

252G.1 Definitions.

As used in [this chapter](#), unless the context otherwise requires:

1. “*Business day*” means a day on which state offices are open for regular business.
2. “*Child support services*” means child support services created in [section 252B.2](#).
3. “*Compensation*” means payment owed by the payor of income for:
 - a. Labor or services rendered by an employee or contractor to the payor of income.
 - b. Benefits including, but not limited to, vacation, holiday, and sick leave, and severance payments which are due an employee under an agreement with the employer or under a policy of the employer.
4. “*Contractor*” means a natural person who is eighteen years of age or older, who performs labor in this state to whom a payor of income makes payments which are not subject to withholding and for whom the payor of income is required by the internal revenue service to complete a 1099-MISC form.
5. “*Date of hire*” means either of the following:
 - a. The first day for which an employee is owed compensation by the payor of income.
 - b. The first day that a contractor performs labor or services for the payor of income.
6. “*Days*” means calendar days.
7. “*Department*” means the department of health and human services.
8. “*Dependent*” includes a spouse or child or any other person who is in need of and entitled to support from a person who is declared to be legally liable for the support of that dependent.
9. “*Employee*” means a natural person who performs labor in this state and is employed by an employer in this state for compensation and for whom the employer withholds federal or state tax liabilities from the employee’s compensation.
10. “*Employer*” means a person doing business in this state who engages an employee for compensation and for whom the employer withholds federal or state tax liabilities from the employee’s compensation. “*Employer*” includes any governmental entity and any labor organization.
11. “*Labor organization*” means any organization of any kind, or any agency, or employee representation committee or plan, in which employees participate and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work.
12. “*Natural person*” means an individual and not a corporation, government, business trust, estate, partnership, proprietorship, or other legal entity, however organized.
13. “*Payor of income*” includes both an employer and a person engaged in a trade or business in this state who engages a contractor for compensation.
14. “*Registry*” means the central employee registry created in [section 252G.2](#).
15. “*Rehire*” means the first day for which an employee is owed compensation by the payor of income following a termination of employment lasting a minimum of six consecutive weeks. Termination of employment does not include temporary separations from employment such as unpaid medical leave, an unpaid leave of absence, or a temporary layoff.

[93 Acts, ch 79, §3; 94 Acts, ch 1171, §36; 97 Acts, ch 175, §87, 88; 2023 Acts, ch 19, §912](#)

Referred to in [§84A.5, 252J.1](#)

Section amended