

February 7, 1967  
Passed on File

*Industrial and Human Relations 2-7*  
*Pass as amended 2-21, Adopted 3-3*  
*Industrial and Human Relations 3/28 J.P. 4/18*  
*Motion to reconsider 4/21, prevailed 6/13*  
*Committee Report rejected 6/13*

Senate File 176

By HEYING, NURSE, CONDON, RILEY  
and GLENN  
(McNamara, Franklin, Hill,  
Lipsky and Caffrey)

Passed Senate, Date 3-16-67

Passed House, Date \_\_\_\_\_

Vote: Ayes 40 Nays 15

Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_

Approved \_\_\_\_\_

## A BILL FOR

*Motion to reconsider committee report 4-21*

An Act to prescribe minimum wages for employees, to provide for the administration of the minimum wage provisions, and to provide for the enforcement of such provisions.

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

1 Section 1. When used in this Act:

2 1. "Commissioner" means the labor commissioner.

3 2. "Wage" means compensation due to an employee by reason  
4 of his employment, payable in legal tender of the United States  
5 or checks on banks convertible into cash on demand at full face  
6 value, subject to such deductions, charges or allowances as may  
7 be permitted by regulations of the commissioner under section  
8 four (4) of this Act.

9 3. "Employ" includes to suffer or permit to work.

10 4. "Employer" includes any individual, partnership, associ-  
11 ation, corporation, business trust, or any person or group of  
12 persons acting directly or indirectly in the interest of an  
13 employer in relation to an employee.

14 5. "Employee" includes any individual employed by an employer  
15 but shall not include:

16 a. Any individual employed in agriculture;

17 b. Any individual in domestic service in or about a private  
18 home;

19 c. Any individual employed in a bona fide executive, ad-  
20 ministrative, or professional capacity, as such terms are de-  
21 fined and delimited by regulations of the commissioner;

22 d. Any individual employed by the United States, or by the  
23 state or any political subdivision thereof; or

24 e. Any individual engaged in the activities of an educational,  
25 charitable, religious, or nonprofit organization where the employer-  
26 employee relationship does not in fact exist, or where the services  
27 are rendered to such organization gratuitously.

28 f. Any individual under the age of eighteen (18) years.

29 g. Any individual who is an employee of a motion picture  
30 theater or any amusement or recreational establishment that  
31 operates on a seasonal basis.

32 6. "Occupation" means any occupation, service, trade, busi-  
33 ness, industry, or branch or group of industries or employment or  
34 class of employment in which employees are gainfully employed.

35 7. "Gratuities" means voluntary monetary contributions re-  
36 ceived by an employee from a guest, patron, or customer for ser-  
37 vices rendered.

1 Sec. 2. 1. From and after the effective date of this Act and  
2 until January 1, 1969, every employer shall pay to each of his  
3 employees wages at a rate of not less than one dollar twenty-five  
4 cents (\$1.25) per hour, except as may be otherwise provided under  
5 this Act; commencing January 1, 1969, and thereafter, every em-  
6 ployer shall pay to each of his employees wages at a rate of not  
7 less than one dollar fifty cents (\$1.50) per hour, except as may  
8 be otherwise provided under this Act.

9 2. Every employer of an employee engaged in any occupation  
10 in which gratuities have customarily and usually constituted and  
11 have been recognized as part of the remuneration for hiring pur-  
12 poses shall be entitled to an allowance for gratuities as part  
13 of the hourly wage rate provided in subsection one (1) of this  
14 section in an amount not to exceed thirty (30) cents per hour,  
15 provided the employee received in gratuities the amount claimed.  
16 The commissioner may require each employer desiring an allowance  
17 for gratuities to provide substantial evidence that the amount  
18 claimed, which may not exceed thirty (30) cents per hour, was  
19 received by the employee.

1       Sec. 3. The commissioner or his authorized representatives  
2 shall have authority to require from such employer full and  
3 correct statements in writing, including sworn statements, with  
4 respect to wages, hours, names, addresses, and such other infor-  
5 mation pertaining to his employees as the commissioner or his  
6 authorized representatives may deem necessary or appropriate.

