

**875—215.2(91D) Initial employment wage rate.**

**215.2(1)** The 90-calendar-day period set forth in Iowa Code section 91D.1(1)“d” is counted from the employee’s initial day of work.

**215.2(2)** If the state minimum initial employment wage rate changes during the 90-calendar-day period, the employer shall pay the new effective rate.

**215.2(3)** If, after less than 90 calendar days from the initial day of work, the employee’s employment is terminated and the employee is rehired by the same employer within three years of the initial hiring, the initial employment wage rate in effect at rehiring may be paid until the 90-calendar-day employment period is reached. If, after 90 calendar days from the initial day of work, the employee’s employment is terminated and the employee is rehired in less than three years from the last date of employment, the employee shall not be employed at the initial employment wage rate.

[ARC 6986C, IAB 4/19/23, effective 5/24/23]