred thirty-six (336) hours each summer at the
108 Office of the State Auditor in Jackson, Mississippi.

109 (d) Agree to work as an auditor at the Office of the
110 State Auditor upon graduation for a period of time equivalent to
111 the period of time for which the applicant receives compensation,
112 calculated to the nearest whole month, but in no event less than
113 two (2) years.

114 (3) (a) Before being placed into the program, each
115 applicant shall enter into a contract with the Office of the State
116 Auditor, which shall be deemed a contract with the State of
117 Mississippi, agreeing to the terms and conditions upon which the



118 internship shall be granted to him. The contract shall include
119 such terms and provisions necessary to carry out the full purpose
120 and intent of this section. The form of such contract shall be
121 prepared and approved by the Attorney General of this state, and
122 shall be signed by the State Auditor of the Office of the State
123 Auditor and the participant.

124 (b) Upon entry into the program, participants will
125 become employees of the Office of the State Auditor during their
126 time in the program and shall be eligible for benefits such as
127 medical insurance paid by the agency for the participant; however,
128 in accordance with Section 25-11-105II(b), those participants
129 shall not become members of the Public Employees' Retirement
130 System while participating in the program. Participants shall not
131 accrue personal or major medical leave while they are in the
132 program.

133 (c) The Office of the State Auditor shall have the
134 authority to cancel any contract made between it and any program
135 participant upon such cause being deemed sufficient by the State
136 Auditor.

137 (d) The Office of the State Auditor is vested with full
138 and complete authority and power to sue in its own name any
139 participant for any damages due the state on any such uncompleted
140 contract, which suit shall be filed and handled by the Attorney
141 General of the state. The Office of the State Auditor may
142 contract with a collection agency or banking institution, subject



143 to approval by the Attorney General, for collection of any damages
144 due the state from any participant. The State of Mississippi, the
145 Office of the State Auditor and its employees are immune from any
146 suit brought in law or equity for actions taken by the collection
147 agency or banking institution incidental to or arising from their
148 performance under the contract. The Office of the State Auditor,
149 collection agency and banking institution may negotiate for the
150 payment of a sum that is less than full payment in order to
151 satisfy any damages the participant owes the state, subject to
152 approval by the director of the sponsoring facility within the
153 Office of the State Auditor.

154 (4) (a) Any recipient who is accepted into the program by
155 the Mississippi Office of the State Auditor and who fails to
156 complete undergraduate- or graduate-level coursework toward a
157 degree in accounting, or withdraws from school at any time before
158 completing his or her education, shall be liable to repay the
159 Office of the State Auditor for all monies received during the
160 time the recipient was in the program, at the rate of pay received
161 by the employee while in the program, including benefits paid by
162 the agency for the participant, and monies received for tuition,
163 books and related fees used to pursue their degree with interest
164 accruing at ten percent (10%) per annum from the date the
165 recipient failed or withdrew from school. The recipient also will
166 not be liable for repayment for any money earned during the



167 required summer hours. This money shall be considered earned by
168 the recipient at the federal minimum wage rate.

169 (b) All paid internship compensation received by the
170 recipient while in school shall be considered earned conditioned
171 upon the fulfillment of the terms and obligations of the paid
172 internship contract and this section. However, no recipient of
173 the paid internship shall accrue personal or major medical leave
174 while the recipient is pursuing junior or senior
175 undergraduate-level year coursework toward a bachelor's degree in
176 accounting or graduate-level coursework toward a master's degree
177 in accounting. The recipient shall not be liable for liquidated
178 damages.

179 (c) If the recipient does not work as an auditor at the
180 Office of the State Auditor for the period required under
181 subsection (2) (d) of this section, the recipient shall be liable
182 for repayment on demand of the remaining portion of the
183 compensation that the recipient was paid while in the program
184 which has not been unconditionally earned, with interest accruing
185 at ten percent (10%) per annum from the recipient's date of
186 graduation or the date that the recipient last worked at the
187 Office of the State Auditor, whichever is the later date. In
188 addition, there shall be included in any contract for paid student
189 internship a provision for liquidated damages equal to Five
190 Thousand Dollars (\$5,000.00) which may be reduced on a pro rata
191 basis for each year served under such contract.



192 **SECTION 4.** Section 17-1-51, Mississippi Code of 1972, is
193 brought forward as follows:

194 17-1-51. (1) No county, board of supervisors of a county,
195 municipality or governing authority of a municipality is
196 authorized to establish a mandatory, minimum living wage rate,
197 minimum number of vacation or sick days, whether paid or unpaid,
198 that would regulate how a private employer pays its employees.
199 Each county, board of supervisors of a county, municipality or
200 governing authority of a municipality shall be prohibited from
201 establishing a mandatory, minimum living wage rate, minimum number
202 of vacation or sick days, whether paid or unpaid, that would
203 regulate how a private employer pays its employees.

204 (2) The Legislature finds that the prohibitions of
205 subsection (1) of this section are necessary to ensure an economic
206 climate conducive to new business development and job growth in
207 the State of Mississippi. We believe that inconsistent
208 application of wage and benefit laws from city to city or county
209 to county must be avoided. While not suggesting a state minimum
210 wage or minimum benefit package, any debate and subsequent action
211 on these matters should be assigned to the Mississippi Legislature
212 as provided in Section 25-3-40, and not local counties or
213 municipalities.

214 (3) The Legislature further finds that wages and employee
215 benefits comprise the most significant expense of operating a
216 business. It also recognizes that neither potential employees or



217 business patrons are likely to restrict themselves to employment
218 opportunities or goods and services in any particular county or
219 municipality. Consequently, local variations in legally required
220 minimum wage rates or mandatory minimum number of vacation or sick
221 leave days would threaten many businesses with a loss of employees
222 to local governments which require a higher minimum wage rate and
223 many other businesses with the loss of patrons to areas which
224 allow for a lower wage rate and more or less vacation or sick
225 days. The net effect of this situation would be detrimental to
226 the business environment of the state and to the citizens,
227 businesses and governments of the local jurisdictions as well as
228 the local labor markets.

