

Senate File 2412 - Reprinted

SENATE FILE 2412
BY COMMITTEE ON WORKFORCE

(SUCCESSOR TO SSB 3169)

(As Amended and Passed by the Senate February 25, 2026)

A BILL FOR

- 1 An Act relating to qualifications for state and local government
- 2 employment and professional licensure.
- 3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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1 Section 1. Section 2.11, Code 2026, is amended by adding the
2 following new subsection:

3 NEW SUBSECTION. 3. a. Each house of the general assembly
4 shall use the e-verify system of the United States citizenship
5 and immigration services to confirm the employment eligibility of
6 newly hired employees.

7 b. An employee may challenge the results of the submission
8 of the employee's information to the e-verify system of the
9 United States citizenship and immigration services by submitting
10 a challenge, including documentation proving that the results are
11 incorrect, to the legislative council within ten calendar days
12 of receipt of the results. The legislative council shall review
13 the challenge and communicate the results of the appeal to the
14 employee and the appropriate house of the general assembly as
15 soon as practicable.

16 c. Each house of the general assembly shall transmit the
17 results of the e-verify system check to the United States
18 immigration and customs enforcement and other appropriate federal
19 immigration agencies if the check shows that the subject of the
20 check does not have legal status to be present in the United
21 States after the completion of an appeal pursuant to paragraph
22 "b", if applicable.

23 Sec. 2. Section 2A.2, subsection 2, Code 2026, is amended by
24 adding the following new paragraph:

25 NEW PARAGRAPH. 0i. (1) Use the e-verify system of the
26 United States citizenship and immigration services to confirm the
27 employment eligibility of newly hired employees.

28 (2) An employee may challenge the results of the submission
29 of the employee's information to the e-verify system of the
30 United States citizenship and immigration services by submitting
31 a challenge, including documentation proving that the results are
32 incorrect, to the legislative council within ten calendar days
33 of receipt of the results. The legislative council shall review
34 the challenge and communicate the results of the appeal to the
35 employee and the director as soon as practicable.

1 (3) The director shall transmit the results of the e-verify
2 system check to the United States immigration and customs
3 enforcement and other appropriate federal immigration agencies if
4 the check shows that the subject of the check does not have legal
5 status to be present in the United States after the completion of
6 an appeal pursuant to subparagraph (2), if applicable.

7 Sec. 3. Section 2C.4, Code 2026, is amended to read as
8 follows:

9 **2C.4 Citizen of United States and resident of Iowa.**

10 1. The ombudsman shall be a citizen of the United States
11 and a resident of the state of Iowa, and shall be qualified to
12 analyze problems of law, administration, and public policy.

13 2. a. The ombudsman shall use the e-verify system of the
14 United States citizenship and immigration services to confirm the
15 employment eligibility of newly hired employees.

16 b. An employee may challenge the results of the submission
17 of the employee's information to the e-verify system of the
18 United States citizenship and immigration services by submitting
19 a challenge, including documentation proving that the results are
20 incorrect, to the legislative council within ten calendar days
21 of receipt of the results. The legislative council shall review
22 the challenge and communicate the results of the appeal to the
23 employee and the ombudsman as soon as practicable.

24 c. The ombudsman shall transmit the results of the e-verify
25 system check to the United States immigration and customs
26 enforcement and other appropriate federal immigration agencies if
27 the check shows that the subject of the check does not have legal
28 status to be present in the United States after the completion of
29 an appeal pursuant to paragraph "b", if applicable.

30 Sec. 4. Section 7E.3, Code 2026, is amended by adding the
31 following new subsection:

32 NEW SUBSECTION. 6. Verification of United States citizenship
33 and immigration status. Use the e-verify system of the United
34 States citizenship and immigration services to confirm the
35 employment eligibility of newly hired employees. The head of

1 the department or agency shall transmit the results of the
2 e-verify system check to the United States immigration and
3 customs enforcement and other appropriate federal immigration
4 agencies if the check shows that the subject of the check does
5 not have legal status to be present in the United States after
6 the completion of an appeal pursuant to section 10A.114, if
7 applicable.

8 Sec. 5. Section 10A.101, Code 2026, is amended by adding the
9 following new subsection:

10 NEW SUBSECTION. 4. "SAVE program" means the systematic alien
11 verification for entitlements system of the United States
12 department of homeland security and the United States citizenship
13 and immigration services.

14 Sec. 6. NEW SECTION. **10A.113 SAVE program clearinghouse.**

15 1. There is created within the department a SAVE program
16 clearinghouse, which shall serve as the central entity to process
17 requests to verify, using the SAVE program, the United States
18 citizenship and immigration status of an individual who has
19 applied for a professional license in this state. The department
20 shall adopt rules pursuant to chapter 17A to implement this
21 section.

22 2. The department shall transmit the results of a SAVE
23 program clearinghouse check to the United States immigration and
24 customs enforcement and other appropriate federal immigration
25 agencies if the check shows that the subject of the check does
26 not have legal status to be present in the United States after
27 the completion of an appeal pursuant to section 10A.114, if
28 applicable.

