



State of Wisconsin  
2025 - 2026 LEGISLATURE

LRBb0727/1

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**SENATE AMENDMENT 19,  
TO SENATE SUBSTITUTE AMENDMENT 2,  
TO SENATE BILL 45**

July 2, 2025 - Offered by Senators HESSELBEIN, SMITH, SPREITZER, DRAKE, L. JOHNSON, ROYS, CARPENTER, DASSLER-ALFHEIM, HABUSH SINYKIN, KEYESKI, LARSON, PFAFF, RATCLIFF and WALL.

1           At the locations indicated, amend the substitute amendment, as shown by  
2           assembly substitute amendment 2, as follows:

3           **1.** At the appropriate places, insert all of the following:

4           **"SECTION 1.** 104.001 of the statutes is repealed.

5           **SECTION 2.** 104.01 (1g) of the statutes is created to read:

6           104.01 (**1g**) "Consumer price index" means the average of the consumer price  
7           index over each 12-month period for all urban consumers, U.S. city average, all  
8           items, not seasonally adjusted, as determined by the bureau of labor statistics of the  
9           U.S. department of labor.

10          **SECTION 3.** 104.01 (5g) of the statutes is repealed.

11          **SECTION 4.** 104.01 (7m) of the statutes is repealed.

1           **SECTION 5.** 104.035 of the statutes is repealed and recreated to read:

2           **104.035 Minimum wage; established.** (1) EMPLOYEES GENERALLY. Except  
3 as provided in subs. (2) and (3), the minimum wage is \$15 per hour.

4           **(2) MINIMUM WAGE ESTABLISHED BY DEPARTMENT.** The department shall  
5 promulgate rules establishing the minimum wage for all of the following:

6           (a) Opportunity employees.

7           (b) Agricultural employees.

8           (c) Camp counselors.

9           (d) Golf caddies.

10          (e) An employee or worker with a disability covered under a license under s.  
11 104.07.

12          (f) A student learner.

13          (g) A student employed by an independent college or university for less than  
14 20 hours per week.

15          **(3) EMPLOYMENT EXEMPTED BY DEPARTMENT.** The department shall  
16 promulgate rules exempting from the minimum wage requirements under subs. (1)  
17 and (2) all of the following:

18          (a) A person engaged in casual employment in and around an employer's  
19 home on an irregular or intermittent basis for not more than 15 hours per week.

20          (b) A person who resides in the home of an employer who, due to advanced age  
21 or physical or mental disability, cannot care for his or her own needs for the purpose  
22 of companionship and who spends not more than 15 hours per week on general  
23 household work for the employer.

1 (c) An elementary or secondary school student performing student work-like  
2 activities in the student's school.

3 (4) DEPARTMENT TO REVISE. (a) Subject to par. (b), by the 12th month after  
4 the first day following the effective date of this paragraph .... [LRB inserts date],  
5 and annually thereafter, the department shall revise the minimum wage under sub.  
6 (1) by calculating the percentage difference between the consumer price index for  
7 the 12-month period ending on the last day of the last month for which that  
8 information is available and the consumer price index for the 12-month period  
9 ending on the last day of the month that is 12 months prior to that month, adjusting  
10 the minimum wage then in effect by that percentage difference, and rounding that  
11 result to the nearest multiple of 5 cents. The department shall annually send a  
12 notice of the revised amount to the legislative reference bureau for publication in  
13 the Wisconsin Administrative Register and shall annually publish the revised  
14 amount on the department's website.

15 (b) Paragraph (a) does not apply if the consumer price index for the 12-month  
16 period ending on the last day of the last month for which that information is  
17 available has not increased over the consumer price index for the 12-month period  
18 ending on the last day of the month that is 12 months prior to that month.

19 (5) GENDER-SPECIFIC MINIMUM WAGE PROHIBITED. The department may not  
20 establish a different minimum wage for men and women.

21 **SECTION 6.** 104.045 (title) of the statutes is amended to read:

22 **104.045 (title) ~~Tips, meals,~~ Meals, lodging, and hours worked.**

23 **SECTION 7.** 104.045 (1) of the statutes is repealed.

**SECTION 8.** 227.01 (13) (Lw) of the statutes is created to read:

227.01 **(13)** (Lw) Adjusts the minimum wage under s. 104.035 (4).

**SECTION 9. Effective date.**

(1) MINIMUM WAGE. This act takes effect on the first day of the 3rd month beginning after publication.”.

**(END)**