1       Sec. 4. For any occupation, the commissioner, after consul-  
2 tation with the members of an advisory board appointed by him  
3 and composed of an equal number of not more than three (3) rep-  
4 resentatives each of employers and employees in the occupation  
5 and of not more than three (3) disinterested persons represent-  
6 ing the public, shall make and revise such administrative reg-  
7 ulations, including definitions of terms, as he may deem appro-  
8 priate to carry out the purposes of this Act or necessary to  
9 prevent the circumvention or evasion thereof and to safeguard  
10 the minimum wage rates thereby established. Such regulations  
11 may include, but are not limited to, regulations defining and  
12 governing outside salesmen, learners and apprentices, their num-  
13 ber, proportion, and length of service; part-time pay; bonuses;  
14 over-time pay; special pay for special or extra work; permitted  
15 charges to employees or allowances for board, lodging, apparel,  
16 or other facilities or services customarily furnished by employers  
17 to employees; allowances for gratuities; or allowances for such  
18 other special conditions or circumstances which may be usual in  
19 the particular employer-employee relationship. Regulations or  
20 revisions thereof issued by the commissioner pursuant to this  
21 section shall be made only after a public hearing by the com-  
22 missioner, subsequent to publication of notice of the hearing,  
23 at which any person may be heard. Such regulations or revisions  
24 shall, except as may otherwise be provided by the commissioner,  
25 take effect upon publication. The commissioner may pay the mem-  
26 bers of an advisory board as compensation for their services a  
27 reasonable per diem, in accordance with such regulations as he  
28 may prescribe, for each day on which they attended a meeting of  
29 the board or for each day they spend in the work of the board,

30 and may in addition reimburse them for their necessary traveling  
31 expenses.

1     Sec. 5. The commissioner may provide by regulation after pub-  
2 lic hearing at which any person may be heard, for the employment  
3 in any occupation of individuals whose earning capacity is im-  
4 paired by age or physical or mental deficiency or injury at such  
5 wages lower than the minimum wage rate provided in section two  
6 (2) of this Act as he may find appropriate to prevent curtailment  
7 of opportunities for employment, to avoid undue hardship, and to  
8 safeguard the minimum wage rate under this Act. No employee shall  
9 be employed at wages fixed under this section except under a spe-  
10 cial license issued under applicable regulations of the commis-  
11 sioner.

1     Sec. 6. For any occupation, the commissioner may provide by  
2 regulation, after a public hearing at which any person may be  
3 heard, for the employment in such occupation of learners and  
4 apprentices at such wages lower than the minimum wage rate pro-  
5 vided in section two (2) of this Act as the commissioner may find  
6 appropriate to prevent curtailment of opportunities for employ-  
7 ment and to safeguard the minimum wage rate under this Act. No  
8 employee shall be employed at wages fixed under this section ex-  
9 cept under a special license issued under applicable regulations  
10 of the commissioner.

1     Sec. 7. Every employer subject to any provisions of this Act  
2 or of any regulation issued under this Act shall make, and keep  
3 for a period of not less than five (5) years, in or about the  
4 premises wherein any employee is employed, a record of the name,  
5 address, and occupation of each of his employees, the rate of pay,  
6 and the amount paid each pay period to each such employee, the  
7 hours worked each day and each week by such employee, and such  
8 other information as the commissioner shall prescribe by regula-  
9 tion as necessary or appropriate for the enforcement of the pro-  
10 visions of this Act or of the regulations thereunder. Such rec-  
11 ords shall be open for inspection or transcription by the commis-  
12 sioner or his authorized representative at any reasonable time.

13 Every such employer shall furnish to the commissioner or to his  
14 authorized representative on demand a sworn statement of such  
15 records and information upon forms prescribed or approved by  
16 the commissioner.

