

**91E.3 Employer recruiting practices.**

1. An employer or a representative of an employer who actively recruits non-English speaking residents of other states more than five hundred miles from the place of employment, for employment as employees for wages paid on an hourly basis in this state, must have on file, a copy of which must be provided to the employee, a written statement signed by the employer and the employee which provides relevant information regarding the position of employment, including but not limited to the following information:

- a. The minimum number of hours the employee can expect to work on a weekly basis.
- b. The hourly wages of the position of employment including the starting hourly wage.
- c. A description of the responsibilities and tasks of the position of employment.
- d. The health risks, known to the employer, to the employee involved in the position of employment.
- e. That possession of forged documentation authorizing the person to stay or be employed in the United States is a class "D" felony.

2. If an employee who resigns from employment with an employer within four weeks of the employee's initial date of employment requests, within three business days of termination, transportation to return to the location from which the employee was recruited and the location from which the employee was recruited is five hundred or more miles from the place of employment, the employer shall provide the employee with transportation at no cost to the employee.

[90 Acts, ch 1134, §4](#); [96 Acts, ch 1181, §1](#)

Referred to in [§91E.4](#)