

## SB171 INTRODUCED



1 SB171  
2 L5IH9AA-1  
3 By Senators Stewart, Hatcher, Smitherman, Figures, Coleman,  
4 Coleman-Madison, Singleton, Beasley  
5 RFD: Finance and Taxation General Fund  
6 First Read: 15-Jan-26



SYNOPSIS:

Under existing federal law, the minimum wage is \$7.25 per hour.

Existing state law does not establish a minimum wage.

This bill would establish a state minimum wage of \$10.00 per hour.

This bill would also exempt small businesses from the state minimum wage requirement.

A BILL  
TO BE ENTITLED  
AN ACT

Relating to employment; to establish a state minimum wage; and to exempt certain small businesses.

BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

Section 1. (a) Beginning January 1, 2027, the state minimum wage shall be ten dollars (\$10.00) per hour.

(b) Except as provided in subsection (c), each employer shall pay its employees at a rate not less than the state minimum wage.

(c) (1) This section shall not apply to any small business.



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29           (2) For the purposes of this section, the term "small  
30 business" means any employer with 50 or less employees.

31           Section 2. This act shall become effective on October  
32 1, 2026.