

**SENATE . . . . . No. 1188**

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**The Commonwealth of Massachusetts**

PRESENTED BY:

***Patricia D. Jehlen***

*To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:*

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act requiring one fair wage.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	
<i>Patricia D. Jehlen</i>	<i>Second Middlesex</i>	
<i>Rebecca L. Rausch</i>	<i>Norfolk, Worcester and Middlesex</i>	<i>1/25/2023</i>
<i>Jack Patrick Lewis</i>	<i>7th Middlesex</i>	<i>1/31/2023</i>
<i>Vanna Howard</i>	<i>17th Middlesex</i>	<i>1/31/2023</i>
<i>Sal N. DiDomenico</i>	<i>Middlesex and Suffolk</i>	<i>1/31/2023</i>
<i>Michael J. Barrett</i>	<i>Third Middlesex</i>	<i>1/31/2023</i>
<i>Jacob R. Oliveira</i>	<i>Hampden, Hampshire and Worcester</i>	<i>2/3/2023</i>
<i>James B. Eldridge</i>	<i>Middlesex and Worcester</i>	<i>2/17/2023</i>

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By Ms. Jehlen, a petition (accompanied by bill, Senate, No. 1188) of Patricia D. Jehlen, Rebecca L. Rausch, Jack Patrick Lewis, Vanna Howard and other members of the General Court for legislation to require one fair wage. Labor and Workforce Development.

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[SIMILAR MATTER FILED IN PREVIOUS SESSION  
SEE SENATE, NO. 1213 OF 2021-2022.]

**The Commonwealth of Massachusetts**

\_\_\_\_\_  
**In the One Hundred and Ninety-Third General Court  
(2023-2024)**  
\_\_\_\_\_

An Act requiring one fair wage.

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

1           SECTION 1. Section 7 of said chapter 151, as appearing in the 2016 Official Edition, is  
2 hereby amended by striking the third paragraph, as amended by Chapter 121 of the Acts of 2018,  
3 and inserting in place thereof the following paragraph:-

4           In determining the wage an employer is required to pay a tipped employee, the amount  
5 paid to such employee by the employer shall be an amount equal to: (1) the cash wage paid such  
6 employee which for purposes of such determination shall be not less than \$6.75; and (2) an  
7 additional amount on account of the tips received by such employee which amount is equal to the  
8 difference between the wage specified in clause (1) and the wage in effect under section 1. The  
9 additional amount on account of tips may not exceed the value of the tips actually received by an

10 employee. This paragraph shall not apply with respect to any tipped employee unless such  
11 employee has been informed by the employer of the provisions of this paragraph, and all tips  
12 received by such employee have been retained by the employee, except that this  
13 paragraph shall not be construed to prohibit the pooling of tips among employees who  
14 customarily and regularly receive tips.

15 SECTION 2. Said section 7 of said chapter 151, as so appearing, is hereby amended by  
16 striking the third paragraph and inserting in place thereof the following paragraph:-

17 In determining the wage an employer is required to pay a tipped employee, the amount  
18 paid to such employee by the employer shall be an amount equal to: (1) the cash wage paid such  
19 employee which for purposes of such determination shall be not less than \$7.95; and (2) an  
20 additional amount on account of the tips received by such employee which amount is equal to the  
21 difference between the wage specified in clause (1) and the wage in effect under section 1. The  
22 additional amount on account of tips may not exceed the value of the tips actually received by an  
23 employee. This paragraph shall not apply with respect to any tipped employee unless such  
24 employee has been informed by the employer of the provisions of this paragraph, and all tips  
25 received by such employee have been retained by the employee, except that this paragraph shall  
26 not be construed to prohibit the pooling of tips among employees who customarily and regularly  
27 receive tips.

28 SECTION 3. Said section 7 of said chapter 151, as so appearing, is hereby amended by  
29 striking the third paragraph and inserting in place thereof the following paragraph:-

30 In determining the wage an employer is required to pay a tipped employee, the amount  
31 paid to such employee by the employer shall be an amount equal to: (1) the cash wage paid such

32 employee which for purposes of such determination shall be not less than \$9.45; and (2) an  
33 additional amount on account of the tips received by such employee which amount is equal to the  
34 difference between the wage specified in clause (1) and the wage in effect under section 1. The  
35 additional amount on account of tips may not exceed the value of the tips actually received by an  
36 employee. This paragraph shall not apply with respect to any tipped employee unless such  
37 employee has been informed by the employer of the provisions of this paragraph, and all tips  
38 received by such employee have been retained by the employee, except that this paragraph shall  
39 not be construed to prohibit the pooling of tips among employees who customarily and regularly  
40 receive tips.