1 Sec. 8. Every employer subject to any provision of this Act  
2 or of any regulations issued under this Act shall keep a summary  
3 of this Act, approved by the commissioner, and copies of any ap-  
4 plicable regulations issued under this Act, or a summary of such  
5 regulations, posted in a conspicuous and accessible place in or  
6 about the premises wherein any person subject thereto is employed.  
7 Employers shall be furnished copies of such summaries and regu-  
8 lations by the state on request without charge.

1 Sec. 9. 1. Any interested person in any occupation for which  
2 any administrative regulation has been issued under the provisions  
3 of this Act, who may be aggrieved by any such regulation, may  
4 obtain a review thereof in the district court by filing in such  
5 court a written petition praying that the regulation be modified  
6 or set aside. A copy of such petition shall be served upon the  
7 commissioner. The finding of facts, if supported by the evidence,  
8 shall be conclusive upon the court. The court shall determine  
9 whether the regulation is in accordance with law. If the court  
10 determines that such regulation is not in accordance with law,  
11 it shall remand the case to the commissioner with directions to  
12 modify or revoke such regulation. If application is made to the  
13 court for leave to adduce additional evidence by any aggrieved  
14 party, such party shall show to the satisfaction of the court  
15 that such additional evidence is material, and that there were  
16 reasonable grounds for the failure to adduce such evidence before  
17 the commissioner. If the court finds that such evidence is ma-  
18 terial and that reasonable grounds exist for the failure of the  
19 aggrieved party to adduce such evidence in prior proceedings, the  
20 court may remand the case to the commissioner with directions that  
21 such additional evidence be taken before the commissioner. The  
22 commissioner may modify the findings and conclusions, in whole  
23 or in part, by reason of such additional evidence.

24 2. Hearings in the district court on all appeals taken under  
25 the provisions of this Act shall be privileged and take precedence  
26 over all matters, except matters of the same character. The jur-  
27 isdiction of the court shall be exclusive and its judgment and  
28 decree shall be final except that the same shall be subject to  
29 review by the supreme court.

30 3. The commencement of proceedings under subsection one (1)  
31 of this section shall not, unless specifically ordered by the  
32 court, act as a stay of an administrative regulation issued under  
33 the provisions of this Act. The court shall grant any stay of an  
34 administrative regulation unless the person complaining of such  
35 regulation shall file in the court an undertaking with a surety  
36 or sureties satisfactory to the court for the payment to the em-  
37 ployees affected by the regulation, in the event such regulation  
38 is affirmed, of the amount by which the compensation such employees  
39 are entitled to receive under the regulation exceeds the compen-  
40 sation they actually receive while such stay is in effect.

1 Sec. 10. 1. Any employer who hinders or delays the commis-  
2 sioner or his authorized representatives in the performance of  
3 his duties in the enforcement of this Act, or refuses to admit  
4 the commissioner or authorized representative to any place of  
5 employment, or fails to make, keep and preserve any records as  
6 required under the provisions of this Act, or falsifies any such  
7 record accessible to the commissioner or his authorized repre-  
8 sentative upon demand, or refuses to furnish a sworn statement  
9 of such record or any other information reasonably required for  
10 the proper enforcement of this Act to the commissioner or his  
11 authorized representative upon demand, or fails to post a sum-  
12 mary of this Act or a copy of any applicable regulation as re-  
13 quired by section eight (8) of this Act, or pays or agrees to  
14 pay wages at a rate less than the rate applicable under this Act,  
15 or otherwise violates any provisions of this Act or of any reg-  
16 ulation issued under this Act shall be deemed in violation of  
17 this Act and shall upon conviction therefor, be fined not less  
18 than twenty-five dollars (\$25.00) nor more than two hundred  
19 dollars (\$200.00).

20       2. Any employer who discharges or in any other manner dis-  
21 criminales against any employee because such employee has made  
22 any complaint to his employer, to the commissioner or to his  
23 authorized representative, that he has not been paid wages in  
24 accordance with the provisions of this Act, or because such  
25 employee has caused to be instituted or is about to cause to be  
26 instituted any proceeding under or related to this Act, or be-  
27 cause such employee has testified or is about to testify in any  
28 such proceeding shall be deemed in violation of this Act and  
29 shall, upon conviction therefor, be fined not less than twenty-  
30 five dollars (\$25.00) nor more than two hundred dollars (\$200.00).