229 (4) The Legislature concludes from these findings that, in
230 order for a business to remain competitive and yet attract and
231 retain the highest possible caliber of employees, and thereby
232 remain sound, an enterprise must work in a uniform environment
233 with respect to minimum wage rates, and mandatory minimum number
234 of vacation or sick leave days. The net impact of local
235 variations in mandated wages and mandatory minimum number of
236 vacation or sick leave days would be economically unstable and
237 create a decline and decrease in the standard of living for the
238 citizens of the state. Consequently, decisions regarding minimum
239 wage, living wage and other employee benefit policies must be made
240 by the state as provided in Section 25-3-40, so that consistency
241 in the wage market is preserved.



242 **SECTION 5.** Section 23-15-239, Mississippi Code of 1972, is
243 brought forward as follows:

244 **[Until January 1, 2020, this section shall read as follows:]**

245 23-15-239. (1) The executive committee of each county, in
246 the case of a primary election, or the election commissioners of
247 each county, in the case of all other elections, in conjunction
248 with the circuit clerk, shall, in the years in which counties
249 conduct an election, sponsor and conduct, not less than five (5)
250 days before each election, not less than four (4) hours and not
251 more than eight (8) hours of poll manager training to instruct
252 poll managers as to their duties in the proper administration of
253 the election and the operation of the polling place. Any poll
254 manager who completes the online training course provided by the
255 Secretary of State shall only be required to complete two (2)
256 hours of in-person poll manager training. No poll manager shall
257 serve in any election unless he or she has received these
258 instructions once during the twelve (12) months immediately
259 preceding the date upon which the election is held; however,
260 nothing in this section shall prevent the appointment of an
261 alternate poll manager to fill a vacancy in case of an emergency.
262 The county executive committee or the election commissioners, as
263 appropriate, shall train a sufficient number of alternates to
264 serve in the event a poll manager is unable to serve for any
265 reason.



266 (2) (a) If it is eligible under Section 23-15-266, the
267 county executive committee may enter into a written agreement with
268 the circuit clerk or the county election commission authorizing
269 the circuit clerk or the county election commission to perform any
270 of the duties required of the county executive committee pursuant
271 to this section. Any agreement entered into pursuant to this
272 subsection shall be signed by the chair of the county executive
273 committee and the circuit clerk or the chair of the county
274 election commission, as appropriate. The county executive
275 committee shall notify the state executive committee and the
276 Secretary of State of the existence of the agreement.

277 (b) If it is eligible under Section 23-15-266, the
278 municipal executive committee may enter into a written agreement
279 with the municipal clerk or the municipal election commission
280 authorizing the municipal clerk or the municipal election
281 commission to perform any of the duties required of the municipal
282 executive committee pursuant to this section. Any agreement
283 entered into pursuant to this subsection shall be signed by the
284 chair of the municipal executive committee and the municipal clerk
285 or the chair of the municipal election commission, as appropriate.
286 The municipal executive committee shall notify the state executive
287 committee and the Secretary of State of the existence of the
288 agreement.

289 (3) The board of supervisors and the municipal governing
290 authority, in their discretion, may compensate poll managers who



291 attend these training sessions. The compensation shall be at a
292 rate of not less than the federal hourly minimum wage nor more
293 than Twelve Dollars (\$12.00) per hour. Poll managers shall not be
294 compensated for more than sixteen (16) hours of attendance at the
295 training sessions regardless of the actual amount of time that
296 they attended the training sessions.

297 (4) The time and location of the training sessions required
298 pursuant to this section shall be announced to the general public
299 by posting a notice thereof at the courthouse and by delivering a
300 copy of the notice to the office of a newspaper having general
301 circulation in the county five (5) days before the date upon which
302 the training session is to be conducted. Persons who will serve
303 as poll watchers for candidates and political parties, as well as
304 members of the general public, shall be allowed to attend the
305 sessions.

306 (5) Subject to the following annual limitations, the
307 election commissioners shall be entitled to receive a per diem in
308 the amount of One Hundred Dollars (\$100.00), to be paid from the
309 county general fund, for every day or period of no less than five
310 (5) hours accumulated over two (2) or more days actually employed
311 in the performance of their duties for the necessary time spent in
312 conducting training sessions as required by this section:

313 (a) In counties having less than fifteen thousand
314 (15,000) residents according to the latest federal decennial
315 census, not more than five (5) days per year;



316 (b) In counties having fifteen thousand (15,000)
317 residents according to the latest federal decennial census but
318 less than thirty thousand (30,000) residents according to the
319 latest federal decennial census, not more than eight (8) days per
320 year;

321 (c) In counties having thirty thousand (30,000)
322 residents according to the latest federal decennial census but
323 less than seventy thousand (70,000) residents according to the
324 latest federal decennial census, not more than ten (10) days per
325 year;

326 (d) In counties having seventy thousand (70,000)
327 residents according to the latest federal decennial census but
328 less than ninety thousand (90,000) residents according to the
329 latest federal decennial census, not more than twelve (12) days
330 per year;

331 (e) In counties having ninety thousand (90,000)
332 residents according to the latest federal decennial census but
333 less than one hundred seventy thousand (170,000) residents
334 according to the latest federal decennial census, not more than
335 fifteen (15) days per year;

336 (f) In counties having one hundred seventy thousand
337 (170,000) residents according to the latest federal decennial
338 census but less than two hundred thousand (200,000) residents
339 according to the latest federal decennial census, not more than
340 eighteen (18) days per year;



341 (g) In counties having two hundred thousand (200,000)
342 residents according to the latest federal decennial census but
343 less than two hundred twenty-five thousand (225,000) residents
344 according to the latest federal decennial census, not more than
345 nineteen (19) days per year;

346 (h) In counties having two hundred twenty-five thousand
347 (225,000) residents or more according to the latest federal
348 decennial census, not more than twenty-two (22) days per year.

349 (6) Election commissioners shall claim the per diem
350 authorized in subsection (5) of this section in the manner
351 provided for in Section 23-15-153(6).

352 (7) (a) To provide poll manager training, the Secretary of
353 State has developed a single, comprehensive poll manager training
354 program to ensure uniform, secure elections throughout the state.
355 The program includes online training on all state and federal
356 election laws and procedures and voting machine opening and
357 closing procedures.

