SENATE FILE 2412
BY COMMITTEE ON WORKFORCE

(SUCCESSOR TO SSB 3169)

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

_____ and [= New Language by the Senate

A BILL FOR

An Act relating to qualifications for state and local government employment and professional licensure.

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

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

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

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

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

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

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

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

practicable.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

confirm the employment eligibility of newly hired employees.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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