

**481—245.7(91E) Enforcement and penalties.** If the director finds a violation subject to a civil penalty, the director will issue a notice of violation to the employer and propose a civil penalty that shall be sent to the employer by certified mail. The employer has 14 calendar days from receipt of the notice of violation or proposed civil penalty to inform the director by mail of the intent to contest the notification or proposed penalty. After receipt of the employer's notification, the director will afford the employer the opportunity for a hearing.

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