

**Senate File 502 - Introduced**

SENATE FILE 502  
BY PETERSEN

**A BILL FOR**

- 1 An Act requiring certain employers to include pay scale
- 2 information in communications offering employment, and
- 3 providing penalties.
- 4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

unofficial

1 Section 1. Section 10A.202, subsection 2, Code 2025, is  
2 amended to read as follows:

3 2. The department is responsible for the administration of  
4 the laws of this state under chapters 88A, 88B, 89, 89A, 90A,  
5 91A, 91C, 91D, 91E, 91F, and 92, and such other labor-services  
6 duties assigned to the department or director.

7 Sec. 2. Section 10A.204, subsection 3, Code 2025, is amended  
8 to read as follows:

9 3. The director, in consultation with the labor commissioner,  
10 shall, at the time provided by law, make an annual report to  
11 the governor setting forth in appropriate form the business and  
12 expense of the division and department under this subchapter for  
13 the preceding year, the number of remedial actions taken under  
14 chapter 89A, the number of disputes or violations processed by  
15 the division or department and the disposition of the disputes  
16 or violations, and other matters pertaining to the division  
17 or department under this subchapter ~~which~~ that are of public  
18 interest, together with recommendations for change or amendment  
19 of the laws in this chapter and chapters 88, 88A, 88B, 89, 89A,  
20 89B, 90A, 91A, 91C, 91D, 91E, 91F, and 92, and sections 85.67A  
21 and 85.68, and the recommendations, if any, shall be transmitted  
22 by the governor to the first general assembly in session after  
23 the report is filed.

24 Sec. 3. NEW SECTION. **91F.1 Definitions.**

25 As used in this chapter, unless the context otherwise  
26 requires:

27 1. "Director" means the director of the department of  
28 inspections, appeals, and licensing.

29 2. "Employee" means a natural person employed by an employer.

30 3. "Employer" means a person that employs fifteen or more  
31 employees for wages.

32 4. "Pay scale" means the salary or hourly wage range that the  
33 employer reasonably expects to pay for the position.

34 5. "Position" includes any position that may be filled in  
35 this state by an employee, whether by in-person or remote

1 employment.

2 Sec. 4. NEW SECTION. **91F.2 Job posting — required salary**  
3 **information.**

4 1. An employer that announces, posts, publishes, or  
5 otherwise makes known an advertisement, solicitation, or other  
6 communication offering employment or seeking applicants for  
7 employment shall include in the communication the pay scale  
8 for each position for which employment is offered or for which  
9 applicants are sought. The pay scale must be included in the  
10 communication itself; a reference to another location where the  
11 pay scale can be found is not sufficient.

12 2. An employer that engages a third party to announce,  
13 post, publish, or otherwise make known an advertisement,  
14 solicitation, or other communication offering employment or  
15 seeking applicants for employment shall comply with subsection 1  
16 in such communication or require that the third party do so.

17 Sec. 5. NEW SECTION. **91F.3 Civil penalty — procedures.**

18 1. An employer that violates this chapter shall be subject to  
19 a civil penalty of no less than one hundred dollars and no more  
20 than ten thousand dollars per violation.

21 2. The director shall provide written notice to an employer  
22 prior to imposition of a civil penalty under this section. An  
23 employer may contest and seek judicial review of a determination  
24 of the director under this chapter pursuant to chapter 17A.

25 3. Upon a final determination of the director that an  
26 employer violated this chapter and the conclusion of the period  
27 for any appeals, the director shall bring an action in district  
28 court to collect the penalties provided in this section. The  
29 director shall remit any penalties collected to the treasurer of  
30 state for deposit in the general fund.

31 Sec. 6. NEW SECTION. **91F.4 Enforcement — rules.**

32 1. The director shall enforce this chapter.

33 2. The director shall adopt rules pursuant to chapter 17A to  
34 administer this chapter.

35

EXPLANATION

S.F. 502

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

3       This bill requires an employer that employs 15 or  
4 more employees and that announces, posts, publishes, or  
5 otherwise makes known an advertisement, solicitation, or other  
6 communication offering employment or seeking applicants for  
7 employment to include in the communication the pay scale for each  
8 position for which employment is offered or for which applicants  
9 are sought. The pay scale must be included in the communication  
10 itself; a reference to another location where the pay scale can  
11 be found is not sufficient.

12       The bill requires an employer that employs 15 or more  
13 employees and that engages a third party to announce, post,  
14 publish, or otherwise make known an advertisement, solicitation,  
15 or other communication offering employment or seeking applicants  
16 for employment to comply with the bill in such communication or  
17 require the third party to do so.

18       The bill defines "pay scale" as the salary or hourly wage  
19 range that the employer reasonably expects to pay for the  
20 position. The bill defines "position" to include any position  
21 that may be filled in Iowa by an employee, whether by in-person  
22 or remote employment.

23       The bill is enforced by the director of the department of  
24 inspections, appeals, and licensing. An employer that violates  
25 the bill shall be subject to a civil penalty of no less than  
26 \$100 and no more than \$10,000 per violation. The bill provides  
27 procedures for collection of such penalties.