

JAN 3 1 2005

COMMERCE, REGULATION & LABOR

HOUSE FILE 163

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ZIRKELBACH

HF 163

Passed House, Date _____ Passed Senate, Date _____
Vote: Ayes _____ Nays _____ Vote: Ayes _____ Nays _____
Approved _____

A BILL FOR

1 An Act relating to the applicability of federal overtime pay
2 requirements.

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

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1 Section 1. NEW SECTION. 91D.2 OVERTIME PAY REQUIREMENTS
2 -- EXEMPTIONS.

3 The overtime pay requirements of the federal Fair Labor
4 Standards Act of 1938, as stated in 29 U.S.C. § 201, et seq.,
5 shall apply to employers and employees in this state, except
6 that the definitions set forth and in place in 29 C.F.R. pt.
7 541 on March 30, 2003, shall be used in determining whether an
8 employee is exempt or nonexempt for purposes of overtime pay
9 requirements.

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EXPLANATION

11 This bill requires employers to comply with the overtime
12 pay requirements of the federal Fair Labor Standards Act of
13 1938 by using the definitions set forth in the federal
14 register prior to March 30, 2003, when determining whether an
15 employee is exempt or nonexempt.

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