

House File 676 - Introduced

HOUSE FILE 676

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A BILL FOR

1 An Act requiring employers to provide reasonable accommodations
2 to employees based on pregnancy or childbirth and making
3 penalties applicable.

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

1 Section 1. Section 216.6, subsection 2, Code 2025, is amended
2 by adding the following new paragraph:

3 NEW PARAGRAPH. *f.* (1) An employer shall provide reasonable
4 accommodations to an employee based on medical conditions related
5 to the employee's pregnancy or childbirth if the employee so
6 requests with the advice of the employee's health care provider.

7 (2) For purposes of this paragraph "*f*", "*reasonable*
8 *accommodations*" means actions which would permit an employee
9 with a medical condition relating to the employee's pregnancy
10 or childbirth to perform in a reasonable manner the activities
11 involved in the employee's specific occupation and include but
12 are not limited to the provision of an accessible worksite,
13 acquisition or modification of equipment, job restructuring, and
14 a modified work schedule. "*Reasonable accommodations*" does not
15 mean any action that would impose an undue hardship on the
16 business of the employer from whom the action is requested.

17 **EXPLANATION**

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

20 This bill requires an employer to provide reasonable
21 accommodations to an employee based on medical conditions
22 related to the employee's pregnancy or childbirth if the
23 employee requests reasonable accommodations with the advice of
24 the employee's health care provider. Penalty provisions for
25 discriminatory employment practices are made applicable to a
26 failure to provide such reasonable accommodations to an employee.

27 The bill defines "*reasonable accommodations*" as actions which
28 would permit an employee with a medical condition relating
29 to the employee's pregnancy or childbirth to perform in a
30 reasonable manner the activities involved in the employee's
31 specific occupation and include but are not limited to the
32 provision of an accessible worksite, acquisition or modification
33 of equipment, job restructuring, and a modified work schedule.
34 The bill provides that "*reasonable accommodations*" does not mean
35 any action that would impose an undue hardship on the business of

1 the employer from whom the action is requested.

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