

February 2, 1951.  
Labor.

**House File 330**

By JUDD, AUBREY, NYSTROM.

Passed House, Date.....

Vote: Ayes..... Nays.....

Passed Senate, Date.....

Vote: Ayes..... Nays.....

Approved.....

## **A BILL FOR**

An Act forbidding employers to charge individuals a fee for a medical examination, as a condition of employment subject to certain restrictions.

*Be It Enacted by the General Assembly of the State of Iowa:*

1 Section 1. It shall be unlawful for any employer, as  
2 defined in section two (2) hereof, to require any employee or  
3 applicant for employment to pay the cost of a medical examination  
4 or the cost of furnishing any records required by the employer  
5 as a condition of employment. Each applicant or employee  
6 shall be furnished with a copy of such records, when medical  
7 examination is a requirement of employment.

1 Sec. 2. The term "employer" as used in this Act shall  
2 mean and include an individual, a partnership, an association,  
3 a corporation, a legal representative, trustee, receiver,  
4 trustee in bankruptcy, and any common carrier by rail, motor,  
5 water, air, or express company doing business in or operating  
6 within the state.

1 Sec. 3. The term "employee" shall mean and include every  
2 person who may be permitted, required or directed by any  
3 employer, as defined in section two (2) hereof, in consideration

4 of direct or indirect gain or profit, to engage in any employment.

1 Sec. 4. Any employer who violates the provisions of  
2 this Act shall be liable to a penalty of not more than one  
3 hundred dollars (\$100.00) for each and every violation. It  
4 shall be the duty of the public service commission, or the proper  
5 state agency, to enforce this Act.

#### EXPLANATION OF H. F. 330

This bill provides that where one of the conditions of employment requires a medical examination, said charges will be paid by the employer, and the employee will be informed as to his physical condition upon completion of examination by the examining physician.