

Bill Fact Sheet – December 5, 2025 https://legilist.com Bill page: https://legilist.com/bill/108/hr/4256

HR 4256

Fair Minimum Wage Act of 2004 Congress: 108 (2003–2005, Ended)

Chamber: House

Policy Area: Labor and Employment

Introduced: Apr 30, 2004

Current Status: Referred to the Subcommittee on Workforce Protections.

Latest Action: Referred to the Subcommittee on Workforce Protections. (May 14, 2004)

Official Text: https://www.congress.gov/bill/108th-congress/house-bill/4256

Sponsor

Name: Rep. Miller, George [D-CA-7]

Party: Democratic • State: CA • Chamber: House

Cosponsors (95 total)

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Rep. Hinojosa, Ruben [D-TX-15]	D · TX		Apr 30, 2004
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Rep. Kildee, Dale E. [D-MI-5]	D · MI		Apr 30, 2004
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Rep. Kleczka, Gerald D. [D-WI-4]			Apr 30, 2004
Rep. Kucinich, Dennis J. [D-OH-10]			Apr 30, 2004
Rep. Langevin, James R. [D-RI-2] D · RI			Apr 30, 2004
Rep. Lee, Barbara [D-CA-9]	D · CA		Apr 30, 2004
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Rep. Lofgren, Zoe [D-CA-16] D · CA Apr 30, 2004 Rep. Lynch, Stephen F. [D-MA-9] D · MA Apr 30, 2004 Rep. Matsui, Robert T. [D-CA-5] D · CA Apr 30, 2004 Rep. McCarthy, Karen [D-MC-5] D · MO Apr 30, 2004 Rep. McCollum, Betty [D-MN-4] D · MN Apr 30, 2004 Rep. McCollum, Betty [D-MN-4] D · MN Apr 30, 2004 Rep. Mechan, Martin T. [D-MA-5] D · NY Apr 30, 2004 Rep. Mehan, Martin T. [D-ML-2] D · NU Apr 30, 2004 Rep. Mehand, Michael H. [D-ME-2] D · ME Apr 30, 2004 Rep. Morina, James P. [D-VA-8] D · VA Apr 30, 2004 Rep. Morin, James P. [D-VA-8] D · NY Apr 30, 2004 Rep. Obey, David R. [D-WH-7] D · NY Apr 30, 2004 Rep. Overs, Major R. [D-NY+1] D · NY Apr 30, 2004 Rep. Overs, Salor R. [D-NY+11] D · NY Apr 30, 2004 Rep. Covers, Major R. [D-NY+15] D · NY Apr 30, 2004 Rep. Ryan, Tim [D-OH-17] D · NY Apr 30, 2004 Rep. Ryan Tim [D-OH-17] D · NY Apr 30, 2004	Rep. Lofgren, Zoe (D-CA-16) D · CA Apr 30, 2004 Rep. Lynch, Stephen F. (D-MA-9) D · MA Apr 30, 2004 Rep. Metsul, Robert T. (D-CA-5) D · CA Apr 30, 2004 Rep. McCorlum, Setry (D-MN-4) D · MO Apr 30, 2004 Rep. McCollum, Betry (D-MN-4) D · MN Apr 30, 2004 Rep. Meehan, Martin T. (D-MA-5) D · MA Apr 30, 2004 Rep. Meehan, Martin T. (D-MA-5) D · NY Apr 30, 2004 Rep. Meehan, Martin T. (D-MA-6) D · NY Apr 30, 2004 Rep. Meran, Jamas P. (D-VA-6) D · NY Apr 30, 2004 Rep. Meran, Jamas P. (D-VA-6) D · NY Apr 30, 2004 Rep. Morian, Jamas P. (D-VA-8) D · NY Apr 30, 2004 Rep. Marian, Jamas P. (D-VA-8) D · NY Apr 30, 2004 Rep. Nadler, Jerrold (D-NY-8) D · NY Apr 30, 2004 Rep. Olver, John W. (D-MA-1) D · MA Apr 30, 2004 Rep. Olver, John W. (D-MA-1) D · NY Apr 30, 2004 Rep. Owens, Major R. (D-NY-15) D · NY Apr 30, 2004 Rep. Sangel, Charles B. (D-NY-15) D · NY Apr 30, 2004	Cosponsor	Party / State	Role	Date Joined
Rep. Lynch, Stephen F. [D-MA-9] D - MA Apr 30, 2004 Rep. Matsul, Robert T. [D-CA-5] D - CA Apr 30, 2004 Rep. McCaltiny, Betty [D-MN-4] D - MN Apr 30, 2004 Rep. MecCaltiny, Betty [D-MN-4] D - MN Apr 30, 2004 Rep. Mechan, Martin T. [D-MA-5] D - MA Apr 30, 2004 Rep. Menchack, Gregory W. [D-NY-6] D - NY Apr 30, 2004 Rep. Menchack, Gregory W. [D-NY-6] D - NY Apr 30, 2004 Rep. Michaud, Michael H. [D-ME-2] D - ME Apr 30, 2004 Rep. Michaud, Michael H. [D-ME-2] D - ME Apr 30, 2004 Rep. Moran, James P. [D-VA-8] D - VA Apr 30, 2004 Rep. Natel, Caltin J. [D-W-1] D - WI Apr 30, 2004 Rep. David R. [D-Wi-7] D - WI Apr 30, 2004 Rep. Obey, David R. [D-Wi-7] D - MA Apr 30, 2004 Rep. Ober, John W. [D-MA-1] D - NY Apr 30, 2004 Rep. Colver, John W. [D-MA-1] D - NY Apr 30, 2004 Rep. Rangel, Charles B. [D-NY-16] D - NY Apr 30, 2004 Rep. Rangel, Charles B. [D-NY-16] D - NY Apr 30,	Rep. Lynch, Stephen F. [D-MA-9] D · MA Apr 30, 2004 Rep. Matsul, Robert T. [D-CA-6] D · CA Apr 30, 2004 Rep. McCarthy, Karan [D-MO-5] D · MO Apr 30, 2004 Rep. McCarthy, Karan [D-MO-5] D · MN Apr 30, 2004 Rep. Mechan, Martin T. [D-MA-5] D · MA Apr 30, 2004 Rep. Mechan, Martin T. [D-MA-5] D · NY Apr 30, 2004 Rep. Mechan, Martin T. [D-MA-6] D · NY Apr 30, 2004 Rep. Mechan, Martin T. [D-MA-6] D · NY Apr 30, 2004 Rep. Michaud, Michael H. [D-ME-2] D · ME Apr 30, 2004 Rep. Michaud, Michael H. [D-ME-2] D · ME Apr 30, 2004 Rep. Moran, James P. [D-VA-8] D · VA Apr 30, 2004 Rep. Nadler, James M. [D-W1-7] D · WI Apr 30, 2004 Rep. Dolver, John W. [D-MA-1] D · NY Apr 30, 2004 Rep. Dolver, John W. [D-MA-1] D · MA Apr 30, 2004 Rep. Rangle, Charles B. [D-NY-15] D · NY Apr 30, 2004 Rep. Rangle, Charles B. [D-NY-15] D · NY Apr 30, 2004 Rep. Sanchers, Earth Glaver, Charles Glaver, Charles Glaver, Charles Glav	•		Role	
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		Rep. Rush, Bobby L. [D-IL-1]	D·IL		May 19, 2004
Den McCourse James D. ID MA 01		Rep. Price, David E. [D-NC-4]	D · NC		May 20, 2004
Rep. IvicGovern, James P. [D-IVIA-3] D · MA Jun 1, 2004	Rep. McGovern, James P. [D-MA-3] D · MA Jun 1, 2004	Rep. McGovern, James P. [D-MA-3]	D · MA		Jun 1, 2004

