

Reprinted 4/78

FILED APR 20 1978

SENATE FILE 2247

By COMMITTEE ON BUDGET
Exp. 4/30 (p. 776)

Passed Senate, Date 4-21-78 (p. 965) Passed House, Date _____
Vote: Ayes 43 Nays 0 Vote: Ayes _____ Nays _____
Approved June 13, 1978

A BILL FOR

1 An Act relating to credit for accrued sick leave and
2 providing an appropriation.
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:
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SENATE FILE 2247

S-5621

- 1 Amend Senate File 2247 as follows:
- 2 1. Page 1, line 7, by striking the figure
- 3 "1978" and inserting in lieu thereof the figure
- 4 "1977".
- 5 2. Page 1, lines 11 and 12, by striking the
- 6 words "in a manner provided by law".
- 7 3. Page 1, line 23, by striking the figure
- 8 "1978" and inserting in lieu thereof the figure
- 9 "1977".
- 10 4. Page 1, line 30, by inserting after the
- 11 word "employment," the words "incentives toward work
- 12 attendance,".

S-5621 FILED
APRIL 21, 1978
DIVISION A - ADOPTED *p. 965*
DIVISION B - WITHDRAWN

BY EARL M. WILLITS
LUCAS J. DE KOSTER
E. KEVIN KELLY
MINNETTE F. DODERER
WILLIAM D. PALMER

Reprinted 4/78

FILED APR 20 1978

SENATE FILE 2247

By COMMITTEE ON BUDGET
Approved 4/20 (p. 965)

Passed Senate, Date 4-21-78 (p. 965) Passed House, Date _____

Vote: Ayes 43 Nays 0 Vote: Ayes _____ Nays _____

Approved June 13, 1978

A BILL FOR

1 An Act relating to credit for accrued sick leave and
2 providing an appropriation.
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:
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SENATE FILE 2247

S-5621

- 1 Amend Senate File 2247 as follows:
- 2 1. Page 1, line 7, by striking the figure
- 3 *DIV* "1978" and inserting in lieu thereof the figure
- 4 *A* "1977".
- 5 2. Page 1, lines 11 and 12, by striking the
- 6 words "in a manner provided by law".
- 7 *DIV* 3. Page 1, line 23, by striking the figure
- 8 *B* "1978" and inserting in lieu thereof the figure
- 9 "1977".
- 10 *DIV* 4. Page 1, line 30, by inserting after the
- 11 *A* word "employment," the words "incentives toward work
- 12 attendance,".

S-5621 FILED
APRIL 21, 1978
DIVISION A - ADOPTED *p. 965*
DIVISION B - WITHDRAWN

BY EARL M. WILLITS
LUCAS J. DE KOSTER
E. KEVIN KELLY
MINNETTE F. DODERER
WILLIAM D. PALMER

1 Section 1. Acts of the Sixty-seventh General Assembly,
2 1977 Extraordinary Session, chapter one (1), section thirty-
3 three (33), is amended to read as follows:

4 SEC. 33. Chapter seventy-nine (79), Code 1977, is amended
5 by adding the following new section:

6 NEW SECTION. CREDIT FOR ACCRUED SICK LEAVE. Commencing
5624- 7 July 1, 1978 when an employee retires under the provisions
8 of a retirement system in the state maintained in whole or
9 in part by public contributions or payments, the ~~current-value~~
10 number of accrued days of active and banked sick leave of
5621- 11 the employee shall be credited to the employee in a manner
12 provided by law. ~~For-the-purpose-of-this-section,-the-"current~~
13 ~~value-of-accrued-days-of-active-and-banked-sick-leave"-means~~
14 ~~an-amount-equal-to-the-product-of-the-accrued-days-of-active~~
15 ~~and-banked-sick-leave-multiplied-by-the-bi-weekly-regular~~
16 ~~salary-of-the-employee-divided-by-ten~~ Until the general
17 assembly provides a program for accrued days of active and
18 banked sick leave, the number of accrued days credited to
19 an employee upon retirement shall be the same as at the time
20 of the employee's retirement.

