

**481—55.4(89GA, HF2521) Prohibitions.**

**55.4(1)** A health care employment agency shall not restrict the employment opportunities of an agency worker in accordance with Iowa Code section 135Q.2(3) as enacted by 2022 Iowa Acts, House File 2521.

**55.4(2)** Subrule 55.4(1) shall not apply to a contract between a health care employment agency and a health care entity or a health care employment agency worker that meets all of the following criteria:

*a.* The contract is for the purpose of placing an agency worker the health care employment agency assisted in obtaining authorization to work in the United States;

*b.* The contract contains an initial contract term of no less than 24 months and has a total duration, including any renewals or extensions, of no longer than 36 months; and

*c.* The contract requires the agency worker to work at a single health care entity for the duration of the contract.

[ARC 6711C, IAB 11/30/22, effective 1/4/23]