

House File 2380 - Introduced

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A BILL FOR

- 1 An Act providing for a community-based wage enforcement program
2 for purposes of the state wage payment collection and minimum
3 wage laws.
4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 91A.2, Code 2026, is amended by adding the
2 following new subsection:

3 NEW SUBSECTION. 01. "Community-based organization" means a
4 legal aid or community-based nonprofit organization that has
5 a minimum of five years' experience working with employees or
6 advocating on behalf of employees as well as a successful record
7 of facilitating successful complaints that have been filed by
8 employees with the director under section 91A.10.

9 Sec. 2. NEW SECTION. **91A.16 Community-based wage**
10 **enforcement program.**

11 1. The director shall establish a community-based wage
12 enforcement program. The director shall enter into contracts
13 with participating community-based organizations to provide
14 funds and other resources to facilitate effective, cooperative
15 community-based enforcement of this chapter and chapter
16 91D. Funds and other resources shall be used to increase the
17 capacity and expertise of community-based organizations in order
18 to improve the education of employees regarding the rights and
19 remedies provided by this chapter and chapter 91D and to secure
20 successful resolution of complaints filed with the director under
21 section 91A.10. All education and services under this section
22 shall be provided at no cost to employees and accessible to any
23 employee in this state.

24 2. The program shall provide for but is not limited to all of
25 the following services by community-based organizations:

26 a. Education for employees regarding the rights provided by
27 this chapter and chapter 91D, which may be conducted jointly with
28 staff of the department of inspections, appeals, and licensing
29 and other relevant agencies and organizations.

30 b. Direct assistance by a worker advocate to assist employees
31 who seek to file a complaint under section 91A.10.

32 c. Legal assistance to employees who seek to file a complaint
33 under section 91A.10.

34 d. Additional assistance for employees who are members of
35 marginalized communities or who are not native English speakers.

1 e. Assistance to the director in monitoring for compliance
2 with and conducting investigations under this chapter and chapter
3 91D.

4 EXPLANATION

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

7 This bill requires the director of the department
8 of inspections, appeals, and licensing to establish a
9 community-based wage enforcement program. The director
10 shall enter into contracts with participating community-based
11 organizations to provide funds and other resources to facilitate
12 effective, cooperative community-based enforcement of Code
13 chapters 91A (wage payment collection) and 91D (minimum wage).

14 The bill defines "community-based organization" as a legal
15 aid or community-based nonprofit organization that has a minimum
16 of five years' experience working with employees or advocating
17 on behalf of employees as well as a successful record of
18 facilitating successful complaints that have been filed by
19 employees with the director.

20 Funds and other resources provided under the program shall be
21 used to increase the capacity and expertise of community-based
22 organizations in order to improve the education of employees
23 regarding the rights and remedies provided by law and to secure
24 successful resolution of complaints filed with the director. All
25 education and services under the program shall be provided at no
26 cost to employees and accessible to any employee in Iowa. The
27 bill specifies minimum services to be provided by community-based
28 organizations under the program.