

Senate File 2428 - Introduced

SENATE FILE 2428

BY T. TAYLOR

A BILL FOR

1 An Act providing for employment leave for employees of railroad
2 corporations to attend a school-sponsored activity and
3 making penalties applicable.

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

1 Section 1. NEW SECTION. 91A.5B Railroad corporation
2 employee leave to attend school-sponsored activities.

3 1. For purposes of this section, "railroad corporation"
4 means the same as defined in section 321.1.

5 2. A railroad corporation shall provide an employee upon
6 request at least four days of leave per calendar year for
7 the purpose of attending a school-sponsored activity of the
8 employee's child if the activity cannot be scheduled during
9 nonwork hours. No more than one day of such leave shall be
10 taken consecutively.

11 3. Before attending a school-sponsored activity, the
12 employee shall provide the railroad corporation with a written
13 request for leave at least five calendar days in advance of
14 the time the employee is requesting to take leave as provided
15 in this section. In emergency situations, no more than
16 twenty-four hours' notice shall be required.

17 4. A railroad corporation shall have the discretion of
18 providing paid or unpaid leave pursuant to subsection 2.
19 A railroad corporation shall not discharge, penalize, or
20 otherwise retaliate against an employee solely for taking leave
21 pursuant to subsection 2.

22 EXPLANATION

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

25 This bill requires a railroad corporation to provide an
26 employee upon request at least four days of leave per calendar
27 year for the purpose of attending a school-sponsored activity
28 of the employee's child if the activity cannot be scheduled
29 during nonwork hours. No more than one day of such leave shall
30 be taken consecutively.

31 The bill requires an employee, before attending a
32 school-sponsored activity, to provide the railroad corporation
33 with a written request for leave at least five calendar days in
34 advance of the time the employee is requesting to take leave.

35 A railroad corporation shall have the discretion of

1 providing paid or unpaid leave. The bill prohibits a railroad
2 corporation from discharging, penalizing, or otherwise
3 retaliating against an employee solely for taking leave.
4 Code chapter 91A is administered and enforced by the
5 director of the department of inspections, appeals,
6 and licensing. A violation of Code chapter 91A or the
7 administrative rules promulgated under it is subject to a
8 civil penalty of not more than \$500 per pay period for each
9 violation.