41 SECTION 4. Said section 7 of said chapter 151, as so appearing, is hereby amended by  
42 striking the third paragraph and inserting in place thereof the following paragraph:-

43 In determining the wage an employer is required to pay a tipped employee, the amount  
44 paid to such employee by the employer shall be an amount equal to: (1) the cash wage paid such  
45 employee which for purposes of such determination shall be not less than \$10.95; and (2) an  
46 additional amount on account of the tips received by such employee which amount is equal to the  
47 difference between the wage specified in clause (1) and the wage in effect under section 1. The  
48 additional amount on account of tips may not exceed the value of the tips actually received by an  
49 employee. This paragraph shall not apply with respect to any tipped employee unless such  
50 employee has been informed by the employer of the provisions of this paragraph, and all tips  
51 received by such employee have been retained by the employee, except that this paragraph shall  
52 not be construed to prohibit the pooling of tips among employees who customarily and regularly  
53 receive tips.

54 SECTION 5. Said section 7 of said chapter 151, as so appearing, is hereby amended by  
55 striking the third paragraph and inserting in place thereof the following paragraph:-

56 In determining the wage an employer is required to pay a tipped employee, the amount  
57 paid to such employee by the employer shall be an amount equal to: (1) the cash wage paid such  
58 employee which for purposes of such determination shall be not less than \$12.45; and (2) an  
59 additional amount on account of the tips received by such employee which amount is equal to the  
60 difference additional amount on account of tips may not exceed the value of the tips actually  
61 received by an employee. This paragraph shall not apply with respect to any tipped employee  
62 unless such employee has been informed by the employer of the provisions of this paragraph,  
63 and all tips received by such employee have been retained by the employee, except that this  
64 paragraph shall not be construed to prohibit the pooling of tips among employees who  
65 customarily and regularly receive tips.

66 SECTION 6. Said section 7 of said chapter 151, as so appearing, is hereby amended by  
67 128 striking the third paragraph and inserting in place thereof the following paragraph:-

68 In determining the wage an employer is required to pay a tipped employee, the amount  
69 paid to such employee by the employer shall be an amount equal to: (1) the cash wage paid such  
70 employee which for purposes of such determination shall be not less than \$13.95; and (2) an  
71 additional amount on account of the tips received by such employee which amount is equal to the  
72 difference between the wage specified in clause (1) and the wage in effect under section 1. The  
73 additional amount on account of tips may not exceed the value of the tips actually received by an  
74 employee. This paragraph shall not apply with respect to any tipped employee unless such  
75 employee has been informed by the employer of the provisions of this paragraph, and all tips

76 received by such employee have been retained by the employee, except that this paragraph shall  
77 not be construed to prohibit the pooling of tips among employees who customarily and regularly  
78 receive tips.

79 SECTION 7. Said section 7 of said chapter 151, as so appearing, is hereby amended by  
80 striking the third paragraph and inserting in place thereof the following paragraph:-

81 Beginning on January 1, 2027, and no later than January 1 of each successive year, in  
82 determining the wage an employer is required to pay a tipped employee, the amount paid to such  
83 employee by the employer shall be an amount equal to not less than the wage in effect under  
84 section 1.

85 SECTION 8. Section 152A of Chapter 149, as appearing in the 2016 Official Edition, is  
86 hereby amended by adding after the word “bartender” in line 50, the following:- “;provided,  
87 however that if an employer is paying all employees a wage that is not less than the full  
88 minimum wage the employer may require that wait staff employees, service employees or  
89 service bartenders to participate in a tip pool through which such employee remits any wage, tip  
90 or service charge, or any portion thereof, for distribution to employees that are not wait staff  
91 employees, service employees or service bartenders.”

92 SECTION 9. Chapter 121 of the Acts of 2018 is hereby amended by striking sections 24-  
93 26.

94 SECTION 10. Chapter 121 of the Acts of 2018 is hereby further amended by striking, in  
95 section 33, the figure:- 24.

96 SECTION 11. Chapter 121 of the Acts of 2018 is hereby further amended by striking, in  
97 section 35, the figure:- 25.

98 SECTION 12. Chapter 121 of the Acts of 2018 is hereby further amended by striking, in  
99 section 36, the figure:- 26.

100 SECTION 13. Section 1, and 8-11 shall take effect on January 1, 2025.

101 SECTION 14. Section 2 shall take effect on January 1, 2026.

102 SECTION 15. Section 3 shall take effect on January 1, 2027.

103 SECTION 16. Section 4 shall take effect on January 1, 2028.

104 SECTION 17. Section 5 shall take effect on January 1, 2029.

105 SECTION 18. Section 6 shall take effect on January 1, 2030.

106 SECTION 19. Section 7 shall take effect on January 1, 2031.