358 (b) County election commissioners shall designate one
359 (1) poll manager per precinct, who shall individually access and
360 complete the online training program, including all skills
361 assessments, at least five (5) days before an election. The poll
362 manager shall be defined as a "certified poll manager," and
363 entitled to a "Certificate of Completion" and compensation for the
364 successful completion of the training and skills assessment in the
365 amount of Twenty-five Dollars (\$25.00) payable from the Secretary



366 of State. Compensation paid to any poll manager under this
367 paragraph (b) shall not exceed Twenty-five Dollars (\$25.00) per
368 calendar year.

369 (c) Every election held after January 1, 2018, shall
370 have at least one (1) certified poll manager appointed by the
371 county election officials to work in each polling place in the
372 county during each general election.

373 **[From and after January 1, 2020, this section shall read as**
374 **follows:]**

375 23-15-239. (1) The executive committee of each county, in
376 the case of a primary election, or the election commissioners of
377 each county, in the case of all other elections, in conjunction
378 with the circuit clerk, shall, in the years in which counties
379 conduct an election, sponsor and conduct, not less than five (5)
380 days before each election, not less than four (4) hours and not
381 more than eight (8) hours of poll manager training to instruct
382 poll managers as to their duties in the proper administration of
383 the election and the operation of the polling place. Any poll
384 manager who completes the online training course provided by the
385 Secretary of State shall only be required to complete two (2)
386 hours of in-person poll manager training. No poll manager shall
387 serve in any election unless he or she has received these
388 instructions once during the twelve (12) months immediately
389 preceding the date upon which the election is held; however,
390 nothing in this section shall prevent the appointment of an



391 alternate poll manager to fill a vacancy in case of an emergency.
392 The county executive committee or the election commissioners, as
393 appropriate, shall train a sufficient number of alternates to
394 serve in the event a poll manager is unable to serve for any
395 reason.

396 (2) (a) If it is eligible under Section 23-15-266, the
397 county executive committee may enter into a written agreement with
398 the circuit clerk or the county election commission authorizing
399 the circuit clerk or the county election commission to perform any
400 of the duties required of the county executive committee pursuant
401 to this section. Any agreement entered into pursuant to this
402 subsection shall be signed by the chair of the county executive
403 committee and the circuit clerk or the chair of the county
404 election commission, as appropriate. The county executive
405 committee shall notify the state executive committee and the
406 Secretary of State of the existence of the agreement.

407 (b) If it is eligible under Section 23-15-266, the
408 municipal executive committee may enter into a written agreement
409 with the municipal clerk or the municipal election commission
410 authorizing the municipal clerk or the municipal election
411 commission to perform any of the duties required of the municipal
412 executive committee pursuant to this section. Any agreement
413 entered into pursuant to this subsection shall be signed by the
414 chair of the municipal executive committee and the municipal clerk
415 or the chair of the municipal election commission, as appropriate.



416 The municipal executive committee shall notify the state executive
417 committee and the Secretary of State of the existence of the
418 agreement.

419 (3) The board of supervisors and the municipal governing
420 authority, in their discretion, may compensate poll managers who
421 attend these training sessions. The compensation shall be at a
422 rate of not less than the federal hourly minimum wage nor more
423 than Twelve Dollars (\$12.00) per hour. Poll managers shall not be
424 compensated for more than sixteen (16) hours of attendance at the
425 training sessions regardless of the actual amount of time that
426 they attended the training sessions.

427 (4) The time and location of the training sessions required
428 pursuant to this section shall be announced to the general public
429 by posting a notice thereof at the courthouse and by delivering a
430 copy of the notice to the office of a newspaper having general
431 circulation in the county five (5) days before the date upon which
432 the training session is to be conducted. Persons who will serve
433 as poll watchers for candidates and political parties, as well as
434 members of the general public, shall be allowed to attend the
435 sessions.

436 (5) Subject to the following annual limitations, the
437 election commissioners shall be entitled to receive a per diem in
438 the amount of One Hundred Dollars (\$100.00), to be paid from the
439 county general fund, for every day or period of no less than five
440 (5) hours accumulated over two (2) or more days actually employed



441 in the performance of their duties for the necessary time spent in
442 conducting training sessions as required by this section:

443 (a) In counties having less than fifteen thousand
444 (15,000) residents according to the latest federal decennial
445 census, not more than five (5) days per year;

446 (b) In counties having fifteen thousand (15,000)
447 residents according to the latest federal decennial census but
448 less than thirty thousand (30,000) residents according to the
449 latest federal decennial census, not more than eight (8) days per
450 year;

451 (c) In counties having thirty thousand (30,000)
452 residents according to the latest federal decennial census but
453 less than seventy thousand (70,000) residents according to the
454 latest federal decennial census, not more than ten (10) days per
455 year;

456 (d) In counties having seventy thousand (70,000)
457 residents according to the latest federal decennial census but
458 less than ninety thousand (90,000) residents according to the
459 latest federal decennial census, not more than twelve (12) days
460 per year;

461 (e) In counties having ninety thousand (90,000)
462 residents according to the latest federal decennial census but
463 less than one hundred seventy thousand (170,000) residents
464 according to the latest federal decennial census, not more than
465 fifteen (15) days per year;



466 (f) In counties having one hundred seventy thousand
467 (170,000) residents according to the latest federal decennial
468 census but less than two hundred thousand (200,000) residents
469 according to the latest federal decennial census, not more than
470 eighteen (18) days per year;

471 (g) In counties having two hundred thousand (200,000)
472 residents according to the latest federal decennial census but
473 less than two hundred twenty-five thousand (225,000) residents
474 according to the latest federal decennial census, not more than
475 nineteen (19) days per year;

476 (h) In counties having two hundred twenty-five thousand
477 (225,000) residents or more according to the latest federal
478 decennial census, not more than twenty-two (22) days per year.

479 (6) Election commissioners shall claim the per diem
480 authorized in subsection (5) of this section in the manner
481 provided for in Section 23-15-153(6).