1       Sec. 11. 1. Any employer who pays any employee less than  
2 wages to which such employee is entitled under or by virtue of  
3 this Act shall be liable to such employee affected for the full  
4 amount of such wage rate, less any amount actually paid to such  
5 employee by the employer, and for costs and such reasonable  
6 attorney's fees as allowed by the court. Any agreement between  
7 such employee and the employer to work for less than such wage  
8 rate shall be no defense to such action.

9       2. At the written request of any employee paid less than the  
10 wages to which he is entitled under or by virtue of this Act, the  
11 commissioner may take an assignment of such wage claim in trust  
12 for the assigning employee and may bring any legal action neces-  
13 sary to collect such claim, and the employer shall be required  
14 to pay the costs and such reasonable attorney's fees as may be  
15 allowed by the court.

1       Sec. 12. Any standards relating to minimum wages, maximum  
2 hours, overtime compensation or other working conditions in  
3 effect under any other law of this state on the effective date  
4 of this Act, which are more favorable to employees than those  
5 applicable to such employees under this Act or the regulations  
6 issued thereunder, shall not be deemed to be amended, rescinded,  
7 or otherwise affected by this Act but shall continue in full  
8 force and effect and may be enforced as provided by law.

1       Sec. 13. Nothing in this Act shall be deemed to interfere

2 with, impede, or in any way diminish the right of employees to  
3 bargain collectively with their employers through representatives  
4 of their own choosing in order to establish wages or other con-  
5 ditions of work in excess of the applicable minimum under the pro-  
6 visions of this Act.

1     Sec. 14. If any provision of this Act, or the application  
2 thereof to any person or circumstances, is held invalid, the  
3 remainder of the Act and the application thereof to other persons  
4 or circumstances shall not be affected thereby.

1     Sec. 15. This Act shall be known as the "Minimum Wage Act".

1 Amend the Industrial and Human Relations Committee Amendment  
2 to Senate File 176 filed February 21, 1967 as follows:  
3 1. By striking all of lines twelve (12) through twenty-three  
4 (23) inclusive and by inserting in lieu thereof the following:  
5 "5. Amend Section 2 by striking all of said section  
6 after the word 'Act' in line five (5) and by inserting in lieu  
7 thereof the following: ". Pay for non-farm work shall be paid  
8 at the rate of one and one-half (1½) times the employees regular  
9 rate of pay for all hours worked over the following: forty-four  
10 (44) hours in a workweek, beginning February 1, 1967, forty-two  
11 (42) hours in a workweek, beginning February 1, 1968 and forty  
12 (40) hours in a workweek, beginning February 1, 1969."  
13 2. By renumbering the remaining sections.

Filed - *Taker care of by action of the Committee withdrawn 3-15*  
March 14, 1967 *amendment* By KLEFSTAD, DENMAN, and REPPERT

1 Amend Senate File 176 by inserting in line twenty-eight  
2 (28) of section one (1), after the word, "years", the words,  
3 "or over the age of sixty-two (62) years."

Filed - *lost 3-16*  
March 15, 1967

By BUREN

1 Amend Senate File 176 as follows:  
2 Amend the Elvers amendment of February 28th by striking the  
3 word "income" in line six (6) and inserting in lieu thereof the  
4 word "business".

Filed *withdrawn 3-16*  
March 15, 1967

By POTGETER

1 Amend Senate File 176 as follows:  
2 Amend section two (2) by striking all of subsection  
3 two (2).

Filed and withdrawn  
March 15, 1967

By REPPERT

1 Amend Senate File 176 as follows:  
2 Amend subsection four (4) of section one (1) by  
3 adding thereto the following:  
4 "The term employer shall not include any individual,  
5 partnership, association, or corporation which employes  
6 less than four (4) people in addition to family members".

