

S 2785

Higher Wages for American Workers Act of 2023

Congress: 118 (2023–2025, Ended)

Chamber: Senate

Policy Area: Immigration

Introduced: Sep 13, 2023

Current Status: Read twice and referred to the Committee on the Judiciary.

Latest Action: Read twice and referred to the Committee on the Judiciary. (Sep 13, 2023)

Official Text: <https://www.congress.gov/bill/118th-congress/senate-bill/2785>

Sponsor

Name: Sen. Cotton, Tom [R-AR]

Party: Republican • **State:** AR • **Chamber:** Senate

Cosponsors (5 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Capito, Shelley Moore [R-WV]	R · WV		Sep 13, 2023
Sen. Cassidy, Bill [R-LA]	R · LA		Sep 13, 2023
Sen. Collins, Susan M. [R-ME]	R · ME		Sep 13, 2023
Sen. Romney, Mitt [R-UT]	R · UT		Sep 13, 2023
Sen. Vance, J. D. [R-OH]	R · OH		Sep 13, 2023

Committee Activity

Committee	Chamber	Activity	Date
Judiciary Committee	Senate	Referred To	Sep 13, 2023

Subjects & Policy Tags

Policy Area:

Immigration

Related Bills

Bill	Relationship	Last Action
118 S 4529	Related bill	Jun 13, 2024: Read twice and referred to the Committee on the Judiciary.

Higher Wages for American Workers Act of 2023

This bill increases the federal minimum wage, permanently establishes the E-Verify system and requires its use, and contains other related provisions.

Specifically, the bill increases the minimum wage to \$11 per hour, phased in over five years (six years for businesses with fewer than 20 employees), from the current rate of \$7.25 per hour. The bill also phases in over three years an increase of the minimum wage for new employees younger than 20 years old from \$4.25 to \$6 per hour, and increases the length of time an employee may be paid this lower minimum wage. Both minimum wages shall be adjusted according to the rate of inflation every two years thereafter.

The bill also requires employers to use E-Verify to electronically verify the employment eligibility of new employees, with phased-in deadlines that generally require all employers to comply within 18 months of this bill's enactment. This bill provides for various requirements related to E-Verify, including requiring employers to examine and verify certain identifying documents belonging to the employee.

The bill increases civil penalties for various violations related to hiring, recruiting, and referring ineligible individuals. Repeated violators may be debarred from receiving federal contracts, grants, or cooperative agreements. The bill also increases criminal fines for violators that engage in a pattern or practice of violations.

Actions Timeline

- **Sep 13, 2023:** Introduced in Senate
- **Sep 13, 2023:** Read twice and referred to the Committee on the Judiciary.