482 (7) (a) To provide poll manager training, the Secretary of
483 State has developed a single, comprehensive poll manager training
484 program to ensure uniform, secure elections throughout the state.
485 The program includes online training on all state and federal
486 election laws and procedures and voting machine opening and
487 closing procedures.

488 (b) County poll managers who individually access and
489 complete the online training program, including all skills
490 assessments, at least five (5) days before an election shall be



491 defined as "certified poll managers," and entitled to a
492 "Certificate of Completion."

493 (c) At least one (1) certified poll manager shall be
494 appointed by the county election officials to work in each polling
495 place in the county during each general election.

496 **SECTION 6.** Section 25-3-40, Mississippi Code of 1972, is
497 brought forward as follows:

498 25-3-40. On July 1, 1978, and each year thereafter, the
499 Mississippi Compensation Plan shall be amended to provide salary
500 increases in such amounts and percentages as might be recommended
501 by the Legislative Budget Office and as may be authorized by funds
502 appropriated by the Legislature for the purpose of granting
503 incentive salary increases as deemed possible dependent upon the
504 availability of general and special funds.

505 It is hereby declared to be the intent of the Mississippi
506 Legislature to implement the minimum wage as enacted by statutory
507 law of the United States Congress subject to funds being available
508 for that purpose. It is the intent and purpose of this section to
509 maximize annual salary increases consistent with the availability
510 of funds as might be determined by the Mississippi Legislature at
511 its regular annual session and that all salary increases hereafter
512 be made consistent with the provisions of this section.

513 **SECTION 7.** Section 37-7-307, Mississippi Code of 1972, is
514 brought forward as follows:



515 37-7-307. (1) For purposes of this section, the term
516 "licensed employee" means any employee of a public school district
517 required to hold a valid license by the Commission on Teacher and
518 Administrator Education, Certification and Licensure and
519 Development.

520 (2) The school board of a school district shall establish by
521 rules and regulations a policy of sick leave with pay for licensed
522 employees and teacher assistants employed in the school district,
523 and such policy shall include the following minimum provisions for
524 sick and emergency leave with pay:

525 (a) Each licensed employee and teacher assistant, at
526 the beginning of each school year, shall be credited with a
527 minimum sick leave allowance, with pay, of seven (7) days for
528 absences caused by illness or physical disability of the employee
529 during that school year.

530 (b) Any unused portion of the total sick leave
531 allowance shall be carried over to the next school year and
532 credited to such licensed employee and teacher assistant if the
533 licensed employee or teacher assistant remains employed in the
534 same school district. In the event any public school licensed
535 employee or teacher assistant transfers from one public school
536 district in Mississippi to another, any unused portion of the
537 total sick leave allowance credited to such licensed employee or
538 teacher assistant shall be credited to such licensed employee or
539 teacher assistant in the computation of unused leave for



540 retirement purposes under Section 25-11-109. Accumulation of sick
541 leave allowed under this section shall be unlimited.

542 (c) No deduction from the pay of such licensed employee
543 or teacher assistant may be made because of absence of such
544 licensed employee or teacher assistant caused by illness or
545 physical disability of the licensed employee or teacher assistant
546 until after all sick leave allowance credited to such licensed
547 employee or teacher assistant has been used.

548 (d) For the first ten (10) days of absence of a
549 licensed employee because of illness or physical disability, in
550 any school year, in excess of the sick leave allowance credited to
551 such licensed employee, there shall be deducted from the pay of
552 such licensed employee the established substitute amount of
553 licensed employee compensation paid in that local school district,
554 necessitated because of the absence of the licensed employee as a
555 result of illness or physical disability. In lieu of deducting
556 the established substitute amount from the pay of such licensed
557 employee, the policy may allow the licensed employee to receive
558 full pay for the first ten (10) days of absence because of illness
559 or physical disability, in any school year, in excess of the sick
560 leave allowance credited to such licensed employee. Thereafter,
561 the regular pay of such absent licensed employee shall be
562 suspended and withheld in its entirety for any period of absence
563 because of illness or physical disability during that school year.



564 (3) (a) Beginning with the school year 1983-1984, each
565 licensed employee at the beginning of each school year shall be
566 credited with a minimum personal leave allowance, with pay, of two
567 (2) days for absences caused by personal reasons during that
568 school year. Effective for the 2010-2011 and 2011-2012 school
569 years, licensed employees shall be credited with an additional
570 one-half (1/2) day of personal leave for every day the licensed
571 employee is furloughed without pay as provided in Section
572 37-7-308. Except as otherwise provided in paragraph (b) of this
573 subsection, such personal leave shall not be taken on the first
574 day of the school term, the last day of the school term, on a day
575 previous to a holiday or a day after a holiday. Personal leave
576 may be used for professional purposes, including absences caused
577 by attendance of such licensed employee at a seminar, class,
578 training program, professional association or other functions
579 designed for educators. No deduction from the pay of such
580 licensed employee may be made because of absence of such licensed
581 employee caused by personal reasons until after all personal leave
582 allowance credited to such licensed employee has been used.
583 However, the superintendent of a school district, in his
584 discretion, may allow a licensed employee personal leave in
585 addition to any minimum personal leave allowance, under the
586 condition that there shall be deducted from the salary of such
587 licensed employee the actual amount of any compensation paid to
588 any person as a substitute, necessitated because of the absence of



589 the licensed employee. Any unused portion of the total personal
590 leave allowance up to five (5) days shall be carried over to the
591 next school year and credited to such licensed employee if the
592 licensed employee remains employed in the same school district.
593 Any personal leave allowed for a furlough day shall not be carried
594 over to the next school year.

595 (b) Notwithstanding the restrictions on the use of
596 personal leave prescribed under paragraph (a) of this subsection,
597 a licensed employee may use personal leave as follows:

598 (i) Personal leave may be taken on the first day
599 of the school term, the last day of the school term, on a day
600 previous to a holiday or a day after a holiday if, on the
601 applicable day, an immediate family member of the employee is
602 being deployed for military service.

603 (ii) Personal leave may be taken on a day previous
604 to a holiday or a day after a holiday if an employee of a school
605 district has either a minimum of ten (10) years' experience as an
606 employee of that school district or a minimum of thirty (30) days
607 of unused accumulated leave that has been earned while employed in
608 that school district.

