

or safety or would cause the employer to experience significant economic or operational disruption.

3. *a.* An employee shall provide the employer with at least one month's prior written notice of the employee's intent to take time off for Veterans Day and shall also provide the employer with a federal certificate of release or discharge from active duty, or such similar federal document, for purposes of determining the employee's eligibility for the benefit provided in this section.

b. The employer shall, at least ten days prior to Veterans Day, notify the employee if the employee shall be provided paid or unpaid time off on Veterans Day. If the employer determines that the employer is unable to provide time off for Veterans Day for all employees who request time off, the employer shall deny time off to the minimum number of employees needed by the employer to protect public health and safety or to maintain minimum operational capacity, as applicable.

Approved April 27, 2010

CHAPTER 1173

MILITARY HONOR GUARD UNIT SERVICES

H.F. 2414

AN ACT relating to service in an honor guard unit on public property.

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

Section 1. Section 35A.12, Code 2009, is amended to read as follows:

35A.12 Military honor guard services.

An honor guard unit made up of members of a recognized military veterans organization as listed in section 35A.2 or 37.2, the Iowa national guard, the reserve forces of the United States, the United States coast guard auxiliary, or a reserve officers training corps shall be allowed to perform any honor guard service on public property.

Approved April 27, 2010

CHAPTER 1174

STATE GOVERNMENT EMPLOYMENT OPPORTUNITIES AND DISABLED VETERANS

H.F. 2454

AN ACT providing for the development of programs to attract qualified disabled veterans for job opportunities in state government.

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

Section 1. Section 8A.402, subsection 2, paragraph f, Code Supplement 2009, is amended to read as follows:

f. (1) Develop, in consultation with the department of veterans affairs and the department of workforce development, programs to inform members of the national guard or organized reserves of the armed forces of the United States returning to Iowa following active federal service about job opportunities in state government.