

**Senate File 2165 - Introduced**

SENATE FILE 2165  
BY COMMITTEE ON LABOR AND  
BUSINESS RELATIONS

(SUCCESSOR TO SF 476)  
(SUCCESSOR TO SSB 1204)

**A BILL FOR**

1 An Act relating to the treatment of adoptive parent employees  
2 and making penalties applicable.  
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. NEW SECTION. 91A.5B Treatment of adoptive parent  
2 employees.

3 1. For purposes of this section, "adoption" means the  
4 permanent placement in this state of a child by the department  
5 of human services, by a licensed agency under chapter 238, by  
6 an agency that meets the provisions of the interstate compact  
7 in section 232.158, or by a person making an independent  
8 placement according to the provisions of chapter 600.

9 2. An employer shall treat an employee who chooses to adopt  
10 a child up to eighteen years of age in the same manner as an  
11 employee who is the biological parent of a newborn child for  
12 purposes of employment policies, benefits, and protections for  
13 the first year of the adoption.

14 3. Notwithstanding subsection 2, an employee shall not be  
15 entitled to disability leave without a qualifying disability  
16 under an employer's disability policies.

17 EXPLANATION

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

20 This bill requires an employer under Code chapter 91A to  
21 treat an employee who chooses to adopt a child up to 18 years  
22 of age in the same manner as an employee who is the biological  
23 parent of a newborn child for purposes of employment policies,  
24 benefits, and protections for the first year of the adoption.  
25 An employee shall not be entitled to disability leave without a  
26 qualifying disability under an employer's disability policies.

27 The bill defines "adoption" as the permanent placement in  
28 this state of a child by the department of human services,  
29 by a licensed agency under Code chapter 238, by an agency  
30 that meets the provisions of the interstate compact in Code  
31 section 232.158, or by a person making an independent placement  
32 according to the provisions of Code chapter 600.

33 Code section 91A.2 defines "employer" as a person, as  
34 defined in Code chapter 4, who in this state employs for wages  
35 a natural person. The definition specifies that an employer

1 does not include a client, patient, customer, or other person  
2 who obtains professional services from a licensed person  
3 who provides the services on a fee service basis or as an  
4 independent contractor.

5 Code section 91A.2 defines "employee" as a natural person  
6 who is employed in this state for wages by an employer.  
7 Code section 91A.2 specifies that "employee" also includes a  
8 commission salesperson who takes orders or performs services  
9 on behalf of a principal and who is paid on the basis of  
10 commissions but does not include persons who purchase for their  
11 own account for resale. Code section 91A.2 also excludes  
12 certain persons engaged in agriculture from the definition of  
13 "employee".

14 Code chapter 91A is administered and enforced by the  
15 labor commissioner. A violation of Code chapter 91A or the  
16 administrative rules promulgated under it is subject to a  
17 civil penalty of not more than \$500 per pay period for each  
18 violation.