21 Sec. 2. There is appropriated from the general fund of
22 the state to the state comptroller for the fiscal year
5622- 23 beginning July 1, 1978 and ending June 30, 1979, the sum of
24 twenty-five thousand (25,000) dollars, or so much thereof
25 as may be necessary, for the purpose of conducting an actuarial
26 study of alternative methods to compensate retiring or
27 terminating employees in whole or in part for the value of
28 accrued days of active and banked sick leave. The alternative
29 methods shall include but not be limited to early retirement,
5621- 30 increments of credit for termination of employment, and payment
31 of insurance benefits for early retirement.

32 EXPLANATION

33 This bill provides that a person who retires from state
34 employment after July 1, 1978 will be credited with the number
35 of days of his or her accrued active and banked sick leave.

1 It provides an appropriation of twenty-five thousand dollars
2 to the state comptroller for an actuarial study of alternative
3 methods to compensate retiring employees for the value of
4 their accrued days of sick leave.

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(AS AMENDED AND PASSED BY THE SENATE APRIL 21, 1978)

Passed Senate; Date See Below Passed House, Date 4-25-78 (p. 1857)
Vote: Ayes _____ Nays _____ Vote: Ayes 52 Nays 41
Approved June 17, 1978

A BILL FOR

1 An Act relating to credit for accrued sick leave and
2 providing an appropriation.

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

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Conference Committee appointed 5/9

*Senators Hill (Gasper) chair, Curtis, Kaiting, Schwengel, Kallio 5/10 (1367)
Repr. Cusack, chair, Svoboda, Arwood, Varley, Weir (p. 2365)*

Second Conference Committee appointed

*Senators Palmer (chair), De Koster, Hutehew, Ripstein, Miller (ceres 2nd)
Repr. Gresson (chair), Dunton, Small, Harvey, Hansen 5/11 (2568) 5/11 (1460)*

_____ = New Language
by the Senate

* = Language Stricken
by the Senate

Passed per Second Conference Committee Report

*Senate 5-12-78 (p. 1512) House 5-12-78 (p. 2670)
47-1 81-5*

1 Section 1. Acts of the Sixty-seventh General Assembly,
2 1977 Extraordinary Session, chapter one (1), section thirty-
3 three (33), is amended to read as follows:

4 SEC. 33. Chapter seventy-nine (79), Code 1977, is amended
5 by adding the following new section:

6 NEW SECTION. CREDIT FOR ACCRUED SICK LEAVE. Commencing
7 July 1, 1978 1977 when an employee retires under the provisions
8 of a retirement system in the state maintained in whole or
9 in part by public contributions or payments, the ~~current-value~~
10 number of accrued days of active and banked sick leave of
* 11 the employee shall be credited to the employee. ~~For the~~
12 ~~purpose of this section, the "current-value of accrued days~~
13 ~~of active and banked sick leave" means an amount equal to~~
14 ~~the product of the accrued days of active and banked sick~~
15 ~~leave multiplied by the bi-weekly regular salary of the~~
16 ~~employee divided by ten~~ Until the general assembly provides
17 a program for accrued days of active and banked sick leave,
18 the number of accrued days credited to an employee upon
19 retirement shall be the same as at the time of the employee's
20 retirement.

21 Sec. 2. There is appropriated from the general fund of
22 the state to the state comptroller for the fiscal year
23 beginning July 1, 1978 and ending June 30, 1979, the sum of
24 twenty-five thousand (25,000) dollars, or so much thereof
25 as may be necessary, for the purpose of conducting an actuarial
26 study of alternative methods to compensate retiring or
27 terminating employees in whole or in part for the value of
28 accrued days of active and banked sick leave. The alternative
29 methods shall include but not be limited to early retirement,
30 increments of credit for termination of employment, incentives
31 toward work attendance, and payment of insurance benefits
32 for early retirement.

33 EXPLANATION

34 This bill provides that a person who retires from state
35 employment after July 1, 1978 will be credited with the number

1 of days of his or her accrued active and banked sick leave.
2 It provides an appropriation of twenty-five thousand dollars
3 to the state comptroller for an actuarial study of alternative
4 methods to compensate retiring employees for the value of
5 their accrued days of sick leave.

