

HOUSE REPUBLICAN STAFF ANALYSIS

Bill:	House File 2502 (HSB 579)	House Committee:	PASSED February 11 (22-0)
Committee:	State Government	House Floor:	
Floor Manager:	Representative Hora	Senate Floor:	
Date:	February 24, 2026	Governor:	
Staff:	Jason Covey (1-3626)		

State Employee Parental Leave Fix

- Corrects language enacted in last year's parental leave bill by striking the requirement that state employees qualify for FMLA leave to receive paid parental leave.

Section by Section Analysis

Section 1 – Paid parental leave (Iowa Code 70A.24(1))

Strikes the requirement that an employee is entitled to FMLA leave to qualify for paid parental leave.