

**House File 2146 - Introduced**

HOUSE FILE 2146  
BY GEARHART

**A BILL FOR**

- 1 An Act relating to leaves of absence from civil public employment
- 2 for members of the military.
- 3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

unofficial

1 Section 1. Section 29A.28, subsection 1, paragraph b, Code  
2 2026, is amended to read as follows:

3 b. Where state active duty, national guard duty, federal  
4 active duty, or civil air patrol duty is for a period of less  
5 than thirty days, a leave of absence under this section shall  
6 only be required for those days that the civil employee would  
7 normally perform services for the state, subdivision of the  
8 state, or a municipality. ~~The provisions of this~~ This section  
9 ~~shall also apply~~ applies to a leave of absence by a member of  
10 the national disaster medical system of the United States when  
11 activated for federal service with the system. If the workday  
12 for a civil employee encompasses a continuous period of up to  
13 twenty-four consecutive hours, regardless of whether the workday  
14 extends into one or two calendar days, the civil employee shall  
15 only be required to take a leave of absence for one day for that  
16 workday if a leave of absence is required under this paragraph.  
17 Each workday, regardless of the number of hours in the workday,  
18 for which a civil employee takes a leave of absence under this  
19 section shall count as one day for purposes of calculating the  
20 thirty days of paid leave provided under this section.

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 Under current law, an officer or employee of the state, a  
25 subdivision of the state, or a municipality is entitled to a  
26 leave of absence for state active duty, national guard duty,  
27 federal active duty, or civil air patrol duty without loss of  
28 status or efficiency rating, and without loss of pay during the  
29 first 30 days. This bill specifies that each workday, regardless  
30 of the number of hours in the workday, for which a civil employee  
31 takes a leave of absence shall count as one day for purposes of  
32 calculating the 30 days of paid leave.