

CHAPTER 61
EMPLOYMENT FEES PROHIBITED
S.F. 151

AN ACT to prohibit employers from charging applicants a fee as a condition of application or employment.

Be It Enacted by the General Assembly of the State of Iowa:

Section 1. Section 94.5, Code 1983, is amended to read as follows:

94.5 **FAILURE TO PROCURE EMPLOYMENT.** ~~Every A person, firm, or corporation who shall agree~~ agrees or ~~promise~~ promises, or who ~~shall advertise~~ advertises through the public press, or by letter, to furnish employment or situations to ~~any a person or persons~~, and in pursuance of ~~such the~~ the advertisement, agreement, or promise, ~~shall receive~~ any receives money, personal property, or other valuable ~~thing whatsoever~~ consideration, and who ~~shall fail~~ fails to procure for ~~such the~~ the person ~~or persons~~ acceptable situations or employment as agreed upon, within the time stated or agreed upon, or if no time ~~be is~~ is specified then within a reasonable time, shall upon demand return all ~~such~~ such money, personal property, or valuable consideration of whatever character. ~~The provisions of this~~ This section, however, ~~shall~~ does not apply to registration fees of one dollar or less. An employer shall not require an applicant to pay a fee or charge as a condition of application or hire with the employer.

Sec. 2. Section 94.6, Code 1983, is amended to read as follows:

94.6 **LIMITATION OF FEE.** ~~No such A person, firm, or corporation licensed under section 95.1~~, shall ~~not~~ not charge a fee for the furnishing or procurement of ~~any a~~ any a situation or employment paying less than two hundred fifty dollars per month which ~~shall exceed~~ exceeds twenty-five percent of the wages paid for the first month of ~~any such~~ any such employment or situation furnished or procured, but in no event shall the charge for the furnishing or procurement of any situation or employment be in excess of eight percent of the annual gross earnings. An employer shall not require an applicant to pay a fee or charge as a condition of application or hire with the employer. The provisions of this section shall not apply to the furnishing or procurement of vaudeville acts, circus acts, theatrical, stage or platform attractions or amusement enterprises or to fees charged solely to employers where no fee is charged to the employee.

Approved May 5, 1983