29 Sec. 7. NEW SECTION. **10A.114 Citizenship and immigration
30 status — appeal.**

31 1. The department shall adopt rules pursuant to chapter 17A
32 to allow an employee of a school district, a city, a county,
33 or the executive branch including the state board of regents
34 and each institution of higher education governed by the board,
35 or a person who has applied for a professional license in

1 this state, to challenge the results of the submission of the
2 person's information to the SAVE program or the e-verify system
3 of the United States citizenship and immigration services with
4 the department.

5 2. A person must submit a challenge pursuant to subsection 1
6 and documentation proving that the results are incorrect within
7 ten calendar days of receipt of the results.

8 3. The department shall review a challenge submitted pursuant
9 to subsection 1 and communicate the results of the appeal to the
10 person who submitted the challenge and the hiring authority or
11 licensing board, as applicable, within seven calendar days of
12 receipt of the challenge. The decision of the department is
13 final agency action pursuant to chapter 17A.

14 Sec. 8. Section 10A.506, Code 2026, is amended by adding the
15 following new subsection:

16 NEW SUBSECTION. 13. a. The licensing and regulation
17 examining boards included in the department pursuant to
18 subsection 1 shall use the SAVE program clearinghouse created
19 within the department pursuant to section 10A.113 to verify the
20 United States citizenship and immigration status of an individual
21 who has applied for a professional license from the board.

22 b. A denial of an application for a professional license due
23 to the results of the SAVE program clearinghouse check shall
24 be appealed to the director and the director's decision shall
25 constitute final agency action.

26 Sec. 9. NEW SECTION. **262.9E Verification of citizenship and**
27 **immigration status.**

28 1. The state board of regents and each institution of higher
29 education governed by the board shall use the e-verify system of
30 the United States citizenship and immigration services to confirm
31 the employment eligibility of newly hired employees.

32 2. The state board of regents and each institution of higher
33 education governed by the board shall transmit the results of
34 the e-verify system check to the United States immigration and
35 customs enforcement and other appropriate federal immigration

1 agencies if the check shows that the subject of the check does
2 not have legal status to be present in the United States after
3 the completion of an appeal pursuant to section 10A.114, if
4 applicable.

5 Sec. 10. Section 272C.1, Code 2026, is amended by adding the
6 following new subsection:

7 NEW SUBSECTION. 11. "SAVE program clearinghouse" means the
8 SAVE program clearinghouse created within the department of
9 inspections, appeals, and licensing pursuant to section 10A.113.

10 Sec. 11. Section 272C.4, Code 2026, is amended by adding the
11 following new subsection:

12 NEW SUBSECTION. 11. Use the SAVE program clearinghouse to
13 confirm the United States citizenship and immigration status of
14 an individual who has applied for a professional license from the
15 board.

16 Sec. 12. Section 272C.10, Code 2026, is amended by adding the
17 following new subsection:

18 NEW SUBSECTION. 9. For a license deemed a professional
19 license by the licensing board, unlawful presence in the United
20 States, as determined by using the SAVE program clearinghouse.

21 Sec. 13. NEW SECTION. **272C.15A Disqualifications for**
22 **unlawful presence.**

23 A licensing board established after January 1, 1978, and
24 pursuant to the provisions of this chapter, shall not issue or
25 renew a professional license to an individual who the licensing
26 board is unable to verify is lawfully present in the United
27 States, as determined by using the SAVE program clearinghouse.

28 Sec. 14. NEW SECTION. **279.89 Verification of citizenship**
29 **and immigration status.**

30 1. The board of directors of each school district shall
31 use the e-verify system of the United States citizenship and
32 immigration services to confirm the employment eligibility of
33 newly hired employees.

34 2. The board of directors of each school district shall
35 transmit the results of the e-verify system check to the United

1 States immigration and customs enforcement and other appropriate
2 federal immigration agencies if the check shows that the subject
3 of the check does not have legal status to be present in the
4 United States after the completion of an appeal pursuant to
5 section 10A.114, if applicable.

6 Sec. 15. Section 331.324, subsection 1, Code 2026, is amended
7 by adding the following new paragraph:

8 NEW PARAGRAPH. *Op.* Use the e-verify system of the United
9 States citizenship and immigration services to confirm the
10 employment eligibility of newly hired employees. The board shall
11 transmit the results of the e-verify system check to the United
12 States immigration and customs enforcement and other appropriate
13 federal immigration agencies if the check shows that the subject
14 of the check does not have legal status to be present in the
15 United States after the completion of an appeal pursuant to
16 section 10A.114, if applicable.

17 Sec. 16. NEW SECTION. **364.26 Verification of citizenship**
18 **and immigration status.**

19 A city shall use the e-verify system of the United States
20 citizenship and immigration services to confirm the employment
21 eligibility of newly hired employees. A city shall transmit
22 the results of the e-verify system check to the United States
23 immigration and customs enforcement and other appropriate federal
24 immigration agencies if the check shows that the subject of the
25 check does not have legal status to be present in the United
26 States after the completion of an appeal pursuant to section
27 10A.114, if applicable.