

67-19a-101 Definitions.

As used in this chapter:

- (1) "Administrator" means the person appointed under Section 67-19a-201 to head the Career Service Review Office.
- (2) "Career service employee" means a person employed in career service as defined in Section 67-19-3.
- (3) "Employer" means the state of Utah and all supervisory personnel vested with the authority to implement and administer the policies of an agency.
- (4) "Grievance" means:
 - (a) a complaint by a career service employee concerning any matter touching upon the relationship between the employee and the employer;
 - (b) any dispute between a career service employee and the employer; and
 - (c) a complaint by a reporting employee that a public entity has engaged in retaliatory action against the reporting employee.
- (5) "Office" means the Career Service Review Office created under Section 67-19a-201.
- (6) "Public entity" is as defined in Section 67-21-2.
- (7) "Reporting employee" means an employee of a public entity who alleges that the public entity engaged in retaliatory action against the employee.
- (8) "Retaliatory action" means to do any of the following to an employee in violation of Section 67-21-3:
 - (a) dismiss the employee;
 - (b) reduce the employee's compensation;
 - (c) fail to increase the employee's compensation by an amount that the employee is otherwise entitled to or was promised;
 - (d) fail to promote the employee if the employee would have otherwise been promoted;
 - (e) cause the employee to resign by subjecting the employee to conditions that a reasonable person would consider intolerable; or
 - (f) threaten to take an action described in Subsections (8)(a) through (e).
- (9) "Supervisor" means the person:
 - (a) to whom an employee reports; or
 - (b) who assigns and oversees an employee's work.

Amended by Chapter 427, 2013 General Session