609 (iii) Personal leave may be taken on the first day
610 of the school term, the last day of the school term, on a day
611 previous to a holiday or a day after a holiday if, on the
612 applicable day, the employee has been summoned to appear for jury
613 duty or as a witness in court.



614 (iv) Personal leave may be taken on the first day
615 of the school term, the last day of the school term, on a day
616 previous to a holiday or a day after a holiday if, on the
617 applicable day, an immediate family member of the employee dies or
618 funeral services are held. Any day of the three (3) bereavement
619 days may be used at the discretion of the teacher, and are not
620 required to be taken in consecutive succession.

621 For the purpose of this subsection (3), the term "immediate
622 family member" means spouse, parent, stepparent, child or
623 stepchild, grandparent or sibling, including a stepbrother or
624 stepsister.

625 (4) Beginning with the school year 1992-1993, each licensed
626 employee shall be credited with a professional leave allowance,
627 with pay, for each day of absence caused by reason of such
628 employee's statutorily required membership and attendance at a
629 regular or special meeting held within the State of Mississippi of
630 the State Board of Education, the Commission on Teacher and
631 Administrator Education, Certification and Licensure and
632 Development, the Commission on School Accreditation, the
633 Mississippi Authority for Educational Television, the meetings of
634 the state textbook rating committees or other meetings authorized
635 by local school board policy.

636 (5) Upon retirement from employment, each licensed and
637 nonlicensed employee shall be paid for not more than thirty (30)
638 days of unused accumulated leave earned while employed by the



639 school district in which the employee is last employed. Such
640 payment for licensed employees shall be made by the school
641 district at a rate equal to the amount paid to substitute teachers
642 and for nonlicensed employees, the payment shall be made by the
643 school district at a rate equal to the federal minimum wage. The
644 payment shall be treated in the same manner for retirement
645 purposes as a lump-sum payment for personal leave as provided in
646 Section 25-11-103(f). Any remaining lawfully credited unused
647 leave, for which payment has not been made, shall be certified to
648 the Public Employees' Retirement System in the same manner and
649 subject to the same limitations as otherwise provided by law for
650 unused leave. No payment for unused accumulated leave may be made
651 to either a licensed or nonlicensed employee at termination or
652 separation from service for any purpose other than for the purpose
653 of retirement.

654 (6) The school board may adopt rules and regulations which
655 will reasonably aid to implement the policy of sick and personal
656 leave, including, but not limited to, rules and regulations having
657 the following general effect:

658 (a) Requiring the absent employee to furnish the
659 certificate of a physician or dentist or other medical
660 practitioner as to the illness of the absent licensed employee,
661 where the absence is for four (4) or more consecutive school days,
662 or for two (2) consecutive school days immediately preceding or
663 following a nonschool day;



664 (b) Providing penalties, by way of full deduction from
665 salary, or entry on the work record of the employee, or other
666 appropriate penalties, for any materially false statement by the
667 employee as to the cause of absence;

668 (c) Forfeiture of accumulated or future sick leave, if
669 the absence of the employee is caused by optional dental or
670 medical treatment or surgery which could, without medical risk,
671 have been provided, furnished or performed at a time when school
672 was not in session;

673 (d) Enlarging, increasing or providing greater sick or
674 personal leave allowances than the minimum standards established
675 by this section in the discretion of the school board of each
676 school district.

677 (7) School boards may include in their budgets provisions
678 for the payment of substitute employees, necessitated because of
679 the absence of regular licensed employees. All such substitute
680 employees shall be paid wholly from district funds, except as
681 otherwise provided for long-term substitute teachers in Section
682 37-19-20. Such school boards, in their discretion, also may pay,
683 from district funds other than adequate education program funds,
684 the whole or any part of the salaries of all employees granted
685 leaves for the purpose of special studies or training.

686 (8) The school board may further adopt rules and regulations
687 which will reasonably implement such leave policies for all other
688 nonlicensed and hourly paid school employees as the board deems



689 appropriate. Effective for the 2010-2011 and 2011-2012 school
690 years, nonlicensed employees shall be credited with an additional
691 one-half (1/2) day of personal leave for every day the nonlicensed
692 employee is furloughed without pay as provided in Section
693 37-7-308.

694 (9) Vacation leave granted to either licensed or nonlicensed
695 employees shall be synonymous with personal leave. Unused
696 vacation or personal leave accumulated by licensed employees in
697 excess of the maximum five (5) days which may be carried over from
698 one year to the next may be converted to sick leave. The annual
699 conversion of unused vacation or personal leave to sick days for
700 licensed or unlicensed employees shall not exceed the allowable
701 number of personal leave days as provided in Section 25-3-93. The
702 annual total number of converted unused vacation and/or personal
703 days added to the annual unused sick days for any employee shall
704 not exceed the combined allowable number of days per year provided
705 in Sections 25-3-93 and 25-3-95. Local school board policies that
706 provide for vacation, personal and sick leave for employees shall
707 not exceed the provisions for leave as provided in Sections
708 25-3-93 and 25-3-95. Any personal or vacation leave previously
709 converted to sick leave under a lawfully adopted policy before May
710 1, 2004, or such personal or vacation leave accumulated and
711 available for use prior to May 1, 2004, under a lawfully adopted
712 policy but converted to sick leave after May 1, 2004, shall be
713 recognized as accrued leave by the local school district and



714 available for use by the employee. The leave converted under a
715 lawfully adopted policy prior to May 1, 2004, or such personal and
716 vacation leave accumulated and available for use as of May 1,
717 2004, which was subsequently converted to sick leave may be
718 certified to the Public Employees' Retirement System upon
719 termination of employment and any such leave previously converted
720 and certified to the Public Employees' Retirement System shall be
721 recognized.

