SENATE FILE **349**

BY   COMMITTEE ON BUSINESS AND

LABOR RELATIONS

(SUCCESSOR TO SF 316)

Passed Senate, Date _____   Passed House, Date _____

Vote: Ayes _____ Nays _____   Vote: Ayes _____ Nays _____

Approved _____

A BILL FOR

1 An Act relating to employment, by regulating the display of

2   social security numbers on employee paychecks and providing a

3   penalty.

4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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SENATE FILE 349

S-3016
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 1     Amend Senate File 349 as follows:
 2     1.  Page 1, lines 3 and 4, by striking the words
 3 "more than the last four digits of".
 4     2.  Page 1, line 5, by inserting after the word
 5 "warrant" the following:  ", or any summary or
 6 statement of earnings and deductions attached
 7 thereto,".
 8     3.  Page 1, line 5, by striking the words "wages
 9 to the employee" and inserting the following:  "an
10 employee's wages or direct deposit thereof; however,
11 an employer may include on any such document an
12 employee or payroll identification number".
13     4.  Title page, line 2, by inserting after the
14 word "paychecks" the following:  "and paystubs,".
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                                        By THOMAS G. COURTNEY

S-3016 FILED MARCH 14, 2005

SF 349

1   Section 1.   <u>NEW SECTION</u>.   91B.3   EMPLOYEE SOCIAL SECURITY
2 NUMBERS ON PAYCHECKS.
3   An employer shall not include more than the last four
4 digits of an employee's social security number on any check,
5 draft, or warrant for the payment of wages to the employee.
6 For purposes of this section, "employer" and "employee" are
7 defined as provided in section 91A.2.   A violation of this
8 section is a simple misdemeanor.
9   EXPLANATION
10   This bill regulates the display of an employee's social
11 security number on a paycheck.   An employer may only display
12 the last four digits of an employee's social security number
13 on any check, draft, or warrant used to pay the employee's
14 wages.   A violation is a simple misdemeanor.   A simple
15 misdemeanor is punishable by confinement for no more than 30
16 days or a fine of at least $50 but not more than $500 or by
17 both.
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                          SENATE FILE 349
S-3084
1   Amend Senate File 349 as follows:
2   1.   Page 1, by inserting after line 8 the
3 following:
4   "Sec. ___.   EFFECTIVE DATE.   This Act takes effect
5 on July 1, 2007."
6   2.   Title page, line 3, by inserting after the
7 word "penalty" the following: "and an effective
8 date".
9   3.   By renumbering as necessary.
                          By JAMES SEYMOUR

S-3084   FILED APRIL 5, 2005

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