

# Senate Study Bill 2159

## Conference Committee Text

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1 1 Section 1. Section [607A.45](#), subsection 1, Code 1995, is  
1 2 amended to read as follows:

1 3 1. An employer

~~shall not deprive an employee of employment~~

1 4

~~or threaten or otherwise coerce an employee with respect to~~

1 5

~~the employee's employment because the employee receives a~~

1 6

~~notice to report, responds to the notice, serves as a juror,~~

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~~or attends court for prospective juror service. An employer~~

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~~who violates this subsection commits contempt  
or supervisor of~~

1 9 an employee who is summoned to jury duty shall not subject the  
1 10 employee to, or threaten the employee with, discharge, loss of  
1 11 pay, loss of sick leave, loss of vacation time, or any other  
1 12 form of penalty on account of the employee's absence from  
1 13 employment by reason of jury duty. A person who is summoned  
1 14 to jury duty shall be excused, upon request and without loss  
1 15 of pay, from work for the actual time lost while the person  
1 16 serves as a juror or attends court for prospective juror  
1 17 service.

1 18 An employer may, however, reduce the pay of an employee by  
1 19 an amount equal to the fee paid jurors under section 607A.8  
1 20 for jury duty. Expenses reimbursed to jurors shall not be  
1 21 deducted by the employer.

1 22 A person who violates this section commits a simple  
1 23 misdemeanor.

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### EXPLANATION

1 25 This bill provides that an employer or supervisor of an  
1 26 employee who is summoned to jury duty cannot subject the  
1 27 employee to, or threaten the employee with, discharge, loss of  
1 28 pay, loss of sick leave, loss of vacation time, or any other  
1 29 form of penalty on account of the employee's absence from  
1 30 employment for jury duty. The bill also provides that an  
1 31 employer may deduct the fee paid to the employee as a juror  
1 32 from the employee's pay but not expenses reimbursed to the  
1 33 employee for jury duty.

1 34 An employer violating the provisions of this bill commits a  
1 35 simple misdemeanor.

2 1 LSB 4285SC 75

