

House File 2266 - Introduced

HOUSE FILE 2266

BY CROKEN, MADISON, and KURTH

A BILL FOR

1 An Act providing for family medical leave for grandparents and
2 providing penalties and remedies.

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

unofficial

1 Section 1. Section 10A.202, subsection 2, Code 2026, is
2 amended to read as follows:

3 2. The department is responsible for the administration of
4 the laws of this state under chapters 88A, 88B, 89, 89A, 90A,
5 91A, 91C, 91D, 91E, 91F, and 92, and such other labor-services
6 duties assigned to the department or director.

7 Sec. 2. Section 10A.204, subsection 3, Code 2026, is amended
8 to read as follows:

9 3. The director, in consultation with the labor commissioner,
10 shall, at the time provided by law, make an annual report to
11 the governor setting forth in appropriate form the business and
12 expense of the division and department under this subchapter for
13 the preceding year, the number of remedial actions taken under
14 chapter 89A, the number of disputes or violations processed by
15 the division or department and the disposition of the disputes
16 or violations, and other matters pertaining to the division
17 or department under this subchapter ~~which~~ that are of public
18 interest, together with recommendations for change or amendment
19 of the laws in this chapter and chapters 88, 88A, 88B, 89, 89A,
20 89B, 90A, 91A, 91C, 91D, 91E, 91F, and 92, and sections 85.67A
21 and 85.68, and the recommendations, if any, shall be transmitted
22 by the governor to the first general assembly in session after
23 the report is filed.

24 Sec. 3. NEW SECTION. **91F.1 Definitions.**

25 As used in this chapter, unless the context otherwise
26 requires:

27 1. "Director" means the director of the department of
28 inspections, appeals, and licensing.

29 2. "Employee" means the same as defined in the federal Family
30 and Medical Leave Act of 1993, as codified in 29 U.S.C. §825.102.

31 3. "Employer" means the same as defined in the federal Family
32 and Medical Leave Act of 1993, as codified in 29 U.S.C. §825.102.

33 4. "Family and Medical Leave Act of 1993" means 29 U.S.C.
34 §825.100 et seq., and includes all implementing regulations
35 thereof.

1 shall have the same rights provided to an employee under the
2 federal Family and Medical Leave Act of 1993 (the Act). The bill
3 provides that an employer of such an employee shall be subject to
4 the same requirements as an employer under the Act. "Employee"
5 and "employer" mean the same as defined in the Act.

6 The bill provides for modification of such rights. The
7 modifications include that an employee is entitled to leave for
8 the birth of a grandchild and to care for the newborn child
9 within one year of birth; to care for the employee's grandchild
10 who has a serious health condition; for any qualifying exigency
11 arising out of the fact that the employee's grandchild is a
12 covered military member on covered active duty; and to care for
13 a covered service member with a serious injury or illness if the
14 eligible employee is the service member's grandparent.

15 The bill is enforced by the director of the department of
16 inspections, appeals, and licensing. The bill is enforced
17 pursuant to Code chapter 91A, which provides for civil remedies
18 and penalties.

19 The bill requires the director to adopt administrative
20 rules to administer the bill, which may establish additional
21 procedures, requirements, and definitions necessary to implement
22 the bill.