

House Study Bill 78 - Introduced

SENATE/HOUSE FILE _____
BY (PROPOSED GOVERNOR BILL)

A BILL FOR

1 An Act relating to government employee paid leave.

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

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1 Section 1. Section 70A.1, subsection 7, Code 2025, is amended
2 to read as follows:

3 7. a. State During the first four years of employment, state
4 employees, excluding state board of regents' faculty members with
5 nine-month appointments, and employees covered under a collective
6 bargaining agreement negotiated with the public safety bargaining
7 unit who are eligible for accrued vacation benefits and accrued
8 sick leave benefits, who have accumulated ten days of sick leave,
9 and who do not use sick leave during a full month of employment,
10 may elect to have up to one-half day of additional vacation added
11 to the employee's accrued vacation account.

12 b. After the fourth year of employment, state employees,
13 excluding state board of regents' faculty members with nine-month
14 appointments, and employees covered under a collective bargaining
15 agreement negotiated with the public safety bargaining unit who
16 are eligible for accrued vacation benefits and accrued sick leave
17 benefits, who have accumulated thirty days of sick leave, and
18 who do not use sick leave during a full month of employment, may
19 elect to have up to one-half day of additional vacation added to
20 the employee's accrued vacation account.

21 c. The additional vacation time added to an employee's
22 accrued vacation account for not using sick leave during a
23 month is in lieu of the accrual of sick leave for that month.
24 The amount of additional vacation for part-time employees shall
25 be prorated to the amount of additional vacation authorized
26 for full-time employees. The director of the department
27 of administrative services may adopt the necessary rules and
28 procedures for the implementation of this program for all state
29 employees except employees of the state board of regents.
30 The state board of regents may adopt necessary rules for the
31 implementation of this program for its employees.

32 Sec. 2. NEW SECTION. 70A.24 Paid parental leave.

33 1. A state employee entitled to leave under the federal
34 Family and Medical Leave Act of 1993 shall be provided paid leave
35 for such time as specified in this section for the birth of a

1 child or placement of a child for adoption with the employee if
2 the leave is taken within twelve months following any such birth
3 or adoption.

4 2. a. For the birth of a child, a state employee parent who
5 gave birth shall be entitled to up to four weeks of paid leave
6 and a state employee parent who did not give birth shall be
7 entitled to up to one week of paid leave.

8 b. For the placement of a child for adoption, a state
9 employee parent shall be entitled to up to four weeks of paid
10 leave.

11 3. The department of administrative services shall adopt
12 rules pursuant to chapter 17A to implement this section.

13 EXPLANATION

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

16 Under current law, certain state employees and employees
17 covered under a collective bargaining agreement negotiated with
18 the public safety bargaining unit, who have accumulated 30 days
19 of sick leave, and who do not use sick leave during a full month
20 of employment, may elect to have up to one-half day of additional
21 vacation added to the employee's accrued vacation account in lieu
22 of the accrual of sick leave for that month. This bill applies
23 this provision beginning after the fourth year of employment,
24 and provides that for the first four years of employment, the
25 employee may make the election after having accumulated 10 days
26 of sick leave.

27 The bill also requires a state employee entitled to leave
28 under the federal Family and Medical Leave Act of 1993 to be
29 provided paid leave for the birth or adoption of a child if
30 the leave is taken within 12 months following any such birth or
31 adoption. The bill provides that a state employee parent who
32 gives birth or adopts a child is entitled to up to four weeks of
33 paid leave. A state employee parent who did not give birth is
34 entitled to up to one week of paid leave. The bill requires the
35 department of administrative services to adopt rules to implement

1 this provision.

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