

FEB 22 2001

STATE GOVERNMENT

HOUSE FILE 379  
BY WITT

Passed House, Date \_\_\_\_\_ Passed Senate, Date \_\_\_\_\_  
Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_ Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_  
Approved \_\_\_\_\_

**A BILL FOR**

1 An Act relating to the use by certain state employees of accrued  
2 sick leave for the adoption of a child.

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

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HF 379

1 Section 1. Section 70A.1, unnumbered paragraph 5, and  
2 subsections 1, 2, and 3, Code 2001, are amended to read as  
3 follows:

4 Commencing July 1, 1979, permanent full-time and permanent  
5 part-time employees of state departments, boards, agencies,  
6 and commissions, excluding employees covered under a  
7 collective bargaining agreement which provides otherwise,  
8 shall accrue sick leave at the rate of one and one-half days  
9 for each complete month of full-time employment. The accrual  
10 rate for part-time employees shall be prorated to the accrual  
11 rate for full-time employees. Sick leave shall not accrue  
12 during any period of absence without pay. Employees may use  
13 accrued sick leave for physical or mental personal illness,  
14 bodily injury, medically related disabilities, including  
15 disabilities resulting from pregnancy and childbirth, or  
16 contagious disease:

- 17 1. Which require the employee's confinement,
- 18 2. Which render the employee unable to perform assigned  
19 duties, or
- 20 3. When performance of assigned duties would jeopardize  
21 the employee's health or recovery.

22 Employees shall be allowed to use accrued sick leave of up  
23 to six weeks for purposes relating to the employee's adoption  
24 of a child, provided the leave is taken within twelve months  
25 following the adoption.

26 EXPLANATION

27 This bill allows a state employee, not covered by a  
28 collective bargaining agreement that provides otherwise, to  
29 use up to six weeks of accrued sick leave for purposes  
30 relating to the employee's adoption of a child, provided that  
31 the sick leave is used within 12 months following the  
32 adoption.

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