722 (10) (a) For the purposes of this subsection, the following
723 words and phrases shall have the meaning ascribed in this
724 paragraph unless the context requires otherwise:

725 (i) "Catastrophic injury or illness" means a
726 life-threatening injury or illness of an employee or a member of
727 an employee's immediate family that totally incapacitates the
728 employee from work, as verified by a licensed physician, and
729 forces the employee to exhaust all leave time earned by that
730 employee, resulting in the loss of compensation from the local
731 school district for the employee. Conditions that are short-term
732 in nature, including, but not limited to, common illnesses such as
733 influenza and the measles, and common injuries, are not
734 catastrophic. Chronic illnesses or injuries, such as cancer or
735 major surgery, that result in intermittent absences from work and
736 that are long-term in nature and require long recuperation periods
737 may be considered catastrophic.



738 (ii) "Immediate family" means spouse, parent,
739 stepparent, sibling, child or stepchild, grandparent, stepbrother
740 or stepsister.

741 (b) Any school district employee may donate a portion
742 of his or her unused accumulated personal leave or sick leave to
743 another employee of the same school district who is suffering from
744 a catastrophic injury or illness or who has a member of his or her
745 immediate family suffering from a catastrophic injury or illness,
746 in accordance with the following:

747 (i) The employee donating the leave (the "donor
748 employee") shall designate the employee who is to receive the
749 leave (the "recipient employee") and the amount of unused
750 accumulated personal leave and sick leave that is to be donated,
751 and shall notify the school district superintendent or his
752 designee of his or her designation.

753 (ii) The maximum amount of unused accumulated
754 personal leave that an employee may donate to any other employee
755 may not exceed a number of days that would leave the donor
756 employee with fewer than seven (7) days of personal leave
757 remaining, and the maximum amount of unused accumulated sick leave
758 that an employee may donate to any other employee may not exceed
759 fifty percent (50%) of the unused accumulated sick leave of the
760 donor employee.

761 (iii) An employee must have exhausted all of his
762 or her available leave before he or she will be eligible to



763 receive any leave donated by another employee. Eligibility for
764 donated leave shall be based upon review and approval by the donor
765 employee's supervisor.

766 (iv) Before an employee may receive donated leave,
767 he or she must provide the school district superintendent or his
768 designee with a physician's statement that states that the illness
769 meets the catastrophic criteria established under this section,
770 the beginning date of the catastrophic injury or illness, a
771 description of the injury or illness, and a prognosis for recovery
772 and the anticipated date that the recipient employee will be able
773 to return to work.

774 (v) Before an employee may receive donated leave,
775 the superintendent of education of the school district shall
776 appoint a review committee to approve or disapprove the said
777 donations of leave, including the determination that the illness
778 is catastrophic within the meaning of this section.

779 (vi) If the total amount of leave that is donated
780 to any employee is not used by the recipient employee, the whole
781 days of donated leave shall be returned to the donor employees on
782 a pro rata basis, based on the ratio of the number of days of
783 leave donated by each donor employee to the total number of days
784 of leave donated by all donor employees.

785 (vii) Donated leave shall not be used in lieu of
786 disability retirement.



787 (11) Effective January 1, 2020, the provisions of this
788 section shall be fully applicable to any licensed employee of the
789 Mississippi School of the Arts (MSA).

790 **SECTION 8.** Section 57-34-5, Mississippi Code of 1972, is
791 brought forward as follows:

792 57-34-5. **Definitions.** As used in this chapter, the
793 following words and phrases shall have the meanings ascribed to
794 them in this section, unless the context clearly indicates a
795 different meaning:

796 (a) "Act" means the provisions of this chapter.

797 (b) "Authority" means the Alabama-Mississippi Joint
798 Economic Development Authority created pursuant to this chapter.

799 (c) "Board of directors" means the board of directors
800 of the authority.

801 (d) "Designated geographic area" means:

802 (i) Those counties in the State of Alabama that
803 share a common border with any county in the State of Mississippi;
804 and

805 (ii) Those counties in the State of Mississippi
806 that share a common border with any county in the State of
807 Alabama.

808 (e) "Herein," "hereby," "hereunder," "hereof" and other
809 equivalent words refer to this chapter as an entirety and not
810 solely to the particular section or portion thereof in which any
811 such word is used.



812 (f) "Project" means:

813 (i) Any industrial, commercial, research and
814 development, warehousing, distribution, transportation,
815 processing, mining, United States government or tourism enterprise
816 together with all real property required for construction,
817 maintenance and operation of the enterprise:

818 1. With an initial capital investment of not
819 less than Three Hundred Million Dollars (\$300,000,000.00) from
820 private or United States government sources together with all
821 buildings, and other supporting land and facilities, structures or
822 improvements of whatever kind required or useful for construction,
823 maintenance and operation of the enterprise; or

824 2. With an initial capital investment of not
825 less than One Hundred Fifty Million Dollars (\$150,000,000.00) from
826 private or United States government sources together with all
827 buildings and other supporting land and facilities, structures or
828 improvements of whatever kind required or useful for construction,
829 maintenance and operation of the enterprise and which creates at
830 least one thousand (1,000) net new full-time jobs; or

831 3. Which creates at least one thousand
832 (1,000) net new full-time jobs which provide an average hourly
833 wage of not less than two hundred percent (200%) of the federal
834 minimum wage in effect on the date the project is placed in
835 service.



836 (ii) Any addition to, or expansion of, any
837 existing enterprise as described in this paragraph if the addition
838 or expansion:

839 1. Has an initial capital investment of not
840 less than Three Hundred Million Dollars (\$300,000,000.00) from
841 private or United States government sources;

842 2. Has an initial capital investment of not
843 less than One Hundred Fifty Million Dollars (\$150,000,000.00) from
844 private or United States government sources together with all
845 buildings and other supporting land and facilities, structures or
846 improvements of whatever kind required or useful for construction,
847 maintenance and operation of the enterprise and which creates at
848 least one thousand (1,000) net new full-time jobs; or

849 3. Creates at least one thousand (1,000) net
850 new full-time jobs which provide an average hourly wage of not
851 less than two hundred percent (200%) of the federal minimum wage
852 in effect on the date the project is placed in service.

853 (iii) Any development with an initial capital
854 investment from private sources of not less than Seven Hundred
855 Fifty Million Dollars (\$750,000,000.00) which will create at least
856 three thousand (3,000) net new full-time jobs satisfying criteria
857 to be established by the authority.

