

Sec. 21. NEW SECTION. 135G.21 ESTABLISHING, MANAGING, OR OPERATING A BIRTH CENTER WITHOUT A LICENSE — PENALTY.

Any person who establishes, conducts, manages, or operates any birth center without a license is guilty of a simple misdemeanor. Each week of continuing violation after conviction shall be considered a separate offense.

Approved June 4, 1987

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## CHAPTER 201

### PREGNANCY AND CHILDBIRTH LEAVES OF ABSENCE

*H.F. 580*

**AN ACT** relating to the granting of leaves of absence to persons disabled by pregnancy.

*Be It Enacted by the General Assembly of the State of Iowa:*

Section 1. Section 601A.6, Code 1987, is amended by adding the following new subsection after subsection 1 and renumbering the subsequent subsections:

NEW SUBSECTION. 2. Employment policies relating to pregnancy and childbirth shall be governed by the following:

a. A written or unwritten employment policy or practice which excludes from employment applicants or employees because of the employee's pregnancy is a prima facie violation of this chapter.

b. Disabilities caused or contributed to by the employee's pregnancy, miscarriage, childbirth, and recovery therefrom are, for all job-related purposes, temporary disabilities and shall be treated as such under any health or temporary disability insurance or sick leave plan available in connection with employment. Written and unwritten employment policies and practices involving matters such as the commencement and duration of leave, the availability of extensions, the accrual of seniority and other benefits and privileges, reinstatement, and payment under any health or temporary disability insurance or sick leave plan, formal or informal, shall be applied to a disability due to the employee's pregnancy or giving birth, on the same terms and conditions as they are applied to other temporary disabilities.

c. Disabilities caused or contributed to by legal abortion and recovery therefrom are, for all job-related purposes, temporary disabilities and shall be treated as such under any temporary disability or sick leave plan available in connection with employment. Written and unwritten employment policies and practices involving matters such as the commencement and duration of leave, the availability of extensions, the accrual of seniority and other benefits and privileges, reinstatement, and payment under any temporary disability insurance or sick leave plan, formal or informal, shall be applied to a disability due to legal abortion on the same terms and conditions as they are applied to other temporary disabilities. The employer may elect to exclude health insurance coverage for abortion from a plan provided by the employer, except where the life of the mother would be endangered if the fetus were carried to term or where medical complications have arisen from an abortion.

d. An employer shall not terminate the employment of a person disabled by pregnancy because of the employee's pregnancy.

e. Where a leave is not available or a sufficient leave is not available under any health or temporary disability insurance or sick leave plan available in connection with employment, the employer of the pregnant employee shall not refuse to grant to the employee who is disabled by the pregnancy a leave of absence if the leave of absence is for the period that the employee is disabled because of the employee's pregnancy, childbirth, or related medical conditions, or for eight weeks, whichever is less. However, the employee must provide timely notice of the period of leave requested and the employer must approve any change in the period

requested before the change is effective. Before granting the leave of absence, the employer may require that the employee's disability resulting from pregnancy be verified by medical certification stating that the employee is not able to reasonably perform the duties of employment.

Approved June 5, 1987

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## CHAPTER 202

### BED AND BREAKFAST INNS

*H.F. 556*

**AN ACT** relating to, and defining, bed and breakfast inns, and subjecting violators to existing penalties.

*Be It Enacted by the General Assembly of the State of Iowa:*

Section 1. **NEW SECTION. 170A.17 BED AND BREAKFAST INN.**

1. This chapter does not apply to a bed and breakfast inn as defined in section 170B.2, subsection 8, if the inn provides food service to overnight guests only.

2. This chapter does apply to a bed and breakfast inn which provides food service to the general public other than its overnight guests, but separate kitchen facilities shall not be required.

Sec. 2. Section 170B.2, Code 1987, is amended by adding the following new subsection:

**NEW SUBSECTION. 8.** "Bed and breakfast inn" means a hotel which has nine or fewer guest rooms.

Sec. 3. **NEW SECTION. 170B.21 BED AND BREAKFAST INN.**

A bed and breakfast inn is subject to regulation, licensing, and inspection under this chapter, but separate toilet and lavatory facilities shall not be required for each guest room.

Approved June 5, 1987

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## CHAPTER 203

### CITY OFFICERS AND EMPLOYEES

*H.F. 410*

**AN ACT** relating to city officers and employees, by authorizing an interest of a city officer or employee in contracts for the purchase of goods and services by a city and by providing for the employment of a former city council member by a city.

*Be It Enacted by the General Assembly of the State of Iowa:*

Section 1. Section 362.5, subsection 11, Code 1987, is amended to read as follows:

11. Contracts not otherwise permitted by this section, for the purchase of goods or services by a city having a population of more than two thousand five hundred but less than ten thousand, which benefit a city officer or employee, if the purchases benefiting that officer or employee do not exceed a cumulative total purchase price of one thousand dollars in a fiscal year.

Sec. 2. Section 362.5, Code 1987, is amended by adding the following new subsection:

**NEW SUBSECTION. 12.** Contracts not otherwise permitted by this section, for the purchase of goods or services by a city having a population of two thousand five hundred or less,