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SF 2247
ω/slc/26a

SENATE FILE 2247

H-6252

1 Amend Senate File 2247 as amended, passed and
2 reprinted by the Senate, as follows:
3 1. By striking everything after the enacting
4 clause and inserting in lieu thereof the following:
5 "Section 1. Acts of the Sixty-seventh General
6 Assembly, 1977 Extraordinary Session, chapter one
7 (1), section thirty (30), amending section seventy-
8 nine point one (79.1) of the Code, is amended to read
9 as follows:

10 Sec. 30. Section seventy-nine point one (79.1),
11 Code 1977, is amended by striking unnumbered paragraph
12 four (4) and inserting in lieu thereof the following:

13 Commencing July 1, 1977, permanent full-time
14 employees of state departments, boards, agencies,
15 and commissions shall accrue sick leave at the rate
16 of one and one-half days for each full month of
17 employment. Sick leave shall not accrue during any
18 period of absence without pay. Employees may use
19 accrued sick leave for physical or mental personal
20 illness, bodily injury, medically-related disabilities,
21 including disabilities resulting from pregnancy and
22 childbirth, or contagious disease:

23 1. Which require the employee's confinement,
24 2. Which render the employee unable to perform
25 assigned duties, or

26 3. When performance of assigned duties would
27 jeopardize the employee's health or recovery. The
28 ~~first-ninety-days-(seven-hundred-twenty-hours)-of~~
29 ~~sick-leave-which-accrue-to-an-employee-shall-be-placed~~
30 ~~in-an-active-sick-leave-account---Any-days-of-sick~~
31 ~~leave-in-excess-of-ninety-days-which-accrue-to-an~~
32 ~~employee-shall-be-placed-in-an-employee's-banked-sick~~
33 ~~leave-account---The-sick-leave-in-an-employee's-banked~~
34 ~~sick-leave-account-shall-not-be-used-by-the-employee~~
35 ~~until-the-employee-no-longer-has-any-days-of-accrued~~
36 ~~active-sick-leave-and-shall-only-be-used-if-an-employee~~
37 ~~has-an-extended-illness-of-at-least-five-working-days~~
38 ~~in-duration-~~

39 Separation from state employment shall cancel all
40 unused accrued sick leave. However, if an employee
41 is laid off and the employee is reemployed by any
42 state department, board, agency, or commission within
43 one year of the date of the lay off, accrued sick
44 leave of the employee shall be restored.

6291

45 Sec. 2. The governor is directed to issue an
46 executive order implementing a policy which would
47 grant additional vacation time to employees of state
48 departments, boards, agencies, and commissions who
49 do not use sick leave during a full month of
50 employment.

6282

1 Sec. 3. The governor shall order the directors
 2 of applicable state departments, boards, agencies,
 3 and commissions to maintain records which identify
 4 the additional costs associated with the absence of
 5 employees for illness, which costs shall include
 6 overtime pay or other pay for replacement personnel
 7 and any other associated costs. The additional costs
 8 shall be identified in proposed budget documents
 9 presented to the governor and the general assembly.

10 Sec. 4. NEW SECTION. ACCRUAL OF SICK LEAVE BY
 11 EMPLOYEES OF POLITICAL SUBDIVISIONS. The governing
 12 board of a political subdivision, including school
 13 corporations, of this state may adopt the provisions
 14 of section one (1) of this Act and may adopt the
 15 provisions of the executive order issued pursuant
 16 to section two (2) of this Act for its employees.

17 Sec. 5. Section two hundred seventy-nine point
 18 forty (279.40), Code 1977, is amended by striking
 19 the section and inserting in lieu thereof the
 20 following:

21 279.40 SICK LEAVE. The accrual of sick leave
 22 by a public school employee pursuant to a policy
 23 adopted by the governing board of the school district
 24 shall not be affected or terminated by any
 25 reorganization of school districts pursuant to chapter
 26 two hundred seventy-five (275) of the Code if the
 27 employee was employed by a school district which is
 28 wholly or partially involved in a reorganization for
 29 the school year previous to the reorganization and
 30 the employee is employed by one of the districts
 31 involved in the reorganization for the first school
 32 year following the reorganization.

