

Senate File 398

S-5007

1 Amend Senate File 398 as follows:

2 1. Page 1, before line 1 by inserting:

3 <Section 1. Section 91A.6, subsection 1, Code 2016,
4 is amended to read as follows:

5 1. An employer shall ~~after being notified by the~~
6 ~~commissioner pursuant to subsection 2~~ do the following:

7 a. Notify its employees in writing at the time of
8 hiring what wages and regular paydays are designated
9 by the employer.

10 b. Notify its employees in writing whose wages are
11 determined based on a task, piece, mile, or load basis
12 about the method used to calculate wages and when the
13 wages are earned by the employees.

14 ~~b.~~ c. Notify, at least one pay period prior to the
15 initiation of any changes, its employees of any changes
16 in the arrangements specified in this subsection that
17 reduce wages or alter the regular paydays. The notice
18 shall either be in writing or posted at a place where
19 employee notices are routinely posted.

20 ~~c.~~ d. Make available to its employees upon written
21 request, a written statement enumerating employment
22 agreements and policies with regard to vacation pay,
23 sick leave, reimbursement for expenses, retirement
24 benefits, severance pay, or other comparable matters
25 with respect to wages. Notice of such availability
26 shall be given to each employee in writing or by a
27 notice posted at a place where employee notices are
28 routinely posted.

29 ~~d.~~ e. Establish, maintain, and preserve for three
30 calendar years the payroll records showing the hours
31 worked, wages earned, and deductions made for each
32 employee and any employment agreements entered into
33 between an employer and employee.

34 Sec. ____ . Section 91A.6, subsection 2, Code 2016,
35 is amended by striking the subsection.>

- 1 2. Page 1, line 1, by striking <2015> and inserting
2 <2016>
- 3 3. Page 1, line 8, by striking <2015> and inserting
4 <2016>
- 5 4. By renumbering as necessary.

COMMITTEE ON LABOR AND BUSINESS RELATIONS
TONY BISIGNANO, CHAIRPERSON