

House File 823 - Introduced

HOUSE FILE 823
BY SORENSEN

A BILL FOR

- 1 An Act relating to unpaid leave for appointments with a county
- 2 commission of veteran affairs.
- 3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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1 Section 1. NEW SECTION. **35.4 Appointments with county**
2 **commission of veteran affairs — employee leave.**

3 1. An employee who is a veteran shall be entitled to unpaid
4 leave for an appointment with a county commission of veteran
5 affairs.

6 2. Before attending an appointment with a county commission
7 of veteran affairs, the employee shall provide the employer with
8 a written request for leave at least five calendar days in
9 advance of the time the employee is requesting to take leave as
10 provided in this section. In emergency situations, no more than
11 twenty-four hours' notice shall be required.

12 3. A veteran may file a complaint with the Iowa office of
13 civil rights pursuant to section 216.15 if the veteran's employer
14 denies a timely request, without a good-faith reason, for using
15 unpaid leave to attend an appointment with a county commission
16 of veteran affairs or retaliates against the veteran for using
17 unpaid leave to attend an appointment with a county commission of
18 veteran affairs when the employee gave the employer proper notice
19 and such leave was not denied for a good-faith reason.

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

22 NEW PARAGRAPH. e. Employer to deny unpaid leave, without a
23 good-faith reason, to an employee who is a veteran as defined
24 in section 35.1 for the purpose of attending an appointment with
25 a county commission of veteran affairs, or to retaliate against
26 an employee who is a veteran for taking unpaid leave for such
27 purpose when the employee gave the employer proper notice and
28 such leave was not denied for a good-faith reason.

29 **EXPLANATION**

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

32 This bill provides that an employee who is a veteran is
33 entitled to unpaid leave for attending an appointment with a
34 county commission of veteran affairs. An employee must provide
35 the employer with a written request for leave at least five

1 days prior to the intended leave. The bill categorizes the
2 denial of or retaliation for taking such unpaid leave as an
3 unfair or discriminatory employment practice. If the veteran's
4 employer denies such unpaid leave without a good-faith reason
5 or retaliates against the veteran for using such unpaid leave,
6 the veteran may file a complaint with the Iowa office of civil
7 rights.

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