

House File 2196 - Introduced

HOUSE FILE 2196

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A BILL FOR

1 An Act increasing the state minimum hourly wage.

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

1 Section 1. Section 91D.1, subsection 1, paragraphs a, b, and
2 d, Code 2011, are amended to read as follows:

3 a. The state hourly wage shall be at least ~~\$6.20 as of~~
4 ~~April 1, 2007, and~~ \$7.25 as of January 1, 2008, and \$8.80 as of
5 January 1, 2013.

6 b. Every employer, as defined in the federal Fair Labor
7 Standards Act of 1938, as amended to January 1, ~~2007~~ 2012,
8 shall pay to each of the employer's employees, as defined in
9 the federal Fair Labor Standards Act of 1938, as amended to
10 January 1, ~~2007~~ 2012, the state hourly wage stated in paragraph
11 "a", or the current federal minimum wage, pursuant to 29 U.S.C.
12 § 206, as amended, whichever is greater.

13 d. An employer is not required to pay an employee the
14 applicable state hourly wage provided in paragraph "a" until
15 the employee has completed ninety calendar days of employment
16 with the employer. An employee who has completed ninety
17 calendar days of employment with the employer prior to ~~April~~
18 ~~1, 2007, or~~ January 1, ~~2008~~ 2013, shall earn the applicable
19 state hourly minimum wage as of that date. An employer shall
20 pay an employee who has not completed ninety calendar days of
21 employment with the employer an hourly wage of at least ~~\$5.30~~
22 ~~as of April 1, 2007, and~~ ~~\$6.35~~ \$8.00 as of January 1, ~~2008~~ 2013.

23 Sec. 2. Section 91D.1, subsection 2, paragraph a, Code 2011,
24 is amended to read as follows:

25 a. The exemptions from the minimum wage requirements stated
26 in 29 U.S.C. § 213, as amended to January 1, ~~2007~~ 2012, shall
27 apply, except as otherwise provided in this subsection.

28 EXPLANATION

29 This bill increases the state minimum wage from \$7.25 to
30 \$8.80 as of January 1, 2013.

31 Code section 91D.1(1)(d) provides that an employer is not
32 required to pay an employee the applicable state hourly wage
33 until the employee has completed 90 calendar days of employment
34 with the employer. The bill provides that an employee who has
35 completed 90 calendar days of employment with the employer

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1 prior to January 1, 2013, shall earn the applicable state
2 hourly minimum wage as of that date. The bill provides that
3 an employer shall pay an employee who has not completed 90
4 calendar days of employment with the employer an hourly wage of
5 at least \$8.00 as of January 1, 2013.