

**House File 375 - Introduced**

HOUSE FILE 375  
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 2025, 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~~ July 1,  
5 2025, shall pay to each of the employer's employees, as defined  
6 in the federal Fair Labor Standards Act of 1938, as amended to  
7 ~~January 1, 2007~~ July 1, 2025, the state hourly wage ~~stated in~~  
8 ~~paragraph "a"~~ provided in this chapter, or the current federal  
9 minimum wage, pursuant to 29 U.S.C. §206, as amended, whichever  
10 is greater.

11 Sec. 2. Section 91D.1, subsection 3, paragraph b, unnumbered  
12 paragraph 1, Code 2025, is amended to read as follows:

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

16 Sec. 3. Section 91D.1, subsections 4, 5, and 6, Code 2025,  
17 are amended to read as follows:

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

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

24 6. This ~~section~~ chapter shall be enforced pursuant to chapter  
25 91A.

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

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

1 community living workers, home health aides, and certified nurse  
2 aides.

3 2. Notwithstanding section 91D.1, the state hourly wage for  
4 an employee employed as a direct care professional shall be  
5 at least \$20.00 as of July 1, 2025. Notwithstanding section  
6 91D.1, the state hourly wage for an employee employed as a direct  
7 care professional who has not completed ninety calendar days of  
8 employment with the employer shall be at least \$19.10 as of July  
9 1, 2025.

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EXPLANATION

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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.

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This bill provides that the state minimum hourly wage for  
14 direct care professionals, as defined in the bill, shall be at  
15 least \$20.00 as of July 1, 2025. The bill provides that the  
16 state minimum hourly wage for direct care workers employed for  
17 less than 90 days shall be at least \$19.10 as of July 1, 2025.