

House File 8 - Introduced

HOUSE FILE _____
BY WISE

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

A BILL FOR

1 An Act concerning communications by employers concerning
2 political and religious issues.
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:
4 TLSB 1473YH 82
5 ak/gg/14

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1 1 Section 1. NEW SECTION. 730.6 EMPLOYER COMMUNICATIONS.
1 2 1. As used in this section, unless the context otherwise
1 3 requires:
1 4 a. "Employee" means a natural person who is employed in
1 5 this state for wages by an employer, and includes a research
1 6 assistant, research fellow, teaching assistant, teaching
1 7 fellow, post-doctoral associate, post-doctoral fellow, intern,
1 8 or resident at a nonprofit institution of higher education
1 9 eligible for tuition grants, and an intern or resident at a
1 10 nonprofit hospital.
1 11 b. "Employer" means a person who in this state employs for
1 12 wages a natural person and includes an employer's agent,
1 13 representative, or designee.
1 14 c. "Labor organization" means the same as defined in
1 15 section 216.2.
1 16 d. "Political matters" includes political party
1 17 affiliation or the decision to join or not join any lawful
1 18 political, social, or community group or activity or any labor
1 19 organization.
1 20 2. An employer shall not require the employer's employees
1 21 to attend an employer-sponsored meeting or participate in any
1 22 communications with the employer, the primary purpose of which
1 23 is to communicate the employer's opinion about religious or
1 24 political matters, except that an employer may communicate to
1 25 employees information about religious or political matters
1 26 that the employer is required by law to communicate, but only
1 27 to the extent of such legal requirement.
1 28 3. An employer shall not discharge, discipline, or
1 29 otherwise penalize or threaten to discharge, discipline, or
1 30 otherwise penalize any employee because the employee, or a
1 31 person acting on behalf of the employee, makes a good faith
1 32 report, verbally or in writing, of a violation or suspected
1 33 violation of this section. This subsection shall not apply if
1 34 the employee knows that such report is false at the time the
1 35 report is made.
2 1 4. An employee alleging to be aggrieved by a violation of
2 2 this section may file a civil action within ninety days after
2 3 the date of the alleged violation in a court of competent
2 4 jurisdiction in the county where the violation is alleged to
2 5 have occurred or where the employer has its principal office.
2 6 The court may award a prevailing employee all appropriate
2 7 relief, including reinstatement, back pay, and reestablishment
2 8 of any employee benefits to which the employee would otherwise
2 9 have been eligible if such violation had not occurred. The
2 10 court shall award a prevailing employee treble damages in an
2 11 amount up to three times the amount of all other damages
2 12 awarded, reasonable attorney fees, and costs.
2 13 5. This section shall not be construed to limit an
2 14 employee's right to bring any other action allowed by law
2 15 against an employer for wrongful termination or to diminish or
2 16 impair the rights of a person under any collective bargaining
2 17 agreement.
2 18 6. This section shall not prohibit any of the following:
2 19 a. A religious organization from requiring its employees
2 20 to attend an employer-sponsored meeting or to participate in