858 In addition to meeting the other requirements of this
859 paragraph, in order to fall within the definition of the term
860 "project":



861 (i) The enterprise or development must be located
862 within the designated geographic area; and

863 (ii) Each state must provide funds or in-kind
864 contributions equal to at least one-third (1/3) of the total costs
865 of the project to the states.

866 (g) "Project agreement" means an agreement, approved by
867 the Legislature of the states, setting forth certain obligations,
868 responsibilities, benefits, administrative matters and any other
869 matters with respect to a specific project that are not
870 inconsistent with the terms of this chapter as the legislatures of
871 the states deem appropriate with respect to a specific project.

872 (h) "Project tax revenues" means:

873 (i) All of the following state and local taxes
874 paid directly to a state or a local government by the project:
875 income taxes, ad valorem taxes on real and personal property,
876 sales and use taxes, franchise taxes, license taxes, excise taxes
877 and severance taxes; and

878 (ii) All state and local personal income tax and
879 occupational tax withholdings from employees of the project
880 attributable to employment at the project.

881 (i) "States" means the State of Alabama and the State
882 of Mississippi collectively.

883 **SECTION 9.** Section 85-3-4, Mississippi Code of 1972, is
884 brought forward as follows:



885 85-3-4. (1) The wages, salaries or other compensation of
886 laborers or employees, residents of this state, shall be exempt
887 from seizure under attachment, execution or garnishment for a
888 period of thirty (30) days from the date of service of any writ of
889 attachment, execution or garnishment.

890 (2) After the passage of the period of thirty (30) days
891 described in subsection (1) of this section, the maximum part of
892 the aggregate disposable earnings (as defined by Section 1672(b)
893 of Title 15, USCS) of an individual that may be levied by
894 attachment, execution or garnishment shall be:

895 (a) In the case of earnings for any workweek, the
896 lesser amount of either,

897 (i) Twenty-five percent (25%) of his disposable
898 earnings for that week, or

899 (ii) The amount by which his disposable earnings
900 for that week exceed thirty (30) times the federal minimum hourly
901 wage (prescribed by Section 206 (a) (1) of Title 29, USCS) in
902 effect at the time the earnings are payable; or

903 (b) In the case of earnings for any period other than a
904 week, the amount by which his disposable earnings exceed the
905 following "multiple" of the federal minimum hourly wage which is
906 equivalent in effect to that set forth in paragraph (a) (ii) of
907 this subsection (2): The number of workweeks, or fractions
908 thereof multiplied by thirty (30) multiplied by the applicable
909 federal minimum wage.



910 (3) (a) The restrictions of subsections (1) and (2) of this
911 section do not apply in the case of:

912 (i) Any order for the support of any person issued
913 by a court of competent jurisdiction or in accordance with an
914 administrative procedure, which is established by state law, which
915 affords substantial due process, and which is subject to judicial
916 review.

917 (ii) Any debt due for any state or local tax.

918 (b) Except as provided in subparagraph (b)(iii) of this
919 subsection (3), the maximum part of the aggregate disposable
920 earnings of an individual for any workweek which is subject to
921 garnishment to enforce any order for the support of any person
922 shall not exceed:

923 (i) Where such individual is supporting his spouse
924 or dependent child (other than a spouse or child with respect to
925 whose support such order is used), fifty percent (50%) of such
926 individual's disposable earnings for that week; and

927 (ii) Where such individual is not supporting such
928 a spouse or dependent child described in subparagraph (b)(i) of
929 this subsection (3), sixty percent (60%) of such individual's
930 disposable earnings for that week;

931 (iii) With respect to the disposable earnings of
932 any individual for that workweek, the fifty percent (50%)
933 specified in subparagraph (b)(i) of this subsection (3) shall be
934 deemed to be fifty-five percent (55%) and the sixty percent (60%)



935 specified in subparagraph (b) (ii) of this subsection (3) shall be
936 deemed to be sixty-five percent (65%), if and to the extent that
937 such earnings are subject to garnishment to enforce a support
938 order with respect to a period which is prior to the period of
939 twelve (12) weeks which ends with the beginning of such workweek.

940 **SECTION 10.** Section 97-3-54.4, Mississippi Code of 1972, is
941 brought forward as follows:

942 97-3-54.4. For the purposes of the Mississippi Human
943 Trafficking Act the following words and phrases shall have the
944 meanings ascribed herein unless the context clearly requires
945 otherwise:

946 (a) "Act" or "this act" means the Mississippi Human
947 Trafficking Act.

948 (b) "Actor" means a person who violates any of the
949 provisions of Sections 97-3-54 through 97-3-54.4.

950 (c) "Blackmail" means obtaining property or things of
951 value of another by threatening to (i) inflict bodily injury on
952 anyone; or (ii) commit any other criminal offense.

953 (d) "Coerce" or "coercion" means:

954 (i) Causing or threatening to cause bodily harm to
955 any person, physically restraining or confining any person, or
956 threatening to physically restrain or confine any person;

957 (ii) Exposing or threatening to expose any fact or
958 information or disseminating or threatening to disseminate any



959 fact or information that would tend to subject a person to
960 criminal or immigration proceedings, hatred, contempt or ridicule;

961 (iii) Destroying, concealing, removing,
962 confiscating or possessing any actual or purported passport or
963 other immigration document, or any other actual or purported
964 government identification document of any person;

965 (iv) Providing a controlled substance to a person
966 for the purpose of compelling the person to engage in labor or
967 sexual servitude against the person's will;

968 (v) Causing or threatening to cause financial harm
969 to any person or using financial control over any person;

970 (vi) Abusing or threatening to abuse a position of
971 power, the law, or legal process;

972 (vii) Using blackmail;

973 (viii) Using an individual's personal services as
974 payment or satisfaction of a real or purported debt when: 1. the
975 reasonable value of the services is not applied toward the
976 liquidation of the debt; 2. the length of the services is not
977 limited and the nature of the services is not defined; 3. the
978 principal amount of the debt does not reasonably reflect the value
979 of the items or services for which the debt is incurred; or 4. the
980 individual is prevented from acquiring accurate and timely
981 information about the disposition of the debt; or

982 (ix) Using any scheme, plan or pattern of conduct
983 intended to cause any person to believe that, if the person did



984 not perform the labor or services, that the person or another
985 person would suffer serious harm or physical restraint.

