

**House File 71 - Introduced**

HOUSE FILE 71

BY HUNTER, KELLEY, STAED,  
McCONKEY, GASKILL, KEARNS,  
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ANDERSON, ABDUL-SAMAD,  
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DAWSON, and STECKMAN

**A BILL FOR**

1 An Act to increase the state minimum hourly wage and to provide  
2 subsequent increases by the same percentage as the increase  
3 in federal social security benefits.

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

1 Section 1. Section 91D.1, subsection 1, paragraphs a and d,  
2 Code 2015, are amended to read as follows:

3 a. (1) The state hourly wage shall be at least ~~\$6.20 as~~  
4 ~~of April 1, 2007, and \$7.25 as of January 1, 2008,~~ \$8.20 as of  
5 January 1, 2016, \$9.15 as of July 1, 2016, and \$10.10 as of  
6 January 1, 2017.

7 (2) The state hourly wage, including the state hourly wage  
8 for the first ninety calendar days of employment provided in  
9 paragraph "d", shall be increased annually on July 1, beginning  
10 July 1, 2018, by the same percentage as the cost-of-living  
11 increase in federal social security benefits authorized during  
12 the previous state fiscal year by the federal social security  
13 administration pursuant to section 215 of the federal Social  
14 Security Act, 42 U.S.C. §415.

15 d. An employer is not required to pay an employee the  
16 applicable state hourly wage provided in paragraph "a" until the  
17 employee has completed ninety calendar days of employment with  
18 the employer. An employee who has completed ninety calendar  
19 days of employment with the employer ~~prior to April 1, 2007, or~~  
20 ~~January 1, 2008,~~ shall earn the applicable state hourly minimum  
21 wage as of ~~that~~ the date of completion. An employer shall  
22 pay an employee who has not completed ninety calendar days of  
23 employment with the employer an hourly wage of at least ~~\$5.30~~  
24 ~~as of April 1, 2007, and \$6.35 as of January 1, 2008,~~ \$7.40 as  
25 of January 1, 2016, \$8.25 as of July 1, 2016, and \$9.10 as of  
26 January 1, 2017.

27 EXPLANATION

28 The inclusion of this explanation does not constitute agreement with  
29 the explanation's substance by the members of the general assembly.

30 This bill increases the state minimum hourly wage to \$8.20 as  
31 of January 1, 2016, \$9.15 as of July 1, 2016, and \$10.10 as of  
32 January 1, 2017. The bill increases the state minimum hourly  
33 wage for employees employed for less than 90 days to \$7.40 as  
34 of January 1, 2016, \$8.25 as of July 1, 2016, and \$9.10 as of  
35 January 1, 2017.

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1 The bill also increases the state minimum hourly wage,  
2 including the minimum hourly wage established for employees  
3 employed for less than 90 days, annually on July 1, beginning  
4 July 1, 2018, by the same percentage as the cost-of-living  
5 increase in social security benefits effective as of the  
6 previous December, as authorized by the federal social security  
7 administration.