



**STATE OF IOWA**  
KIM REYNOLDS  
GOVERNOR

April 30, 2026

The Honorable Paul Pate  
Secretary of State of Iowa  
State Capitol  
Des Moines, Iowa 50319

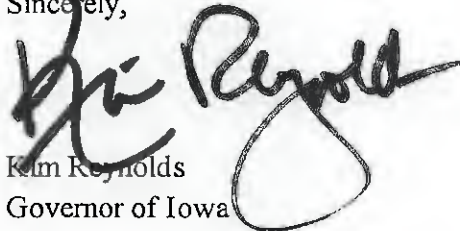
Dear Mr. Secretary,

I hereby transmit:

House File 2502, an Act relating to paid parental leave for state employees, and including effective date provisions.

The above House File is hereby approved on this date.

Sincerely,

  
Kim Reynolds  
Governor of Iowa

cc: Secretary of the Senate  
Clerk of the House



House File 2502


AN ACT  
RELATING TO PAID PARENTAL LEAVE FOR STATE EMPLOYEES, AND  
INCLUDING EFFECTIVE DATE PROVISIONS.

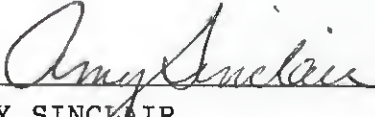
BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

Section 1. Section 70A.24, subsection 1, Code 2026, is amended to read as follows:

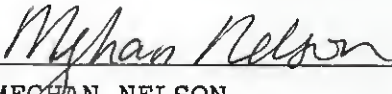
1. A state employee ~~entitled to leave under the federal Family and Medical Leave Act of 1993~~ shall be provided paid leave for such time as specified in this section for the birth of a child or placement of a child for adoption with the employee if the leave is taken within twelve months following any such birth or adoption.

Sec. 2. EFFECTIVE DATE. This Act, being deemed of immediate importance, takes effect upon enactment.

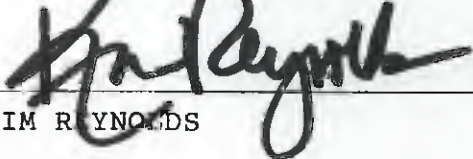
  
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PAT GRASSLEY  
Speaker of the House

  
\_\_\_\_\_  
AMY SINCLAIR  
President of the Senate

I hereby certify that this bill originated in the House and is known as House File 2502, Ninety-first General Assembly.

  
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MEGHAN NELSON  
Chief Clerk of the House

Approved Apr. 30<sup>th</sup>, 2026

  
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KIM R. REYNOLDS  
Governor