

House File 578 - Introduced

HOUSE FILE 578
BY COMMITTEE ON LABOR AND
WORKFORCE

(SUCCESSOR TO HSB 201)

A BILL FOR

- 1 An Act relating to state employee parental leave.
- 2 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. NEW SECTION. 70A.31 Paid parental leave.

2 1. A state employee entitled to leave under the federal
3 Family and Medical Leave Act of 1993 shall be provided paid
4 leave for such time as specified in this section for the birth
5 or placement for adoption with the employee of a child if the
6 leave is taken within twelve months following any such birth
7 or adoption.

8 2. a. For the birth of a child, a state employee parent who
9 gave birth shall be entitled to up to four weeks of paid leave
10 and a state employee parent who did not give birth shall be
11 entitled to up to one week of paid leave.

12 b. For the placement for adoption of a child, a state
13 employee parent shall be entitled to up to four weeks of paid
14 leave.

15 3. The department of administrative services shall adopt
16 rules to implement this section.

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 provides that a state employee entitled to leave
21 under the federal Family and Medical Leave Act of 1993 shall
22 be provided paid leave for the birth or adoption of a child if
23 the leave is taken within 12 months following any such birth or
24 adoption. The bill provides that a state employee parent who
25 gives birth or adopts a child shall be entitled to up to four
26 weeks of paid leave while a state employee parent of a child
27 who did not give birth shall be entitled to up to one week of
28 paid leave. The bill requires the department of administrative
29 services to adopt rules to implement this paid parental leave
30 benefit.