

House File 2212 - Introduced

HOUSE FILE 2212
BY GAINES

A BILL FOR

1 An Act establishing a state minimum hourly wage for direct care
2 professionals.

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

unofficial

1 Section 1. Section 91D.1, subsection 1, paragraph b, Code
2 2026, is amended to read as follows:

3 b. Every employer, as defined in the federal Fair Labor
4 Standards Act of 1938, as amended to January 1, ~~2007~~ 2026,
5 shall pay to each of the employer's employees, as defined in the
6 federal Fair Labor Standards Act of 1938, as amended to January
7 1, ~~2007~~ 2026, the state hourly wage ~~stated in paragraph "a"~~
8 provided in this chapter, or the current federal minimum wage,
9 pursuant to 29 U.S.C. §206, as amended, whichever is greater.

10 Sec. 2. Section 91D.1, subsection 3, paragraph b, unnumbered
11 paragraph 1, Code 2026, is amended to read as follows:

12 For purposes of this ~~chapter~~ section, a franchisor shall not
13 be considered to be an employer of a franchisee or of an employee
14 of a franchisee unless any of the following conditions apply:

15 Sec. 3. Section 91D.1, subsections 4, 5, and 6, Code 2026,
16 are amended to read as follows:

17 4. For purposes of this ~~chapter~~ section, "employee" does not
18 include an independent contractor as described in section 85.61,
19 subsection 12, paragraph "c", subparagraph (3).

20 5. The director of the department of inspections, appeals,
21 and licensing shall adopt rules to implement and administer this
22 ~~section~~ chapter.

23 6. This ~~section~~ chapter shall be enforced pursuant to chapter
24 91A.

25 Sec. 4. NEW SECTION. 91D.2 Minimum wage — direct care
26 professionals.

27 1. For purposes of this section, "direct care professional"
28 means an individual who provides supportive services and care,
29 including but not limited to personal care, independent living
30 skills, and basic health care services, in a nursing facility,
31 in the home, or in a child care center, to people experiencing
32 illnesses or disabilities and who receives compensation for such
33 services. "Direct care professional" includes but is not limited
34 to direct support professionals, direct care workers, supported
35 community living workers, home health aides, and certified nurse

1 aides.

2 2. Notwithstanding section 91D.1, the state hourly wage for
3 an employee employed as a direct care professional shall be
4 at least \$20.00 as of July 1, 2026. Notwithstanding section
5 91D.1, the state hourly wage for an employee employed as a direct
6 care professional who has not completed ninety calendar days of
7 employment with the employer shall be at least \$19.10 as of July
8 1, 2026.

9 EXPLANATION

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

12 This bill provides that the state minimum hourly wage for
13 direct care professionals, as defined in the bill, shall be at
14 least \$20.00 as of July 1, 2026. The bill provides that the
15 state minimum hourly wage for direct care workers employed for
16 less than 90 days shall be at least \$19.10 as of July 1, 2026.