

February 11, 1969  
Human and Industrial Relations

HOUSE FILE 251

*Pass as amended 2-3-70*  
*Sen. H. & I. R. 2-18, pass per amendment 3/13*  
By FRANKLIN, LIPSKY, SHAW,  
McINTYRE, HILL, PELTON  
BLOUIN, RENDA, JESSE,  
HUFF, VAN NOSTRAND,  
TAPSCOTT, MILLER of  
Des Moines, SCHWARTZ, GANNON,  
PONCY, MAYBERRY, BENNETT,  
EWELL and MILLER of Marshall

Passed House, Date *2-16-70* Passed Senate, Date *3-25-70*

Vote: Ayes *98* Nays *13* Vote: Ayes *44* Nays *2*

Approved *April 10, 1970*

*motion to reconsider filed 3/26, prevailed 4/3*  
**A BILL FOR** *Passed Senate 4-3-70*  
*aye 58, nay 0*

- 1 An Act relating to sex discrimination in employment, housing,
- 2 and public accommodations.
- 3 *Be It Enacted by the General Assembly of the State of Iowa:*
- 4 Section 1. Section one hundred five A point five (105A.5),
- 5 Code 1966, as amended by chapter one (1), section seven (7),
- 6 Acts of the Sixty-second General Assembly, is hereby further
- 7 amended as follows:
- 8 1. By inserting in subsection five (5), line ten (10),
- 9 after the word "color," the word "sex,".
- 10 2. By inserting in subsection seven (7), line three (3),
- 11 after the word "color," the word "sex,".
- 12 Sec. 2. Section one hundred five A point six (105A.6),
- 13 Code 1966, is hereby amended as follows:
- 14 1. By inserting in subsection one (1), paragraph a, line
- 15 two (2), after the word "color," the word "sex,".
- 16 2. By inserting in subsection one (1), paragraph a, line
- 17 six (6), after the word "color," the word "sex,".
- 18 3. By inserting in subsection one (1), paragraph b, line
- 19 four (4), after the word "color," the word "sex,".
- 20 Sec. 3. Section one hundred five A point seven (105A.7),

1 Code 1966, is hereby amended as follows:

2 1. By inserting in subsection one (1), paragraph a, line  
3 six (6), after the word "color," the word "sex,".

4 2. By inserting in subsection one (1), paragraph a, line  
5 seven (7), after the word "employee" the words ", unless  
6 based upon the nature of the occupation".

7 3. By inserting in subsection one (1), paragraph b, line  
8 seven (7), after the word "color," the word "sex,".

9 4. By inserting in subsection one (1), paragraph c, line  
10 six (6), after the word "color," the word "sex,".

11 5. By inserting in subsection one (1), paragraph c, line  
12 eight (8), after the word "membership" the words ", unless based  
13 upon the nature of the occupation".

14 Sec. 4. Section one hundred five A point eight (105A.8),  
15 subsection two (2), Code 1966, is hereby amended by inserting  
16 in line four (4) after the word "color," the word "sex,".

#### EXPLANATION OF HOUSE FILE 251

This bill amends the Civil Rights Act to make discrimination on the basis of sex unlawful.

- 1 Amend House File 251 by adding thereto the following
- 2 new section:
- 3 "The provisions of this Act relating to discrimination
- 4 because of sex shall not be construed to apply to any re-
- 5 tirement plan or benefit system of any employer unless such
- 6 plan or system is a mere subterfuge adopted for the purpose
- 7 of evading the provisions of this Act."

Filed - *adopted 2-16* HUMAN AND INDUSTRIAL RELATIONS COMMITTEE  
February 3, 1970 LLOYD MILLER, Chairman

- 1 Amend House File 251 by adding
- 2 thereto the following new section:
- 3 "The provisions of this Act relating to discrimination
- 4 because of sex shall not be construed to apply to any retirement
- 5 plan or benefit system of any employer unless such plan or
- 6 system is a mere subterfuge adopted for the purpose of evading
- 7 the provisions of this Act."

Filed - *Withdrawn 2-16*  
April 10, 1969

LIPSKY of Linn

- 1 Amend House File 251, as passed by the
- 2 House, page 2, by striking lines 17
- 3 through 21, inclusive.

Filed - *Adopted 3/25*  
March 13, 1970 *Resoundered & Withdrawn 4/3*

By COMMITTEE ON HUMAN AND  
INDUSTRIAL RELATIONS