

House File 574 - Introduced

HOUSE FILE 574
BY COMMITTEE ON VETERANS
AFFAIRS

(SUCCESSOR TO HSB 199)

A BILL FOR

1 An Act relating to officers or enlisted persons within the
2 national guard or organized reserves of the armed forces of
3 the United States or any member of the civil air patrol.
4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 29A.43, subsection 1, Code 2011, is
2 amended to read as follows:

3 1. A person shall not discriminate against any officer or
4 enlisted person of the national guard or organized reserves
5 of the armed forces of the United States or any member of the
6 civil air patrol because of that membership. An employer or
7 prospective employer shall not discriminate against any officer
8 or enlisted person of the national guard or organized reserves
9 of the armed forces of the United States or any member of the
10 civil air patrol in hiring, initial employment, employment, or
11 reemployment because of that membership. An employer, or agent
12 of an employer, shall not discharge a person from employment
13 because of being an officer or enlisted person of the military
14 forces of the state or member of the civil air patrol, or
15 hinder or prevent the officer or enlisted person or member of
16 the civil air patrol from performing any military service or
17 civil air patrol duty the person is called upon to perform by
18 proper authority. A member of the national guard or organized
19 reserves of the armed forces of the United States ordered to
20 temporary duty, as defined in section 29A.1, subsection 3, 11,
21 or 12, or a member of the civil air patrol performing duty
22 pursuant to section 29A.3A, for any purpose is entitled to a
23 leave of absence during the period of the duty or service, from
24 the member's private employment unless the employment is of a
25 temporary nature. Upon completion of the duty or service, the
26 employer shall restore the person to the position held prior to
27 the leave of absence or employ the person in a position of like
28 seniority, status, and pay. However, the person shall give
29 evidence to the employer of satisfactory completion of the duty
30 or service, and that the person is still qualified to perform
31 the duties of the position. The period of absence shall be
32 construed as an absence with leave, and shall in no way affect
33 the employee's rights to vacation, sick leave, bonus, or other
34 employment benefits relating to the employee's particular
35 employment.

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EXPLANATION

2 This bill specifies that an employer or prospective employer
3 must not discriminate against any officer or enlisted person of
4 the national guard or organized reserves of the armed forces
5 of the United States or any member of the civil air patrol in
6 hiring, initial employment, employment, or reemployment because
7 of that membership.