

House File 525

H-1239

1 Amend House File 525 as follows:

2 1. Page 3, line 14, after <applicable.> by
3 inserting <In considering this comparison, for purposes
4 of evaluating parity, the arbitrator shall include only
5 employers providing the equivalent of a living wage
6 with benefits for all employees. For the purposes
7 of this section, "*living wage with benefits*" means
8 compensation from an employer to an employee sufficient
9 to allow a family of two adults and two children to
10 pay housing costs equaling no more than thirty percent
11 of the employee's wage, and to pay for the family's
12 health care, public education for the children through
13 four years of college, food, clothing, an annual
14 family vacation, contributions to church and charity
15 of ten percent of the employee's wages, and a pension
16 benefit adequate for both adults to retire at the
17 social security retirement age. If the employee cannot
18 provide for the employee's family as provided in this
19 paragraph without resorting to welfare or other public
20 assistance programs, compensation to the employee shall
21 not be considered a living wage plus benefits.>

ISENHART of Dubuque

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