

481—245.3(91E) Knowledge of English. An employee who can understand the following in English is not covered by these rules:

245.3(1) The hours of work.

245.3(2) The hourly wage.

245.3(3) All mandatory and elective benefits.

245.3(4) The job duties.

245.3(5) The safety and health risks of the job and appropriate methods of protection.

245.3(6) Information and training on hazardous chemicals in the employee's work area.

245.3(7) Safety signs and symbols that warn of potential dangers and hazards at the work site.

245.3(8) The purpose of forms used by the employer including:

a. Orientation,

b. Insurance,

c. Accidents at the work site, and

d. Other forms the employee is required to complete or answer.

245.3(9) The employer's requirement to provide an interpreter if more than 10 percent of the employer's employees speak the same non-English language.

245.3(10) Communication with a nurse or other medical personnel at the work site.

[ARC 8753C, IAB 1/8/25, effective 2/12/25; Editorial change: IAC Supplement 7/9/25]