

this paragraph shall be served on consecutive days. No portion of the mandatory minimum term of confinement imposed by this section shall be deferred or suspended. A deferred judgment, deferred sentence, or suspended sentence shall not be entered for violation of a no-contact order or a modified no-contact order, and the court shall not impose a fine in lieu of the minimum sentence, although a fine may be imposed in addition to the minimum sentence.

5. This section shall not be construed to limit a pretrial release order issued pursuant to chapter 811.

Approved March 31, 1998

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## CHAPTER 1022

### PERSONNEL FILES — FEES FOR EMPLOYEE COPIES

H.F. 58

AN ACT relating to fees charged by an employer for copies of items in an employee's personnel file.

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

Section 1. Section 91B.1, subsection 3, Code 1997, is amended to read as follows:

3. An employer may charge a reasonable fee for each page of a copy made by the employer for an employee of an item in the employee's personnel file, ~~except that the total amount charged for all copies made cannot exceed five dollars.~~ For purposes of this subsection, "reasonable fee" means an amount equivalent to an amount charged per page for copies made by a commercial copying business.

Approved March 31, 1998

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## CHAPTER 1023

### STATE FLAG DAY

H.F. 2146

AN ACT establishing Iowa State Flag Day.

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

Section 1. NEW SECTION. 1C.11 IOWA STATE FLAG DAY.

The governor of this state is hereby requested and authorized to issue annually a proclamation designating the twenty-ninth day of March as "Iowa State Flag Day" and to urge that schools, civic organizations, governmental departments, and all citizens and groups display the Iowa state flag on that day and to reflect on and consider the heritage of the state flag.

Approved March 31, 1998