

FEB 27 2001  
LABOR & INDUSTRIAL RELATIONS

HOUSE FILE 429  
BY T. TAYLOR, CONNORS, O'BRIEN,  
MERTZ, DOTZLER and HATCH

Passed House, Date \_\_\_\_\_ Passed Senate, Date \_\_\_\_\_  
Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_ Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_  
Approved \_\_\_\_\_

**A BILL FOR**

1 An Act relating to replacement employee product identification  
2 and providing a penalty.

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

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

1 Section 1. NEW SECTION. 732.7 REPLACEMENT EMPLOYEE

2 PRODUCT IDENTIFICATION.

3 An employer that uses replacement employees during a strike  
4 or labor dispute shall label all products manufactured by such  
5 employees as being produced by replacement employees. This  
6 requirement shall apply to products manufactured during the  
7 strike or labor dispute. Notwithstanding section 732.4, an  
8 employer who violates this section shall be guilty of a simple  
9 misdemeanor and shall be punishable exclusively by a fine  
10 equal to ten percent of that employer's profits from products  
11 manufactured during the strike or labor dispute.

12 EXPLANATION

13 This bill requires an employer using replacement employees  
14 during a strike or labor dispute to label all products made by  
15 such employees during the strike or labor dispute as being  
16 made by replacement employees. A violation is a simple  
17 misdemeanor punishable by a fine of 10 percent of that  
18 employer's profits from products manufactured during the  
19 strike or labor dispute.

20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35