

● MINIMUM WAGE LAW

STATUTORY CITATION: Iowa Code § 91D.1

GENERAL SUMMARY: Iowa's minimum wage law requires covered employers to pay their covered employees either the state or the federal minimum wage, whichever is greater. The law applies to employers and employees as those terms are defined in the federal Fair Labor Standards Act (*see entry, U.S. — Wages & Hours — Minimum Wage*) but generally does not apply to any establishment with an annual gross volume of sales less than \$300,000.

Both the state and federal minimum wages are currently \$7.25 per hour.

PROVISIONS APPLICABLE TO AGRICULTURE: Since the federal minimum wage exempts all but the largest farming operations, Iowa farmworkers are entitled to the state minimum wage only if they are employed by a farm operator or other agricultural establishment that (1) used more than 500 worker-days of agricultural labor during any calendar quarter of the preceding calendar year and (2) has a gross annual sales volume of at least \$300,000.

SPECIAL NOTES OR ADVISORIES

RETALIATION — A person may not discharge, discipline or discriminate in any manner against an employee because the employee has filed a complaint, participated in a proceeding, or exercised any other right afforded by these provisions.

ADMINISTRATION AND ENFORCEMENT

PRIMARY ENFORCEMENT AGENCY — *Division of Labor, Iowa Workforce Development, Des Moines, Iowa 50319 (515-281-3606; toll free 800-562-4692).* This agency is authorized to investigate complaints related to the state minimum wage, and to take action to enforce payment of the minimum wage when evidence shows there has been a violation. The Division may bring action in state court against employers who violate the law, and courts may order payment of back wages.

SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY — *None.*