

FILED MAR 8 2005

SENATE FILE  
BY RAGAN

316

BUSINESS & LABOR

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

**A BILL FOR**

1 An Act relating to employment, by regulating the display of  
2 social security numbers on employee paychecks.  
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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SC 316  
BUSINESS & LABOR

1 Section 1. NEW SECTION. 91B.3 EMPLOYEE SOCIAL SECURITY  
2 NUMBERS ON PAYCHECKS.

3 An employer shall not include more than the last four  
4 digits of an employee's social security number on any check,  
5 draft, or warrant for the payment of wages to the employee.  
6 For purposes of this section, "employer" and "employee" are  
7 defined as provided in section 91A.2. A violation of this  
8 section is a simple misdemeanor.

9 EXPLANATION

10 This bill regulates the display of an employee's social  
11 security number on a paycheck. An employer may only display  
12 the last four digits of an employee's social security number  
13 on any check, draft, or warrant used to pay the employee's  
14 wages. A violation is a simple misdemeanor. A simple  
15 misdemeanor is punishable by confinement for no more than 30  
16 days or a fine of at least \$50 but not more than \$500 or by  
17 both.

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