33 Any amounts due an employee for sick leave shall
 34 be reduced by benefits payable under sections eighty-
 35 five point thirty-three (85.33) and eighty-five point
 36 thirty-four (85.34), subsection one (1), of the Code.

37 Sec. 6. Acts of the Sixty-seventh General Assembly,
 38 1977 Extraordinary Session, chapter one (1), section
 39 thirty-three (33), is repealed."

40 2. Amend the title, line 1, by striking the words
 41 "credit for accrued sick leave and".

42 3. Amend the title, by striking line 2 and
 43 inserting in lieu thereof the words "the accrual and
 44 costs of sick leave."

H-6252 FILED *Adopted* BY AVENSON of Fayette
 APRIL 25, 1978 *as amended* BRANDT of Black Hawk
by 6274 4/25 CUSACK of Scott
(p. 1857) BYERLY of Polk

SENATE FILE 2247

H-6282

1 Amend amendment H-6252, to Senate File 2247 as
 2 passed by the Senate and reprinted, as follows:
 3 1. Page 1, by striking lines 45 through 50.

H-6282 FILED *Last 4/25* BY SPEAR of Lee
 APRIL 25, 1978 *(p. 1862)*

6274

6292/6294
6295

SENATE FILE 2247

H-6292

1 Amend the amendment, H-6252, filed by Avenson,
2 et al, to Senate File 2247, as amended, passed, and
3 reprinted by the Senate, as follows:

4 1. Page 2, by inserting after line 36 the follow-
5 ing section:

6 "Sec. ____ Chapter seventy-nine (79), Code 1977,
7 is amended by adding the following new section:

8 NEW SECTION. The state shall provide under the
9 state program of group life insurance for eligible
10 persons retiring from state employment under the
11 provisions of chapter ninety-seven B (97B) of the
12 Code on or after July 1, 1977 an optional program
13 for the continuation of a portion of the group term
14 life insurance provided to employees who have not
15 retired under the provisions of chapter ninety-seven
16 B (97B) of the Code. The program shall provide that
17 an employee who has completed eight years of state
18 employment may pay the premium cost for optional group
19 term life insurance of an amount equal to two thousand
20 dollars. An employee who has completed more than
21 eight years of state employment may pay the premium
22 cost for optional group term life insurance of an
23 additional amount of two hundred dollars for each
24 year of state employment in excess of eight, up to
25 a maximum amount of term life insurance of four
26 thousand dollars."

H-6292 FILED *Loch 4/25* BY SVOBODA of Iowa
APRIL 25, 1978 (*p. 1854*) BRUNOW of Appanoose
CONNORS of Polk

SENATE FILE 2247

H-6295

1 Amend H-6252, filed by Avenson, et al, to Senate
2 File 2247, as amended, passed, and reprinted by the
3 Senate, as follows:

4 1. Page 2, by inserting after line 36 the follow-
5 ing section:

6 "Sec. ____ Chapter ninety-seven B (97B), Code
7 1977, is amended by adding the following new section:

8 NEW SECTION. Notwithstanding the provisions of
9 section ninety-seven B point fifty (97B.50) of the
10 Code providing a reduction of retirement benefits
11 for early retirement, a member may use his or her
12 days of accrued sick leave, not to exceed ninety,
13 to retire prior to his or her sixty-fifth birthday
14 without a reduction of retirement benefits."

15 2. By numbering and renumbering sections as
16 necessary.

H-6295 FILED *Loch 4/25* BY MILLER of Buchanan
APRIL 25, 1978 (*p. 1857*) KOGLER of Mahaska

SENATE FILE 2247

H-6274

- 1 Amend amendment H-6252, to Senate File 2247, as
- 2 passed by the Senate and reprinted, as follows:
- 3 1. Page 2, by striking lines 10 through 36.

