

House File 48 - Introduced

HOUSE FILE 48
BY GUSTOFF

A BILL FOR

1 An Act prohibiting employer control of employee political
2 candidacy and contributions, and making penalties applicable.
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

unofficial

1 Section 1. Section 55.4, subsection 1, Code 2025, is amended
2 to read as follows:

3 1. Any ~~public~~ employee who becomes a candidate for any
4 elective public office shall, upon request of the employee and
5 commencing any time within thirty days prior to a contested
6 primary, special, or general election and continuing until
7 after the day following that election, automatically be given
8 a period of leave. ~~If the employee is under chapter 8A,~~
9 ~~subchapter IV, the~~ An employee may choose to use accrued vacation
10 leave, accrued compensatory leave, or leave without pay to
11 cover these periods. The appointing authority or employer
12 may authorize other employees to use accrued vacation leave or
13 accrued compensatory leave instead of leave without pay to cover
14 these periods. An employee who is a candidate for any elective
15 public office shall not campaign while on duty as an employee.

16 Sec. 2. Section 55.4, Code 2025, is amended by adding the
17 following new subsection:

18 NEW SUBSECTION. 1A. An appointing authority or employer
19 shall not take any adverse action against an employee for seeking
20 election to any public office or prohibit an employee from
21 seeking election to a public office in the event the employee
22 informs the appointing authority or employer that the employee
23 intends to seek such election.

24 Sec. 3. NEW SECTION. **68A.507 Employer control of employee**
25 **contributions prohibited.**

26 An employer employing persons in Iowa shall not do any of the
27 following:

28 1. Prohibit an employee from making a contribution to a
29 committee.

30 2. Require an employee to receive approval prior to making a
31 contribution to a committee.

32 3. Limit the amount of any contribution an employee makes to
33 a committee.

34 4. Take any adverse action against an employee for an
35 employee's contributing to or failing to contribute to a

1 committee.

2 EXPLANATION

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

5 This bill requires any appointing authority or employer to,
6 upon request, grant an employee who is a candidate for an
7 elective public office leave commencing any time within 30 days
8 before an election. Current law requires a public employer to
9 grant a public employee such leave requests. The bill also
10 prohibits an appointing authority or employer from taking adverse
11 actions against an employee for seeking election to a public
12 office or from prohibiting an employee from seeking election to
13 a public office, in the event the employee informs the appointing
14 authority or employer that the employee intends to seek election
15 to a public office. By operation of law, a person who violates
16 these provisions of the bill is guilty of a simple misdemeanor
17 for each day of the offense. A simple misdemeanor is punishable
18 by confinement for no more than 30 days or a fine of at least
19 \$105 but not more than \$855 or by both.

20 The bill also prohibits an employer who employs people in
21 Iowa from prohibiting, limiting, or requiring approval for the
22 contributions of employees to political committees or candidates'
23 committees. By operation of law, a person who violates this
24 provision of the bill is guilty of a serious misdemeanor. A
25 serious misdemeanor is punishable by confinement for no more than
26 one year and a fine of at least \$430 but not more than \$2,560.