

JAN 2 1 2005

COMMERCE, REGULATION & LABOR

HOUSE FILE

105

BY HUNTER, LENSING, R. OLSON,
SWAIM, WESSEL-KROESCHELL,
D. TAYLOR, WENDT, MASCHER,
KUHN, GASKILL, MURPHY,
SCHUELLER, WHITAKER, SHOULTZ,
D. OLSON, and COHOON

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

A BILL FOR

1 An Act to increase the state minimum hourly wage rate
2 requirements.
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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HF 105

1 Section 1. Section 91D.1, subsection 1, paragraphs a and
2 d, Code 2005, are amended to read as follows:

3 a. The hourly wage stated in the federal minimum wage law,
4 pursuant to 29 U.S.C. § 206, shall be increased to ~~\$3.85~~ \$5.90
5 on January 1 ~~of 1990,~~ 2006, ~~\$4.25 on January 1 of 1997,~~ and
6 ~~\$4.65~~ to \$6.65 on January 1 ~~of 1992,~~ 2007.

7 d. An employer is not required to pay an employee the
8 applicable minimum wage provided in paragraph "a" until the
9 employee has completed ninety calendar days of employment with
10 the employer. An employee who has completed ninety calendar
11 days of employment with the employer prior to January 1 ~~of~~
12 ~~1990,~~ 1991, 2006, or 1992 January 1, 2007, shall earn the
13 applicable hourly minimum wage. An employer shall pay an
14 employee who has not completed ninety calendar days of
15 employment with the employer an hourly wage of at least ~~\$3.35~~
16 \$5.40 as of January 1 ~~of 1990,~~ 2006, ~~\$3.85 as of January 1 of~~
17 ~~1997,~~ and ~~\$4.25~~ \$6.15 as of January 1 ~~of 1992,~~ 2007.

18 EXPLANATION

19 This bill raises the state's hourly minimum wage to \$5.90
20 beginning January 1, 2006, and to \$6.65 beginning January 1,
21 2007. The state hourly minimum wage for employees serving a
22 90-day training period is raised to \$5.40 on January 1, 2006,
23 and to \$6.15 on January 1, 2007.

24 The federal minimum wage laws have primacy over state
25 minimum wage laws unless the state sets a higher minimum wage.
26 The federal hourly minimum wage, which took effect September
27 1, 1997, is \$5.15. The federal subminimum, or youth, wage for
28 employees under 20 years of age during their first 90
29 consecutive calendar days of employment with an employer is
30 \$4.25 an hour.

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