H-6274 FILED *Adopted 4/25* BY THOMPSON of Polk
APRIL 25, 1978 (*p. 1852*) HALVORSON of Clayton

SENATE FILE 2247

H-6291

- 1 Amend H-6252, filed by Avenson et al, to Senate
- 2 File 2247, as amended, passed, and reprinted by the
- 3 Senate, as follows:
- 4 1. Page 1, by inserting after line 44 the follow-
- 5 ing section:
- 6 "Sec. ____ . Section seventy-nine point one (79.1),
- 7 Code 1977, as amended by Acts of the Sixty-seventh
- 8 General Assembly, 1977 Extraordinary Session, chapter
- 9 one (1), sections thirty (30) and thirty-one (31),
- 10 is amended by adding the following new unnumbered
- 11 paragraph:

12 NEW UNNUMBERED PARAGRAPH. The head of any depart-

13 ment, agency, or commission may grant an employee

14 time off from duties for necessary and reasonable

15 absence when a member of the employee's immediate

16 family requires the employee's care or attention or

17 for a death in the immediate family of the employee.

18 The time off from duties for such purpose shall be

19 deducted from the employee's accrued sick leave and

20 shall not be granted in excess of the employee's

21 accrued sick leave. The number of days granted shall

22 be governed by the circumstances of the case."

- 23 2. By numbering and renumbering sections as neces-
- 24 sary in accordance with this amendment.

H-6291 FILED *Lost 4/25* BY KREWSON of Polk
APRIL 25, 1978 (*p. 1854*)

SENATE FILE 2247

H-6294

- 1 Amend H-6252, filed by Avenson, et al, to Senate
- 2 File 2247, as amended, passed, and reprinted by the
- 3 Senate, as follows:
- 4 1. Page 2, by inserting after line 36 the follow-
- 5 ing section:
- 6 "Sec. ____ . Chapter ninety-seven B (97B), Code
- 7 1977, is amended by adding the following new section:
- 8 NEW SECTION. Notwithstanding the provisions of
- 9 section ninety-seven B point fifty (97B.50) of the
- 10 Code providing a reduction of retirement benefits
- 11 for early retirement, a member may use his or her
- 12 days of accrued sick leave to retire prior to his
- 13 or her sixty-fifth birthday without a reduction of
- 14 retirement benefits."
- 15 2. By numbering and renumbering sections as
- 16 necessary.

H-6294 FILED *Lost 4/25* BY MILLER of Buchanan
APRIL 25, 1978 (*p. 1856*) KOOGLER of Mahaska
WYCKOFF of Benton

S-5693

1 Amend Senate File 2247 as amended, passed and
2 reprinted by the Senate, as follows:

3 1. By striking everything after the enacting
4 clause and inserting in lieu thereof the following:
5 "Section 1. Acts of the Sixty-seventh General
6 Assembly, 1977 Extraordinary Session, chapter one
7 (1), section thirty (30), amending section seventy-
8 nine point one (79.1) of the Code, is amended to read
9 as follows:

10 Sec. 30. Section seventy-nine point one (79.1),
11 Code 1977, is amended by striking unnumbered paragraph
12 four (4) and inserting in lieu thereof the following:

13 Commencing July 1, 1977, permanent full-time
14 employees of state departments, boards, agencies,
15 and commissions shall accrue sick leave at the rate
16 of one and one-half days for each full month of
17 employment. Sick leave shall not accrue during any
18 period of absence without pay. Employees may use
19 accrued sick leave for physical or mental personal
20 illness, bodily injury, medically-related disabilities,
21 including disabilities resulting from pregnancy and
22 childbirth, or contagious disease:

23 1. Which require the employee's confinement,

24 2. Which render the employee unable to perform
25 assigned duties, or

26 3. When performance of assigned duties would
27 jeopardize the employee's health or recovery. The
28 ~~first-ninety-days-(seven-hundred-twenty-hours)-of~~
29 ~~sick-leave-which-accrue-to-an-employee-shall-be-placed~~
30 ~~in-an-active-sick-leave-account.--Any-days-of-sick~~
31 ~~leave-in-excess-of-ninety-days-which-accrue-to-an~~
32 ~~employee-shall-be-placed-in-an-employee's-banked-sick~~
33 ~~leave-account.--The-sick-leave-in-an-employee's-banked~~
34 ~~sick-leave-account-shall-not-be-used-by-the-employee~~
35 ~~until-the-employee-no-longer-has-any-days-of-accrued~~
36 ~~active-sick-leave-and-shall-only-be-used-if-an-employee~~
37 ~~has-an-extended-illness-of-at-least-five-working-days~~
38 ~~in-duration.~~

39 Separation from state employment shall cancel all
40 unused accrued sick leave. However, if an employee
41 is laid off and the employee is reemployed by any
42 state department, board, agency, or commission within
43 one year of the date of the lay off, accrued sick
44 leave of the employee shall be restored.