Filed - *Withdrawn 3-16*  
March 15, 1967

By JEPSEN

1 Amend the Appropriations Committee amendment to Senate  
2 File 338 filed March 9 by striking in line four (4) the  
3 figures \$3,035.08 and inserting in lieu thereof the figures  
4 \$2,292.08.

Filed and lost  
March 15, 1967

By LUCKEN

1 Amend Senate File 176 as follows:  
2 Amend section two (2), line five (5), by striking the  
3 semi-colon (;) following the word "Act" and inserting in  
4 lieu thereof a period (.).  
5 Further amend section two (2) by adding the following  
6 after the period (.) in line five (5).  
7 "Each employer shall pay to each of his employees for work  
8 in excess of forty (40) hours in any one (1) week an amount  
9 not less than one and one-half (1½) times the minimum wage  
10 of one (1) dollar and twenty-five (25) cents per hour  
11 except as may be otherwise provided in this Act."

Filed - ~~With drawn 3/16~~  
March 13, 1967

By REPERT

1 Amend Senate File 176 as follows:  
2 1. Amend section eight (8) by striking in entirety and  
3 inserting in lieu thereof the following:  
4 "Section 8. Every employer subject to any provision of this  
5 Act or of any regulations issued under this Act, and who shall be  
6 furnished copies of such summaries and regulations by the state  
7 on request without charge, shall notify employees of the contents  
8 therein at the commencement of their employment."  
9 2. Amend section ten (10), line eleven (11), twelve (12) and  
10 thirteen (13) by striking the words "or fails to post a summary  
11 of this Act or a copy of any applicable regulation as required by  
12 section eight (8) of this Act,".

Filed - ~~With drawn 3/16~~  
March 13, 1967

By POTGETER

1 Amend Senate File 176 as follows:  
2 Amend section four (4) line twelve (12) by striking the words  
3 "outside salesman,".

Filed - ~~Accepted 3/15~~  
March 13, 1967

By POTGETER

1 Amend Senate File 176 as follows:  
2 Amend Senate File 176 by adding the following section  
3 thereto:  
4 "Sec. 16. Any employer covered by the provisions of  
5 the Fair Labor Standards Act of 1938, as amended shall not  
6 be subject to the provisions of this act."

Filed  
March 14, 1967

By NEU

1 Amend Senate File 176 as follows:  
2 Amend section seven (7) by striking the word "five (5)"  
3 from line three (3) and inserting in lieu thereof the word  
4 "three (3)".

Filed  
March 14, 1967

By NEU

1 Amend Senate File 176 as follows:  
2 Amend section one (1) by adding after line 28  
3 the following:  
4 g. Any individual who is employed for twenty (20)  
5 hours or less in any one (1) week.

Filed - Withdrawn 3-16  
March 15, 1967

By JEPSEN

1 Amend Senate File 176 by inserting in line fourteen (14) of  
2 Section five (5) after the word "pay" the following:  
3 "for employees covered pursuant to this Act at the rate of  
4 one and one-half (1½) times the employees regular rate of pay  
5 for all hours worked over forty-two (42) hours in a workweek  
6 from and after February 1, 1968 and forty (40) hours in a work-  
7 week from and after February 1, 1969".

Filed - Ruled out of Order 3-16  
March 15, 1967

By KLEFSTAD and  
GAUDINEER

1 Amend Senate File 176 as follows:  
2 1. Amend section two (2) by striking subsection one (1) and  
inserting  
3 in lieu thereof the following:  
4 "1. From and after the effective date of this Act every employer  
5 shall pay to each of his employees wages at a rate of not less than one  
dollar  
6 (\$1.00) per hour; commencing February 1, 1969, and thereafter,  
every em-  
7 ployer shall pay to each of his employees wages at the rate of  
not less  
8 than one dollar twenty five cents (\$1.25) per hour, except as may  
be other-  
9 wise provided under this Act."

