

House File 2265 - Introduced

HOUSE FILE 2265
BY ROBERTS

A BILL FOR

1 An Act relating to employees of the department of human
2 services potentially subject to discharge, suspension, or
3 reduction in job classification or pay grade for cause.
4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 217.23, Code 2009, is amended by adding
2 the following new subsection:

3 NEW SUBSECTION. 3. Unless the provisions of an applicable
4 collective bargaining agreement or employment contract provide
5 otherwise or the director of human services determines that
6 good cause exists, if an employee assigned to the department
7 may be subject to discharge, suspension, or reduction in job
8 classification or pay grade based on a cause listed in section
9 8A.413, subsection 18, while it is being determined whether
10 such cause exists, the employee shall remain employed and shall
11 be reassigned to duties unrelated to such cause.

12 EXPLANATION

13 This bill relates to employees of the department of human
14 services potentially subject to discharge, suspension, or
15 reduction in job classification or pay grade for cause.

16 The bill amends Code section 217.23, relating to personnel
17 of the department and providing for employees to be subject
18 to the state merit system under Code chapter 8A. The bill
19 provides that unless the provisions of an applicable collective
20 bargaining agreement or employment contract provide otherwise
21 or the director of human services determines that good cause
22 exists, if an employee of the department may be subject to
23 discharge, suspension, or reduction in job classification or
24 pay grade based on a cause listed in Code section 8A.413,
25 subsection 18, while it is being determined whether such
26 cause exists, the employee shall remain employed and shall be
27 reassigned to duties unrelated to such cause.

28 The causes listed in Code section 8A.413 include failure
29 to perform assigned duties; inadequacy in performing
30 assigned duties; negligence; inefficiency; incompetence;
31 insubordination; unrehabilitated alcoholism or narcotics
32 addiction; dishonesty; unlawful discrimination; failure to
33 maintain a license, certificate, or qualification necessary
34 for a job classification or position; any act or conduct which
35 adversely affects the employee's performance or the employing

H.F. 2265

1 agency; or other good cause for discharge, suspension, or
2 reduction.