

House File 384 - Introduced

HOUSE FILE 384

BY HINSON

A BILL FOR

1 An Act requiring employers to provide reasonable accommodations
2 to employees based on pregnancy or childbirth and making
3 penalties applicable.

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

1 Section 1. Section 216.6, subsection 2, Code 2019, is
2 amended by adding the following new paragraph:

3 NEW PARAGRAPH. *f.* (1) An employer shall provide reasonable
4 accommodations to an employee based on medical conditions
5 related to the employee's pregnancy or childbirth if the
6 employee so requests with the advice of the employee's health
7 care provider.

8 (2) For purposes of this lettered paragraph "*f*", "*reasonable*
9 *accommodations*" means actions which would permit an employee
10 with a medical condition relating to the employee's pregnancy
11 or childbirth to perform in a reasonable manner the activities
12 involved in the employee's specific occupation and include but
13 are not limited to the provision of an accessible worksite,
14 acquisition or modification of equipment, job restructuring,
15 and a modified work schedule. "*Reasonable accommodations*" does
16 not mean any action that would impose an undue hardship on the
17 business of the employer from whom the action is requested.

18 EXPLANATION

19 The inclusion of this explanation does not constitute agreement with
20 the explanation's substance by the members of the general assembly.

21 This bill requires an employer to provide reasonable
22 accommodations to an employee based on medical conditions
23 related to the employee's pregnancy or childbirth if the
24 employee requests reasonable accommodations with the advice
25 of the employee's health care provider. Penalty provisions
26 for discriminatory employment practices are made applicable
27 to a failure to provide such reasonable accommodations to an
28 employee.

29 The bill defines "reasonable accommodations" as actions
30 which would permit an employee with a medical condition
31 relating to the employee's pregnancy or childbirth to
32 perform in a reasonable manner the activities involved in
33 the employee's specific occupation and include but are not
34 limited to the provision of an accessible worksite, acquisition
35 or modification of equipment, job restructuring, and a

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1 modified work schedule. The bill provides that "reasonable
2 accommodations" does not mean any action that would impose an
3 undue hardship on the business of the employer from whom the
4 action is requested.