Senate File 465 - Introduced

SENATE FILE 465

BY WAHLS, BOULTON, GIDDENS,

TRONE GARRIOTT, and DOTZLER

A BILL FOR

- 1 An Act providing for a veterans' benefits and services poster
- 2 for employers to display in the workplace and providing
- 3 penalties.
- 4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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- 1 Section 1. Section 84A.5, subsection 4, Code 2023, is 2 amended to read as follows:
- 3 4. The division of labor services is responsible for the
- 4 administration of the laws of this state under chapters 88,
- 5 88A, 88B, 89, 89A, 89B, 90A, 91, 91A, 91C, 91D, 91E, 91F, 92,
- 6 and 94A, and sections 73A.21 and 85.68. The executive head of
- 7 the division is the labor commissioner, appointed pursuant to
- 8 section 91.2.
- 9 Sec. 2. Section 91.4, subsection 2, Code 2023, is amended
- 10 to read as follows:
- 11 2. The director of the department of workforce development,
- 12 in consultation with the labor commissioner, shall, at the
- 13 time provided by law, make an annual report to the governor
- 14 setting forth in appropriate form the business and expense of
- 15 the division of labor services for the preceding year, the
- 16 number of remedial actions taken under chapter 89A, the number
- 17 of disputes or violations processed by the division and the
- 18 disposition of the disputes or violations, and other matters
- 19 pertaining to the division which are of public interest,
- 20 together with recommendations for change or amendment of the
- 21 laws in this chapter and chapters 88, 88A, 88B, 89, 89A, 89B,
- 22 90A, 91A, 91C, 91D, 91E, 91F, 92, and 94A, and section 85.68,
- 23 and the recommendations, if any, shall be transmitted by the
- 24 governor to the first general assembly in session after the
- 25 report is filed.
- 26 Sec. 3. NEW SECTION. 91F.1 Definitions.
- 27 For purposes of this chapter, unless the context otherwise
- 28 requires:
- 29 1. "Commissioner" means the labor commissioner appointed
- 30 pursuant to section 91.2.
- 31 2. "Department" means the Iowa department of veterans
- 32 affairs established in section 35A.4.
- 33 3. "Employer" means a person, as defined in section 4.1,
- 34 who in this state employs for wages fifty or more full-time
- 35 employees.

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- 1 Sec. 4. <u>NEW SECTION</u>. **91F.2** Posting of veterans' benefits 2 and services.
- 3 1. The commissioner shall consult with the department to
- 4 create a veterans' benefits and services poster for employers
- 5 to display in the workplace. The commissioner, in coordination
- 6 with the department, shall make the poster available to
- 7 employers.
- 8 2. The poster shall include, at a minimum, information
- 9 regarding all of the following available to veterans:
- 10 a. Contact information for the department.
- 11 b. Substance abuse and mental health treatment resources.
- 12 c. Educational, workforce, and training resources.
- 13 d. Tax benefits.
- 14 e. Vehicle registration, driver's license, and nonoperator's
- 15 identification card services.
- 16 f. Eligibility for unemployment insurance benefits.
- 17 q. Legal services.
- 18 h. Contact information for the United States department of
- 19 veterans affairs veterans crisis line.
- 20 3. Every employer shall display the poster created pursuant
- 21 to this section in a conspicuous place accessible to employees
- 22 in the workplace.
- 23 Sec. 5. NEW SECTION. 91F.3 Penalties.
- 24 An employer who violates this chapter is subject to a civil
- 25 penalty of one hundred dollars for a first offense and five
- 26 hundred dollars for a subsequent offense. The commissioner may
- 27 commence an action in the district court to enforce payment of
- 28 a civil penalty. The commissioner shall remit civil penalties
- 29 recovered pursuant to this section to the treasurer of state
- 30 for deposit in the general fund of the state.
- 31 Sec. 6. NEW SECTION. 91F.4 Rules.
- 32 The commissioner shall adopt rules pursuant to chapter 17A
- 33 to administer and enforce this chapter.
- 34 EXPLANATION
- 35 The inclusion of this explanation does not constitute agreement with

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- the explanation's substance by the members of the general assembly.
- 2 This bill requires the labor commissioner to consult with
- 3 the Iowa department of veterans affairs to create a veterans'
- 4 benefits and services poster for employers, as defined in the
- 5 bill, to display in the workplace. The bill requires the
- 6 commissioner, in coordination with the department, to make the
- 7 poster available to employers. The bill specifies the minimum
- 8 content of the poster.
- 9 The bill requires every employer to display the poster in a
- 10 conspicuous place accessible to employees in the workplace.
- 11 An employer who violates the bill is subject to a civil
- 12 penalty of \$100 for a first offense and \$500 for a subsequent
- 13 offense. The commissioner may commence an action in the
- 14 district court to enforce payment of a civil penalty.