

**Senate File 2068 - Introduced**

SENATE FILE 2068

BY McCLINTOCK

**A BILL FOR**

1 An Act relating to certain employees of the department of  
2 corrections, including collective bargaining, health  
3 insurance for a surviving spouse and children of certain  
4 employees of the department, and certain operational and  
5 employment matters involving the department, and including  
6 applicability provisions.

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

1 Section 1. Section 20.3, subsection 11, Code 2024, is  
2 amended by adding the following new paragraph:

3 NEW PARAGRAPH. *g.* A nonsupervisory employee of the Iowa  
4 department of corrections with ongoing direct contact with  
5 inmates.

6 Sec. 2. Section 509A.13D, subsection 3, Code 2024, is  
7 amended to read as follows:

8 3. The governing body of the state shall ~~not~~ be required  
9 to pay for the full cost of the health insurance under this  
10 section; ~~however, the governing body of the state may pay the~~  
11 ~~full cost or a portion of the cost of the health insurance. If~~  
12 ~~the full cost or a portion of the cost of the coverage is not~~  
13 ~~paid by the governing body of the state, the surviving spouse~~  
14 ~~and each surviving child who is eligible for health insurance~~  
15 ~~under this section may elect to continue coverage by paying~~  
16 ~~that portion of the cost of the health insurance not paid by~~  
17 ~~the governing body of the state.~~

18 Sec. 3. Section 904.108, subsection 1, Code 2024, is amended  
19 by adding the following new paragraphs:

20 NEW PARAGRAPH. *p.* Establish a training program for  
21 employees of the department with ongoing direct contact with  
22 inmates in self-defense and other de-escalation techniques when  
23 confronted with potentially violent interactions involving  
24 inmates.

25 NEW PARAGRAPH. *q.* Establish uniform safety practices to  
26 be implemented at all correctional institutions under the  
27 control of the department that provide guidelines designed to  
28 protect the safety of employees and inmates at correctional  
29 institutions.

30 NEW PARAGRAPH. *r.* Adopt rules to allow an employee of  
31 the department who has witnessed a trauma event to take  
32 between five and thirty days of paid leave depending upon the  
33 severity of the trauma event. If the appointing authority of a  
34 correctional institution determines that an employee has been  
35 held hostage, the employee shall be eligible for a paid leave

1 of absence of up to ninety days, as determined by a licensed  
2 physician, to allow for recovery from mental and physical  
3 stress and any related conditions. Such paid leave shall not  
4 be charged against the employee's sick leave account.

5 NEW PARAGRAPH. s. Establish protocols for allowing  
6 employees of the department with ongoing direct contact with  
7 inmates access to information identified in section 904.602,  
8 subsection 2, for purposes of the administration of the  
9 department's programs of services or assistance to inmates.

10 Sec. 4. NEW SECTION. 904.322 **Contract employees — pay or**  
11 **benefits.**

12 The department shall not enter into an employment contract  
13 with a person to perform a function of the department and  
14 provide the contract employee with pay or benefits in excess of  
15 pay and benefits provided an employee of the state performing  
16 similar work.

17 Sec. 5. APPLICABILITY. The section of this Act amending  
18 section 20.3 applies to collective bargaining procedures  
19 pursuant to chapter 20 initiated on or after the effective date  
20 of this Act.

21

EXPLANATION

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

24 This bill relates to the department of corrections.

25 The bill designates nonsupervisory employees of the  
26 Iowa department of corrections with ongoing direct contact  
27 with inmates as public safety employees for the purposes of  
28 collective bargaining pursuant to Code chapter 20, the public  
29 employment relations Act. Code chapters 20 and 400 include  
30 collective bargaining procedures specifically applicable  
31 to public safety employees that are not applicable to other  
32 public employees, including procedures relating to the scope  
33 of collective bargaining negotiations, arbitration procedures,  
34 and certain matters relating to city civil service employment.  
35 This provision applies to collective bargaining procedures

1 pursuant to Code chapter 20 initiated on or after the effective  
2 date of the bill.

3 Code section 509A.13D, providing for continuation of health  
4 insurance coverage for a surviving spouse and children of  
5 certain department of corrections employees, is amended to  
6 provide that the state shall be required to pay the full  
7 cost of the health insurance. Current law provides that the  
8 state shall not be required to pay for the cost of the health  
9 insurance.

10 The bill establishes additional duties of the director  
11 of the department of corrections. The bill requires the  
12 director to establish a training program for employees of  
13 the department with ongoing direct contact with inmates in  
14 self-defense and other de-escalation techniques when confronted  
15 with potentially violent interactions involving inmates,  
16 establish uniform safety practices to be implemented at all  
17 correctional institutions, adopt rules to allow an employee of  
18 the department who has witnessed a trauma event to take between  
19 5 and 30 days of paid leave depending upon the severity of the  
20 trauma event and to allow an employee who has been held hostage  
21 up to 90 days of paid leave, and to establish protocols for  
22 allowing employees of the department with contact with inmates  
23 access to certain specified confidential information.

24 The bill also requires that the department of corrections  
25 shall not enter into an employment contract with a person to  
26 perform a function of the department that provides the contract  
27 employee with pay or benefits in excess of pay and benefits  
28 provided an employee of the state performing similar work.