Filed and adopted  
March 15, 1967

By ELVERS

1 Amend Senate File 176 as follows:  
2 1. Amend subsection four (4) of section one (1) by  
3 adding the following:  
4 "The term employer shall not include any individual,  
5 partnership, association, or corporation with gross annual  
6 receipts less than one hundred thousand dollars (\$100,000.00)  
7 provided that on February 1, 1969, and thereafter it shall  
8 not include any individual, partnership, association, or  
9 corporation with gross annual receipts less than fifty  
10 thousand dollars (\$50,000.00).

Filed and adopted  
March 15, 1967

By NEU

1 Amend Senate File 176 by adding the following new section:  
2 "Any reference to wages as provided for in this Act shall  
3 be paid on a monthly basis, and shall be limited each  
4 month to an amount determined by taking the regular wage  
5 as provided for in this Act, or as otherwise determined,  
6 ~~and by multiplying said amount by the parity price ratio~~  
7 percentage figure established monthly by the Iowa crop  
8 and livestock reporting service."

Filed - W. O. D. 3-16

March 15, 1967

By MURRAY, BUREN, FLOY,  
and COLEMAN

1 Amend Senate File 176 as follows:  
2 1. Strike the last sentence of section 5.  
3 2. Strike the last sentence of section 6.  
4 3. Strike all of section 9 after the word "court"  
5 in line 4 and insert in lieu thereof the following: ".  
6 The review by the district court shall be de novo."

Filed - Adapted 3-16

March 15, 1967

By STANLEY

1 Amend Senate File 176 as follow:  
2 Amend subsection 5 of section 1 by adding thereto the  
3 following new subsection h. containing the words " any  
4 individual employed by another who stands in the relation-  
5 ship of spouse, parent, grandparent, child, grandchild,  
6 brother or sister to such employer."

Filed - Adapted 3-16

March 15, 1967

By GLENN

1 Amend Senate File 176, section 4, by inserting the  
2 following after the period in line 19: "Nothing in this  
3 Act or such regulations shall be construed to require any  
4 kind of over-time pay or any compensation other than the  
5 minimum wages specified in this Act."

Filed - Adapted 3-16

March 15, 1967

By STANLEY

1 Amend Senate File 176, section 2, lines 14 and 18,  
2 by striking the words "thirty (30) cents per hour" and  
3 inserting in lieu thereof the words "fifty (50) per cent  
4 of the minimum wage".

Filed and adopted

March 15, 1967

By STANLEY

1 Amend Senate File 176 as follows:  
2 Amend section two (2), line five (5), by striking the  
3 semi-colon (;) following the word "Act" and inserting in  
4 lieu thereof a period (.).  
5 Further amend section two (2) by adding the following  
6 after the period (.) in line five (5).  
7 "Each employer shall pay to each of his employees for work  
8 in excess of forty (40) hours in any one (1) week an amount  
9 not less than one and one-half (1½) times the minimum wage  
10 of one (1) dollar per hour except as may be otherwise pro-  
11 vided in this Act."

Filed - *LAST 3-16*  
March 15, 1967

By REPPERT

1 Amend the Klefstad and Gaudineer Amendment of March 15, 1967  
2 by striking from line two (2) the word "five (5)" and inserting  
3 in lieu thereof the word "four (4)"

Filed and adopted  
March 16, 1967

By KLEFSTAD and  
GAUDINEER

1 Amend Senate File 176, Section 1, Subsection  
2 five (5), by adding thereto the following new  
3 paragraph:  
4 "Any individual employed by a nonprofit  
5 sheltered workshop that is certified by the wage and  
6 hour division of the United States Department of  
7 Labor through the issuance of a special sheltered work-  
8 shop certificate and which is operating and certified  
9 under the Fair Labor Standards Amendments of 1966."

Filed  
April 19, 1967

CONKLIN of Black Hawk.

1 Amend Senate File 176 as follows:

2 1. Amend section one (1) by striking from lines twenty-  
3 two (22) and  
4 twenty-three (23) thereof the words, "or by the state or any  
5 political  
6 subdivision thereof,".