45 Sec. 2. The governor is directed to issue an
46 executive order implementing a policy which would
47 grant additional vacation time to employees of state
48 departments, boards, agencies, and commissions who
49 do not use sick leave during a full month of
50 employment.

1 Sec. 3. The governor shall order the directors
2 of applicable state departments, boards, agencies,
3 and commissions to maintain records which identify
4 the additional costs associated with the absence of
5 employees for illness, which costs shall include
6 overtime pay or other pay for replacement personnel
7 and any other associated costs. The additional costs
8 shall be identified in proposed budget documents
9 presented to the governor and the general assembly.

10 Sec. 4. Acts of the Sixty-seventh General Assembly,
11 1977 Extraordinary Session, chapter one (1), section
12 thirty-three (33), is repealed."

13 2. Amend the title, line 1, by striking the words
14 "credit for accrued sick leave and".

15 3. Amend the title, by striking line 2 and
16 inserting in lieu thereof the words "the accrual and
17 costs of sick leave."

S-5693 FILED
APRIL 27, 1978

RECEIVED FROM THE HOUSE

*Senate refused to concur 5/1
Have insisted 5/8 (p. 22)*

REPORT OF THE CONFERENCE COMMITTEE

ON SENATE FILE 2247

To the President of the Senate and the Speaker of the House of Representatives:

We, the undersigned members of the conference committee appointed to consider the differences between the Senate and the House of Representatives on Senate File 2247, a bill for an Act relating to credit for accrued sick leave and providing an appropriation, respectfully make the following report:

1. That the House recede from its amendment (S-5693) to Senate File 2247, as amended, passed, and reprinted by the Senate.
2. That Senate File 2247, as amended, passed, and reprinted by the Senate, be amended by striking everything after the enacting clause and inserting in lieu thereof the following:
"Section 1. Acts of the Sixty-seventh General Assembly, 1977 Extraordinary Session, chapter one (1), section thirty-three (33), is repealed."
3. That the title be amended, lines 1 and 2, by striking the words "and providing an appropriation".

ON THE PART OF THE SENATE:

EUGENE HILL, CHAIRPERSON
WARREN E. CURTIS
FRED W. NOLTING
EARL M. WILLITS

ON THE PART OF THE HOUSE:

GREGORY D. CUSACK, CHAIRPERSON
ROBERT C. ARNOULD
ANDREW VARLEY
JAMES C. WEST

FILED:
MAY 11, 1978

Senate failed to adopt to 5/1 p. 1456)

REPORT OF THE CONFERENCE COMMITTEE
ON SENATE FILE 2247

To the President of the Senate and the Speaker of the House of Representatives:

We, the undersigned members of the second conference committee appointed to consider the differences between the Senate and the House of Representatives on Senate File 2247, a bill for an Act relating to credit for accrued sick leave and providing an appropriation, respectfully make the following report:

1. That the House recede from its amendment (S-5693) to Senate File 2247, as amended, passed, and reprinted by the Senate.

2. That Senate File 2247, as amended, passed, and reprinted by the Senate, be amended by striking everything after the enacting clause and inserting in lieu thereof the following:

"Section 1. It is the intent of the general assembly to provide an actuarially sound method for providing some form of credit for the accrual of sick leave for employees who are not covered under a collective bargaining agreement negotiated under the provisions of chapter twenty (20) of the Code. There is appropriated from the general fund of the state to the state comptroller for the fiscal year beginning July 1, 1978 and ending June 30, 1979, the sum of thirty-five thousand (35,000) dollars, or so much thereof as may be necessary, for the purpose of conducting an actuarial study of alternative methods to compensate employees in whole or in part for the value of accrued days of sick leave. The alternative methods shall include but not be limited to early retirement, increments of credit for accrual of sick leave,

incentives for work attendance including vacation incentives, payment of insurance benefits after retirement, and annualization of sick leave costs.

The state comptroller shall report to the general assembly not later than January 15, 1979 the results of the study together, with recommendations and cost estimates.

