

**Senate File 398 - Introduced**

SENATE FILE 398

BY DANIELSON

**A BILL FOR**

1 An Act permitting employers to provide employees with wage  
2 statements by electronic means.  
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 91A.6, subsection 4, Code 2017, is  
2 amended to read as follows:

3 4. a. On each regular payday, the employer shall ~~send~~  
4 provide to each employee ~~by mail or shall provide at the~~  
5 ~~employee's normal place of employment during normal employment~~  
6 ~~hours~~ a statement showing the hours the employee worked, the  
7 wages earned by the employee, and deductions made for the  
8 employee.

9 b. The employer shall provide the statement using one of the  
10 following methods:

11 (1) Sending the statement to an employee by mail.

12 (2) Sending the statement to an employee by secure  
13 electronic transmission or by other secure electronic means.

14 (3) Providing the statement to the employee at the  
15 employee's normal place of employment during normal employment  
16 hours.

17 c. However, the employer need not provide information  
18 on hours worked for employees who are exempt from overtime  
19 under the federal Fair Labor Standards Act, as defined in 29  
20 C.F.R. pt. 541, unless the employer has established a policy  
21 or practice of paying to or on behalf of exempt employees  
22 overtime, a bonus, or a payment based on hours worked,  
23 whereupon the employer shall send or otherwise provide a  
24 statement to the exempt employees showing the hours the  
25 employee worked or the payments made to the employee by the  
26 employer, as applicable.

27 d. An employer who provides each employee access to view an  
28 electronic statement of the employee's earnings and provides  
29 the employee free and unrestricted access to a printer to print  
30 the employee's statement of earnings, if the employee chooses,  
31 is in compliance with [this subsection](#).

32 EXPLANATION

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

35 Current law requires employers to provide certain employees

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1 on each regular payday with statements showing hours worked,  
2 wages earned, and pay deductions made. The employer may send  
3 the statement by mail or provide it at the employee's normal  
4 place of employment during normal employment hours. This bill  
5 also permits an employer to provide the statement by secure  
6 electronic transmission or by other secure electronic means.