

FILED FEB 23 1971

SENATE FILE 274

Amended 2/24, Pass 4w amend. 2/21

By RILEY
(Dougherty, Stokes, Strand,
Priebe, and Schmeiser)

Passed Senate, Date 3-2-72 Passed House, Date 3-13-72

Vote: Ayes 44 Nays 0 Vote: Ayes 79 Nays 0

Approved March 17, 1972

A BILL FOR

1 An Act relating to age discrimination in employment.
2 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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1 Amend Senate File 274, page 2, after line 33 by adding
2 the following new section:
3 "Sec. 105A.15. Section one hundred five A point fifteen
4 (105A.15), Code 1971, is amended as follows:
5 105A.15 SEX PROVISIONS NOT APPLICABLE TO RETIREMENT PLANS.
6 The provisions of this chapter relating to discrimination
7 because of sex or age shall not be construed to apply to any
8 retirement plan or benefit system of any employer unless such
9 plan or system is a mere subterfuge adopted for the purpose
10 of evading the provisions of this chapter."

Filed. *adopted 3/2/72 (658)*
February 21, 1972

By COMMITTEE ON HUMAN AND INDUSTRIAL
RELATIONS

1 Section 1. Section one hundred five A point seven (105A.7),
2 subsection one (1), Code 1971, is amended as follows:

3 1. It shall be an unfair or discriminatory practice for
4 any:

5 a. Person to refuse to hire, accept, register, classify,
6 or refer for employment, to discharge any employee, or to
7 otherwise discriminate in employment against any applicant
8 for employment or any employee because of the age, race, creed,
9 color, sex, national origin, or religion of such applicant or
10 employee, unless based upon the nature of the occupation.

11 b. Labor organization or the employees, agents, or members
12 thereof to refuse to admit to membership any applicant, to
13 expel any member, or to otherwise discriminate against any
14 applicant for membership or any member in the privileges,
15 rights, or benefits of such membership because of the age,
16 race, creed, color, sex, national origin, or religion of such
17 applicant or member.

18 c. Employer, employment agency, labor organization, or
19 the employees, agents, or members thereof to directly or indirect-
20 ly advertise or in any other manner indicate or publicize
21 that individuals of any particular age, race, creed, color,
22 sex, national origin, or religion are unwelcome, objectionable,
23 not acceptable, or not solicited for employment or membership
24 unless based on the nature of the occupation.

25 Sec. 2. Section one hundred five A point eight (105A.8),
26 subsection two (2), Code 1971, is amended as follows:

27 2. Any person to discriminate against another person in
28 any of the rights protected against discrimination on the basis
29 of age, race, creed, color, sex, national origin, or religion
30 by this chapter because such person has lawfully opposed any
31 practice forbidden under this chapter, obeys the provisions of
32 this chapter, or has filed a complaint, testified, or assisted
33 in any proceeding under this chapter.

34 EXPLANATION

35 This bill prohibits age discrimination in employment.