Sec. 2. The governor is directed to issue an executive order implementing a policy which would grant additional vacation time, not to exceed one-half day, to state employees, who are not covered under a collective bargaining agreement negotiated pursuant to chapter twenty (20) of the Code, who do not use sick leave during a full month of employment. The executive order shall remain in effect until the general assembly provides a program based upon the state comptroller's study for providing credit for the accrual of sick leave. The accrual of additional vacation time by an employee for not using sick leave during a month shall be in lieu of the accrual of one and one-half days of sick leave for that month.

Sec. 3. Acts of the Sixty-seventh General Assembly, 1977 Extraordinary Session, chapter one (1), section thirty (30), amending section seventy-nine point one (79.1) of the Code, is amended to read as follows:

Sec. 30. Section seventy-nine point one (79.1), Code 1977, is amended by striking unnumbered paragraph four (4) and inserting in lieu thereof the following:

Commencing July 1, 1977, permanent full-time employees of state departments, boards, agencies, and commissions shall accrue sick leave at the rate of one and one-half days for each full month of employment. Sick leave shall not accrue during any period of absence without pay. Employees may use accrued sick leave for physical or mental personal illness, bodily injury, medically-related disabilities, including

disabilities resulting from pregnancy and childbirth, or contagious disease:

1. Which require the employee's confinement,
2. Which render the employee unable to perform assigned duties, or

3. When performance of assigned duties would jeopardize the employee's health or recovery. ~~The first ninety days (seven hundred twenty hours) of sick leave which accrue to an employee shall be placed in an active sick leave account. Any days of sick leave in excess of ninety days which accrue to an employee shall be placed in an employee's banked sick leave account. The sick leave in an employee's banked sick leave account shall not be used by the employee until the employee no longer has any days of accrued active sick leave and shall only be used if an employee has an extended illness of at least five working days in duration.~~

Separation from state employment shall cancel all unused accrued sick leave. However, if an employee is laid off and the employee is reemployed by any state department, board, agency, or commission within one year of the date of the lay off, accrued sick leave of the employee shall be restored.

Sec. 4. Acts of the Sixty-seventh General Assembly, 1977 Extraordinary Session, chapter one (1), section thirty-three (33), is amended to read as follows:

SEC. 33. Chapter seventy-nine (79), Code 1977, is amended by adding the following new section:

NEW SECTION. CREDIT FOR ACCRUED SICK LEAVE. Commencing July 1, ~~1978~~ 1977 when an employee who is not covered under the provisions of a collective bargaining agreement negotiated under the provisions of chapter twenty (20) of the Code retires under the provisions of a retirement system in the state maintained in whole or in part by public contributions or

payments, the ~~current-value~~ number of accrued days of active and banked sick leave of the employee shall be credited to the employee. ~~For-the-purpose-of-this-section, the "current value-of-accrued-days-of-active-and-banked-sick-leave" means an amount equal to the product of the accrued days of active and banked sick leave multiplied by the bi-weekly regular salary of the employee divided by ten~~ Until the general assembly provides a program of credit for accrued sick leave, the number of accrued days credited to an employee upon retirement shall be the same as at the time of the employee's retirement."

ON THE PART OF THE SENATE:

LUCAS J. DE KOSTER
C. W. HUTCHINS
C. W. HUTCHINS
ALVIN V. MILLER

ON THE PART OF THE HOUSE:

DONALD AVENSON, CHAIRPERSON
KEITH H. DUNTON
INGWER L. HANSEN
LAVERN R. HARVEY
ARTHUR A. SMALL, JR.

REPORT OF SECOND CONFERENCE COMMITTEE ON SENATE FILE 2247
FILED
MAY 12, 1978

Senate adopted 5-12 (p. 1511)

House adopted 5-12 (p. 2667)

SENATE FILE 2247

AN ACT

RELATING TO CREDIT FOR ACCRUED SICK LEAVE AND PROVIDING AN APPROPRIATION.