986 (e) "Commercial sexual activity" means any sex act on
987 account of which anything of value is given to, promised to, or
988 received by any person.

989 (f) "Enterprise" means any individual, sole
990 proprietorship, partnership, corporation, union or other legal
991 entity, or any association or group of individuals associated in
992 fact regardless of whether a legal entity has been formed pursuant
993 to any state, federal or territorial law. It includes illicit as
994 well as licit enterprises and governmental as well as other
995 entities.

996 (g) "Financial harm" includes, but is not limited to,
997 extortion as defined by Section 97-3-82, Mississippi Code of 1972,
998 or violation of the usury law as defined by Title 75, Chapter 17,
999 Mississippi Code of 1972.

1000 (h) "Forced labor or services" means labor or services
1001 that are performed or provided by another person and are obtained
1002 or maintained through coercion.

1003 (i) "Labor" means work of economic or financial value.

1004 (j) "Maintain" means, in relation to labor or services,
1005 to secure continued performance thereof, regardless of any initial
1006 agreement on the part of the trafficked person to perform such
1007 labor or service.



1008 (k) "Minor" means a person under the age of eighteen
1009 (18) years.

1010 (l) "Obtain" means, in relation to labor or services,
1011 to secure performance thereof.

1012 (m) "Pecuniary damages" means any of the following:

1013 (i) The greater of the gross income or value to
1014 the defendant of the victim's labor or services, including sexual
1015 services, not reduced by the expense the defendant incurred as a
1016 result of maintaining the victim, or the value of the victim's
1017 labor or services calculated under the minimum wage and overtime
1018 provisions of the Fair Labor Standards Act, 29 USCS Section 201 et
1019 seq., whichever is higher;

1020 (ii) If it is not possible or in the best interest
1021 of the victim to compute a value under subparagraph (i) of this
1022 paragraph (m), the equivalent of the value of the victim's labor
1023 or services if the victim had provided labor or services that were
1024 subject to the minimum wage and overtime provisions of the Fair
1025 Labor Standards Act, 29 USCS 201 et seq.;

1026 (iii) Costs and expenses incurred by the victim as
1027 a result of the offense for:

- 1028 1. Medical services;
1029 2. Therapy or psychological counseling;
1030 3. Temporary housing;
1031 4. Transportation;
1032 5. Childcare;



1033 6. Physical and occupational therapy or
1034 rehabilitation;

1035 7. Funeral, interment, and burial services;
1036 reasonable attorney's fees and other legal costs; and

1037 8. Other expenses incurred by the victim.

1038 (n) "Serious harm" means harm, whether physical or
1039 nonphysical, including psychological, economic or reputational, to
1040 an individual that would compel a reasonable person in similar
1041 circumstances as the individual to perform or continue to perform
1042 labor or services to avoid incurring the harm.

1043 (o) "Services" means an ongoing relationship between a
1044 person and the actor in which the person performs activities under
1045 the supervision of or for the benefit of the actor or a third
1046 party and includes, without limitation, commercial sexual
1047 activity, sexually explicit performances, or the production of
1048 sexually explicit materials.

1049 (p) "Sexually explicit performance" means a live or
1050 public act or show intended to arouse or satisfy the sexual
1051 desires or appeal to the prurient interests of patrons.

1052 (q) "Trafficked person" means a person subjected to the
1053 practices prohibited by this act regardless of whether a
1054 perpetrator is identified, apprehended, prosecuted or convicted,
1055 and is a term used interchangeably with the terms "victim,"
1056 "victim of trafficking" and "trafficking victim."



1057 (r) "Venture" means any group of two (2) or more
1058 individuals associated in fact, whether or not a legal entity.

1059 (s) "Sexually oriented material" shall have the meaning
1060 ascribed in Section 97-5-27, Mississippi Code of 1972.

1061 **SECTION 11.** Section 99-19-20, Mississippi Code of 1972, is
1062 brought forward as follows:

1063 99-19-20. (1) Except as otherwise provided under Section
1064 99-19-20.1, when any court sentences a defendant to pay a fine,
1065 the court may order (a) that the fine be paid immediately, or (b)
1066 that the fine be paid in installments to the clerk of the court or
1067 to the judge, if there be no clerk, or (c) that payment of the
1068 fine be a condition of probation, or (d) that the defendant be
1069 required to work on public property for public benefit under the
1070 direction of the sheriff for a specific number of hours, or (e)
1071 any combination of the above.

1072 (2) Except as otherwise provided under Section 99-19-20.1,
1073 the defendant may be imprisoned until the fine is paid if the
1074 defendant is financially able to pay a fine and the court so
1075 finds, subject to the limitations provided under this section.
1076 The defendant shall not be imprisoned if the defendant is
1077 financially unable to pay a fine and so states to the court in
1078 writing, under oath, after sentence is pronounced, and the court
1079 so finds, except if the defendant is financially unable to pay a
1080 fine and such defendant failed or refused to comply with a prior



1081 sentence as specified in subsection (1) of this section, the
1082 defendant may be imprisoned.

1083 This subsection shall be limited as follows:

1084 (a) In no event shall such period of imprisonment
1085 exceed one (1) day for each One Hundred Dollars (\$100.00) of the
1086 fine.

1087 (b) If a sentence of imprisonment, as well as a fine,
1088 were imposed, the aggregate of such term for nonpayment of a fine
1089 and the original sentence of imprisonment shall not exceed the
1090 maximum authorized term of imprisonment.

1091 (c) It shall be in the discretion of the judge to
1092 determine the rate of the credit to be earned for work performed
1093 under subsection (1)(d), but the rate shall be no lower than the
1094 rate of the highest current federal minimum wage.

1095 (3) Periods of confinement imposed for nonpayment of two (2)
1096 or more fines shall run consecutively unless specified by the
1097 court to run concurrently.

1098 **SECTION 12.** This act shall take effect and be in force from
1099 and after July 1, 2022.

