

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
- 2 government employment and professional licensure.
- 3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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
6 of 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
9 the United States citizenship and immigration services by
10 submitting a challenge, including documentation proving that
11 the results are incorrect, to the legislative council within
12 ten calendar days of receipt of the results. The legislative
13 council shall review the challenge and communicate the results
14 of the appeal to the employee and the appropriate house of the
15 general assembly as 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
19 federal immigration agencies if the check shows that the
20 subject of the check does not have legal status to be present
21 in the United States after the completion of an appeal pursuant
22 to paragraph "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
27 the 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
30 the United States citizenship and immigration services by
31 submitting a challenge, including documentation proving that
32 the results are incorrect, to the legislative council within
33 ten calendar days of receipt of the results. The legislative
34 council shall review the challenge and communicate the results
35 of the appeal to the employee and the director as soon as

1 practicable.

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

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

11 **2C.4 Citizen of United States and resident of Iowa.**

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

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

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

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

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

1 NEW SUBSECTION. 6. *Verification of United States citizenship*
2 *and immigration status.* Use the e-verify system of the United
3 States citizenship and immigration services to confirm the
4 employment eligibility of newly hired employees. The head of
5 the department or agency shall transmit the results of the
6 e-verify system check to the United States immigration and
7 customs enforcement and other appropriate federal immigration
8 agencies if the check shows that the subject of the check does
9 not have legal status to be present in the United States after
10 the completion of an appeal pursuant to section 10A.114, if
11 applicable.

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

14 NEW SUBSECTION. 4. "*SAVE program*" means the systematic
15 alien verification for entitlements system of the United
16 States department of homeland security and the United States
17 citizenship and immigration services.

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

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

26 2. The department shall transmit the results of a SAVE
27 program clearinghouse check to the United States immigration
28 and customs enforcement and other appropriate federal
29 immigration agencies if the check shows that the subject of the
30 check does not have legal status to be present in the United
31 States after the completion of an appeal pursuant to section
32 10A.114, if applicable.

33 Sec. 7. NEW SECTION. 10A.114 **Citizenship and immigration**
34 **status — appeal.**

35 1. The department shall adopt rules pursuant to chapter 17A

1 to allow an employee of a school district, a city, a county,
2 or the executive branch including the state board of regents
3 and each institution of higher education governed by the board,
4 or a person who has applied for a professional license in
5 this state, to challenge the results of the submission of the
6 person's information to the SAVE program or the e-verify system
7 of the United States citizenship and immigration services with
8 the department.

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

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

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

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

27 *b.* A denial of an application for a professional license due
28 to the results of the SAVE program clearinghouse check shall
29 be appealed to the director and the director's decision shall
30 constitute final agency action.

31 Sec. 9. NEW SECTION. **262.9E Verification of citizenship and**
32 **immigration status.**

33 1. The state board of regents and each institution of higher
34 education governed by the board shall use the e-verify system
35 of the United States citizenship and immigration services to

1 confirm the employment eligibility of newly hired employees.

2 2. The state board of regents and each institution of higher
3 education governed by the board shall transmit the results of
4 the e-verify system check to the United States immigration and
5 customs enforcement and other appropriate federal immigration
6 agencies if the check shows that the subject of the check does
7 not have legal status to be present in the United States after
8 the completion of an appeal pursuant to section 10A.114, if
9 applicable.

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

12 NEW SUBSECTION. 11. *"SAVE program clearinghouse"* means
13 the SAVE program clearinghouse created within the department
14 of inspections, appeals, and licensing pursuant to section
15 10A.113.

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

18 NEW SUBSECTION. 11. Use the SAVE program clearinghouse to
19 confirm the United States citizenship and immigration status of
20 an individual who has applied for a professional license from
21 the board.

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

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

27 Sec. 13. NEW SECTION. **272C.15A Disqualifications for**
28 **unlawful presence.**

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

34 Sec. 14. NEW SECTION. **279.89 Verification of citizenship**
35 **and immigration status.**

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

5 2. The board of directors of each school district shall
6 transmit the results of the e-verify system check to the
7 United States immigration and customs enforcement and other
8 appropriate federal immigration agencies if the check shows
9 that the subject of the check does not have legal status to be
10 present in the United States after the completion of an appeal
11 pursuant to section 10A.114, if applicable.

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

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

23 Sec. 16. NEW SECTION. **364.26 Verification of citizenship**
24 **and immigration status.**

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