Senate File 2040 - Introduced

A BILL FOR

1 An Act to increase 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 April~~
4 ~~1, 2007, and~~ $7.25 as of January 1, 2008, $8.75 as of July 1,
5 2012, and $10.00 as of 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~~ July 1, 2012, or January 1, ~~2008~~ 2013, shall earn the
19 applicable state hourly minimum wage as of that date. An
20 employer shall pay an employee who has not completed ninety
21 calendar days of employment with the employer an hourly wage of
22 at least ~~$5.30~~ $7.85 as of ~~April 1, 2007~~ July 1, 2012, and ~~$6.35~~
23 $9.10 as of January 1, ~~2008~~ 2013.
24   Sec. 2. Section 91D.1, subsection 2, paragraph a, Code 2011,
25 is amended to read as follows:
26   *a.* The exemptions from the minimum wage requirements stated
27 in 29 U.S.C. § 213, as amended to January 1, ~~2007~~ 2012, shall
28 apply, except as otherwise provided in this subsection.
29   EXPLANATION
30   This bill increases the state minimum wage from $7.25 to
31 $8.75 as of July 1, 2012, and to $10.00 as of January 1, 2013.
32   Code section 91D.1(1)(d) provides that an employer is not
33 required to pay an employee the applicable state hourly wage
34 until the employee has completed 90 calendar days of employment
35 with the employer. The bill provides that an employee who has

1 completed 90 calendar days of employment with the employer
2 prior to July 1, 2012, or January 1, 2013, shall earn the
3 applicable state hourly minimum wage as of that date. The bill
4 provides that an employer shall pay an employee who has not
5 completed 90 calendar days of employment with the employer an
6 hourly wage of at least $7.85 as of July 1, 2012, and $9.10 as
7 of January 1, 2013.