

**House File 170 - Introduced**

HOUSE FILE 170  
BY WOOD

**A BILL FOR**

- 1 An Act providing for employment leave for employees of railroad
- 2 corporations to attend a school-sponsored activity and making
- 3 penalties applicable.
- 4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

unofficial

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

3 1. For purposes of this section, unless the context otherwise  
4 requires:

5 a. "Academic year" means a year as scheduled for academic  
6 purposes at a school at which an employee's child attends.

7 b. "Occurrence" means a period of up to three consecutive  
8 days of leave as requested by an employee.

9 c. "Railroad corporation" means the same as defined in  
10 section 321.1.

11 2. A railroad corporation shall provide an employee upon  
12 request at least four occurrences of leave per academic year for  
13 the purpose of attending a scheduled school-sponsored activity of  
14 the employee's child if the activity cannot be scheduled during  
15 nonwork hours. The railroad corporation may require an employee  
16 to provide written documentation of the school-sponsored activity  
17 before or after granting such leave. Such leave shall not be  
18 taken on a federal holiday.

19 3. Before attending a school-sponsored activity, the employee  
20 shall provide the railroad corporation with a written request for  
21 leave at least fourteen calendar days in advance of the time the  
22 employee is requesting to take leave as provided in this section.  
23 In emergency situations, no more than twenty-four hours' notice  
24 shall be required.

25 4. A railroad corporation shall have the discretion of  
26 providing paid or unpaid leave pursuant to subsection 2. A  
27 railroad corporation shall not discharge, discipline, penalize,  
28 or otherwise retaliate against an employee solely for taking  
29 leave pursuant to subsection 2.

30 EXPLANATION

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

33 This bill requires a railroad corporation to provide an  
34 employee upon request at least four occurrences, as defined in  
35 the bill, of leave per academic year for the purpose of attending

1 a scheduled school-sponsored activity of the employee's child  
2 if the activity cannot be scheduled during nonwork hours. The  
3 railroad corporation may require an employee to provide written  
4 documentation of the school-sponsored activity before or after  
5 granting such leave. Such leave shall not be taken on a federal  
6 holiday.

7 The bill requires an employee, before attending a  
8 school-sponsored activity, to provide the railroad corporation  
9 with a written request for leave at least 14 calendar days in  
10 advance of the time the employee is requesting to take leave.

11 A railroad corporation shall have the discretion of providing  
12 paid or unpaid leave. The bill prohibits a railroad  
13 corporation from discharging, disciplining, penalizing, or  
14 otherwise retaliating against an employee solely for taking  
15 leave.

16 Code chapter 91A is administered and enforced by the director  
17 of the department of inspections, appeals, and licensing. A  
18 violation of Code chapter 91A or the administrative rules  
19 promulgated under it is subject to a civil penalty of not more  
20 than \$500 per pay period for each violation.