

JAN 25 2006  
STATE GOVERNMENT

HOUSE FILE 2118  
BY LENSING, JACOBY,  
and MASCHER

Passed House, Date \_\_\_\_\_ Passed Senate, Date \_\_\_\_\_  
Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_ Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_  
Approved \_\_\_\_\_

**A BILL FOR**

1 An Act allowing state employees to utilize at least one week of  
2 accrued sick leave for the birth or adoption of a child.  
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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HF 2118

1 Section 1. Section 70A.1, Code 2005, is amended by adding  
2 the following new unnumbered paragraph after unnumbered  
3 paragraph 7:

4 NEW UNNUMBERED PARAGRAPH. Commencing July 1, 2006,  
5 permanent full-time and permanent part-time employees of state  
6 departments, boards, agencies, and commissions, including  
7 employees of the state board of regents, shall be entitled, at  
8 a minimum, to use up to one week of accrued sick leave for a  
9 leave of absence of one week for the birth and care of a  
10 newborn child of the employee or the placement with the  
11 employee of a child for adoption. Rules governing the  
12 granting of a leave of absence pursuant to this paragraph  
13 shall be consistent with the requirements allowing such a  
14 leave of absence under the federal Family and Medical Leave  
15 Act of 1993.

16 EXPLANATION

17 This bill allows permanent full-time and part-time state  
18 employees, including employees of the board of regents, to use  
19 at least one week of accrued sick leave for a minimum one-week  
20 leave of absence for the birth and care of a newborn child or  
21 an adoption of a child. The bill provides that the rules  
22 granting the use of sick leave for this leave shall be  
23 consistent with the requirements of the federal Family and  
24 Medical Leave Act of 1993.

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