Cosponsor	Party / State	Role	Date Joined
Rep. Berkley, Shelley [D-NV-1]	$D \cdot NV$		Jun 8, 2004
Rep. McNulty, Michael R. [D-NY-21]	$D \cdot NY$		Jun 8, 2004
Rep. Eshoo, Anna G. [D-CA-14]	D · CA		Jun 15, 2004
Rep. Clay, Wm. Lacy [D-MO-1]	D · MO		Jun 21, 2004
Rep. Schakowsky, Janice D. [D-IL-9]	$D \cdot IL$		Jul 9, 2004
Rep. Dingell, John D. [D-MI-15]	D · MI		Jul 15, 2004
Rep. Maloney, Carolyn B. [D-NY-14]	$D \cdot NY$		Jul 22, 2004
Rep. Doggett, Lloyd [D-TX-10]	$D \cdot TX$		Sep 9, 2004
Rep. Cardin, Benjamin L. [D-MD-3]	$D\cdotMD$		Sep 13, 2004
Rep. Strickland, Ted [D-OH-6]	D · OH		Sep 21, 2004
Rep. Filner, Bob [D-CA-51]	D · CA		Sep 28, 2004
Rep. Lantos, Tom [D-CA-12]	D · CA		Oct 8, 2004

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred to	May 14, 2004

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
108 S 2370	Identical bill	May 3, 2004: Read the second time. Placed on Senate Legislative Calendar under General Orders. Calendar No. 496.

Summary (as of Apr 30, 2004)

Fair Minimum Wage Act of 2004 - Amends the Fair Labor Standards Act of 1938 to increase the Federal minimum wage to: (1) \$5.85 an hour, beginning on the 60th day after enactment of this Act; (2) \$6.45 an hour, beginning 12 months after that 60th day; and (3) \$7.00 an hour, beginning 24 months after that 60th day.

Makes Federal minimum wage requirements applicable to the Commonwealth of the Northern Mariana Islands. Sets forth a transition period during which a specified minimum wage there shall be gradually increased to equal the Federal minimum wage.

Actions Timeline

- May 14, 2004: Referred to the Subcommittee on Workforce Protections.
- Apr 30, 2004: Introduced in House
- Apr 30, 2004: Introduced in House
- Apr 30, 2004: Referred to the House Committee on Education and the Workforce.