7 2. Amend section one (1) by striking in line twenty-eight  
8 (28) the  
9 word and figure "eighteen (18)" and by inserting in lieu  
10 thereof the  
11 word and figure "sixteen (16)".

12 3. Amend section one (1) by striking lines twenty-nine  
13 (29) through  
14 thirty-one (31) inclusive.

15 4. Amend section two (2) by striking in lines one (1) and  
16 two (2)  
17 thereof the words and figures "and until January 1, 1969,"

18 5. Amend section two (2) by striking all of the words after  
19 the word  
20 "Act" in line five (5) and all of lines six (6), seven (7),  
21 and eight (8),  
22 and insert in lieu thereof a period (.) after the word "Act"  
23 in line  
24 five (5).

25 6. Amend section two (2) by inserting in line five (5)  
after the  
26 period (.) the following:

27 "Each employer shall further pay to each employee who is  
28 required to  
29 work in excess of eight (8) hours during any continuous  
30 twenty-four (24)  
31 hour period unless his usual and normal working hours are in  
32 excess of  
33 eight (8) hours per day, a sum or wage equal to one and a  
34 half (1 1/2)  
35 times his usual hourly rate for all time worked in excess of  
36 the afore-

37 mentioned eight (8) hours".

38 7. Amend section four (4) by striking from line nine (9)  
39 the word  
40 "curcumvention" and by inserting in lieu thereof the word  
41 "circumvention".

Filed  
February 21, 1967

By INDUSTRIAL and HUMAN  
RELATIONS COMMITTEE

1 Amend Senate File 176, Section 1, subsection 5, by in-  
2 serting after line 31 the following new paragraph:  
3 "h. Any inpatient or inmate in any institution under  
4 the board of control of state institutions of the state of  
5 Iowa."

Filed- Adopted 3-15  
February 23, 1967

By LODWICK and LAMBORN

1 Amend Senate File 176 as follows:  
2 1. Amend section one (1), subsection four (4), by adding  
3 thereto the following:  
4 "The term employer shall not include any individual, part-  
5 nership, association, corporation, business trust, or any per-  
6 son or group of persons with a gross annual income of less  
7 than two hundred thousand (200,000) dollars."  
8 2. Amend section two (2) by striking from lines three (3)  
9 and four (4) the words and figure "twenty-five cents (\$.25)"  
10 and inserting in lieu thereof the figure "\$1.00".

Filed - Withdrawn 3-15  
February 28, 1967

By ELVERS

1 Amend Senate File 176 as follows:  
2 In Section 1, line 20, after the second comma (,) ,  
3 add the following words; "or as an outside salesman",

Filed - Adapted 3-15  
March 6, 1967

By CONDON

1 Amend the Elvers amendment filed February 28, to Senate  
2 File 176 as follows:  
3 1. By striking from line seven (7) after the word,  
4 "~~Than~~" ~~the words and numerals "two hundred thousand~~  
5 ~~(200,000) dollars."~~ and insert in lieu thereof the words  
6 and numerals "three hundred thousand (300,000) dollars."

Filed - Withdrawn 3-15  
March 9, 1967

By REICHARDT

1 Amend Senate File 176 as follows:  
2 Amend subsection four (4) of section one (1) by adding  
3 thereto the following:  
4 "The term employer shall not include any individual,  
5 partnership, association, or corporation with a gross annual  
6 income of less than \$50,000.00."

Filed - Adapted 3-15  
March 9, 1967

By NEU

1 Amend Senate File 176 by striking line 16 of Section 1.

Filed  
March 13, 1967

By KLEFSTAD

1 Amend Senate File 176 as follows:  
2 1. Insert in line fourteen (14) of section one (1)  
3 after the word, "employer" the words; "to include all  
4 persons who sell or deliver newspapers from door  
5 to door regardless of the relationship between such  
6 persons and the parties for whom such newspapers are  
7 sold or delivered".

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March 13, 1967

By REICHARDT