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

Section 1. It is the intent of the general assembly to provide an actuarially sound method for providing some form of credit for the accrual of sick leave for employees who are not covered under a collective bargaining agreement negotiated under the provisions of chapter twenty (20) of the Code. There is appropriated from the general fund of the state to the state comptroller for the fiscal year beginning July 1, 1978 and ending June 30, 1979, the sum of thirty-five thousand (35,000) dollars, or so much thereof as may be necessary, for the purpose of conducting an actuarial study of alternative methods to compensate employees in whole or in part for the value of accrued days of sick leave. The alternative methods shall include but not be limited to early retirement, increments of credit for accrual of sick leave, incentives for work attendance including vacation incentives, payment of insurance benefits after retirement, and annualization of sick leave costs.

The state comptroller shall report to the general assembly not later than January 15, 1979 the results of the study together with recommendations and cost estimates..

Sec. 2. The governor is directed to issue an executive order implementing a policy which would grant additional vacation time, not to exceed one-half day, to state employees, who are not covered under a collective bargaining agreement negotiated pursuant to chapter twenty (20) of the Code, who do not use sick leave during a full month of employment. The executive order shall remain in effect until the general assembly provides a program based upon the state comptroller's study for providing credit for the accrual of sick leave.

The accrual of additional vacation time by an employee for not using sick leave during a month shall be in lieu of the accrual of one and one-half days of sick leave for that month.

Sec. 3. Acts of the Sixty-seventh General Assembly, 1977 Extraordinary Session, chapter one (1), section thirty (30), amending section seventy-nine point one (79.1) of the Code, is amended to read as follows:

SEC. 30. Section seventy-nine point one (79.1), Code 1977, is amended by striking unnumbered paragraph four (4) and inserting in lieu thereof the following:

Commencing July 1, 1977, permanent full-time employees of state departments, boards, agencies, and commissions shall accrue sick leave at the rate of one and one-half days for each full month of employment. Sick leave shall not accrue during any period of absence without pay. Employees may use accrued sick leave for physical or mental personal illness, bodily injury, medically-related disabilities, including disabilities resulting from pregnancy and childbirth, or contagious disease:

1. Which require the employee's confinement,
2. Which render the employee unable to perform assigned duties, or
3. When performance of assigned duties would jeopardize the employee's health or recovery. ~~The first ninety days (seven hundred twenty hours) of sick leave which accrue to an employee shall be placed in an active sick leave account. Any days of sick leave in excess of ninety days which accrue to an employee shall be placed in an employee's banked sick leave account. The sick leave in an employee's banked sick leave account shall not be used by the employee until the employee no longer has any days of accrued active sick leave and shall only be used if an employee has an extended illness of at least five working days in duration.~~

Separation from state employment shall cancel all unused accrued sick leave. However, if an employee is laid off and the employee is reemployed by any state department, board, agency, or commission within one year of the date of the lay

off, accrued sick leave of the employee shall be restored.

Sec. 4. Acts of the Sixty-seventh General Assembly, 1977 Extraordinary Session, chapter one (1), section thirty-three (33), is amended to read as follows:

SEC. 33. Chapter seventy-nine (79), Code 1977, is amended by adding the following new section:

NEW SECTION. CREDIT FOR ACCRUED SICK LEAVE. Commencing July 1, 1978 1977 when an employee who is not covered under the provisions of a collective bargaining agreement negotiated under the provisions of chapter twenty (20) of the Code retires under the provisions of a retirement system in the state maintained in whole or in part by public contributions or payments, the current-value number of accrued days of active and banked sick leave of the employee shall be credited to the employee. For-the-purpose-of-this-section, the "current value-of-accrued-days-of-active-and-banked-sick-leave" means an-amount-equal-to-the-product-of-the-accrued-days-of-active-and-banked-sick-leave-multiplied-by-the-bi-weekly-regular salary-of-the-employee-divided-by-ten Until the general assembly provides a program of credit for accrued sick leave, the number of accrued days credited to an employee upon retirement shall be the same as at the time of the employee's retirement.

ARTHUR A. NEU
President of the Senate

DALE M. COCHRAN
Speaker of the House

I hereby certify that this bill originated in the Senate and is known as Senate File 2247, Sixty-seventh General Assembly.

Approved June 13, 1978

KEVIN P. LIGHT
Acting Secretary of the Senate

ROBERT D. RAY
Governor