

Senate Study Bill 1190

SENATE FILE _____
BY (PROPOSED COMMITTEE ON
BUSINESS AND LABOR
RELATIONS BILL BY
CO-CHAIRPERSON DEARDEN)

Passed Senate, Date _____ Passed House, Date _____
Vote: Ayes _____ Nays _____ Vote: Ayes _____ Nays _____
Approved _____

A BILL FOR

1 An Act relating to the applicability of federal overtime pay
2 requirements.
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:
4 TLSB 1434XC 81
5 kh/gg/14

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1 1 Section 1. NEW SECTION. 91D.2 OVERTIME PAY REQUIREMENTS
1 2 == EXEMPTIONS.
1 3 The overtime pay requirements of the federal Fair Labor
1 4 Standards Act of 1938, as stated in 29 U.S.C. } 201, et seq.,
1 5 shall apply to employers and employees in this state, except
1 6 that the definitions set forth and in place in 29 C.F.R. pt.
1 7 541 on March 30, 2003, shall be used in determining whether an
1 8 employee is exempt or nonexempt for purposes of overtime pay
1 9 requirements.
1 10 EXPLANATION
1 11 This bill requires employers to comply with the overtime
1 12 pay requirements of the federal Fair Labor Standards Act of
1 13 1938 by using the definitions set forth in the federal
1 14 register prior to March 30, 2003, when determining whether an
1 15 employee is exempt or nonexempt.
1 16 LSB 1434XC 81
1 17 kh:nh/gg/14