

## HOUSE REPUBLICAN STAFF ANALYSIS

Bill:	House File 248 (HF 26)	House Committee:	<b>PASSED</b> January 29 (20-0)
Committee:	State Government	House Floor:	<b>PASSED</b> March 10 (87-0)
Floor Manager:	Representative Smith	Senate Floor:	<b>PASSED</b> April 21 (45-0)
Date:	May 19, 2025	Governor:	<b>SIGNED</b> May 19
Staff:	Jason Covey (1-3626)		

### Adoptive Parental Leave

- Amends code to require employers to treat adoptive parents of a child 6 years or younger the same as employees who are biological parents of a newborn in regard to their parental leave policies.

### Section by Section Analysis

#### Section 1 – Treatment of adoptive parent employees (Iowa Code 91A.5B)

NEW SECTION – Requires employers to treat employees who adopt a child up to the age of six the same as a biological parent of a newborn.