HOUSE FILE 724
BY COMMITTEE ON COMMERCE

(SUCCESSOR TO HSB 218)

(COMPANION TO SF 362 BY
COMMITTEE ON LABOR AND
BUSINESS RELATIONS)

(As Amended and Passed by the House March 25, 2021)

[= New Language by the House

* = Language Stricken by the House

A BILL FOR

An Act relating to the treatment of adoptive parent employees and making penalties applicable.

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

Section 1. NEW SECTION. **91A.5B Treatment of adoptive parent employees.**

1. For purposes of this section, *"adoption"* means the permanent placement in this state of a child by the department of human services, by a licensed agency under chapter 238, by an agency that meets the provisions of the interstate compact in section 232.158, or by a person making an independent placement according to the provisions of chapter 600.

2. An employer shall treat an employee who chooses to adopt a child up to [six] years of age in the same manner as an employee who is the biological parent of a newborn child for purposes of employment policies, benefits, and protections for the first year of the adoption.

3. Notwithstanding subsection 2, an employee shall not be entitled to disability leave without a qualifying disability under an employer's disability policies.