

1 HB384
2 165003-1
3 By Representatives Bracy, Williams (JW), Buskey, Drummond and
4 Clarke (N & P)
5 RFD: Mobile County Legislation
6 First Read: 02-APR-15

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9 A BILL
10 TO BE ENTITLED
11 AN ACT
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13 Relating to Mobile County; to establish a minimum
14 wage for Mobile County, and to provide a civil action for a
15 violation of this act if an employer fails to pay minimum
16 wage.

17 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

18 Section 1. (a) Beginning January 1, 2016, the
19 minimum wage shall be set at ten dollars ten cents (\$10.10)
20 per hour. Each employer in Mobile County shall pay to each
21 employee wages at a rate of not less than ten dollars ten
22 cents (\$10.10) per hour for hours worked in a pay period
23 regardless of how the time at work is measured.

24 (b) If the tips of a tipped employee combined with
25 the direct wages of the employer of at least two dollars
26 thirteen cents (\$2.13) an hour do not equal the minimum wage

1 established in subsection (a), the employer shall pay the
2 difference.

3 (c) If the federal minimum hourly wage rate set by
4 Section 6 of the federal Fair Labor Standards Act of 1938, or
5 a successor federal law, is raised to a level higher than the
6 minimum wage rate established by this act, the minimum wage
7 shall be increased to the level of the federal minimum wage
8 rate.

9 (d) An employee may bring suit in the circuit court
10 of this county against his or her employer for a violation of
11 this act.

12 (e) Each employer who fails or refuses to comply
13 with this act shall be liable to the employee for 90 days
14 wages at the daily rate of pay of the employee and the
15 difference between what the employee was paid and the local
16 minimum wage. Reasonable attorney fees shall be awarded to the
17 employee by the court which shall be taxed as costs to be paid
18 by the employer if the employee prevails in action to enforce
19 this act.

20 Section 2. This act shall become effective on the
21 first day of the third month following its passage and
22 approval by the Governor, or its otherwise becoming law.