

FEB 27 2001
LABOR & INDUSTRIAL RELATIONS

HOUSE FILE 425
BY T. TAYLOR, D. TAYLOR, CONNORS,
DOTZLER, and HATCH

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

A BILL FOR

1 An Act relating to a limitation on mandatory overtime.
2 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23
- 24

HF 425

1 Section 1. Section 91D.1, subsection 1, paragraph b, Code
2 2001, is amended to read as follows:

3 b. Every employer~~, as defined in the federal Fair Labor~~
4 ~~Standards Act,~~ shall pay to each of the employer's employees~~,~~
5 ~~as defined in the federal Fair Labor Standards Act,~~ wages of
6 not less than the current federal minimum wage, pursuant to 29
7 U.S.C. § 206, or the wage rate stated in paragraph "a",
8 whichever is greater.

9 Sec. 2. NEW SECTION. 91D.2 DEFINITIONS.

10 For purposes of this chapter, unless the context otherwise
11 requires:

12 1. "Employee" means the same as defined in 29 U.S.C. § 203
13 of the federal Fair Labor Standards Act of 1938.

14 2. "Employer" means the same as defined in 29 U.S.C. § 203
15 of the federal Fair Labor Standards Act of 1938.

16 3. "Overtime" means the hours worked in excess of forty
17 hours in a calendar week.

18 Sec. 2. NEW SECTION. 91D.3 MANDATORY OVERTIME
19 LIMITATION.

20 An employer shall not require an employee to work more than
21 eighty hours of overtime in any consecutive two-week period.
22 In addition, an employee shall not be required by the employer
23 to work any hours during one twenty-four-hour period each
24 calendar week.

25 Sec. 3. IMPLEMENTATION OF ACT. Section 25B.2, subsection
26 3, shall not apply to this Act.

27 EXPLANATION

28 This bill places a limit on the number of mandatory hours
29 that an employer can require of an employee to not more than
30 80 hours of overtime in any consecutive two-week period. The
31 bill also requires that an employer grant employees one day of
32 rest per week.

33 The bill also adds a definition section to the Code chapter
34 91D.

35 The bill may include a state mandate as defined in Code

1 section 25B.3. The bill makes inapplicable Code section
2 25B.2, subsection 3, which would relieve a political
3 subdivision from complying with a state mandate if funding for
4 the cost of the state mandate is not provided or specified.
5 Therefore, political subdivisions are required to comply with
6 any state mandate included in the bill.

7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35