

SB0245S01 compared with SB0245

~~{Omitted text}~~ shows text that was in SB0245 but was omitted in SB0245S01

inserted text shows text that was not in SB0245 but was inserted into SB0245S01

DISCLAIMER: This document is provided to assist you in your comparison of the two bills. Sometimes this automated comparison will NOT be completely accurate. Therefore, you need to read the actual bills. This automatically generated document could contain inaccuracies caused by: limitations of the compare program; bad input data; or other causes.

1 **Newborn Child Insurance Notification Amendments**
2025 GENERAL SESSION
STATE OF UTAH
Chief Sponsor: Todd Weiler
House Sponsor: Stephanie Gricius



2
3 **LONG TITLE**

4 **General Description:**

5 This bill ~~{requires employers}~~ amends provisions related to ~~{provide a notification to employees~~
6 ~~who are birthing a child or adopting a child}~~ employment and health insurance.

6 **Highlighted Provisions:**

7 This bill:

9 ▶ defines terms; ~~{and}~~

10 ▶ requires certain employers that offer health insurance to notify employees who are birthing
11 ~~{a child}~~ or adopting a child that the employee has a certain number of days to add the child to the
employee's health insurance plan~~{-}~~ ; and

12 ▶ requires the Public Employees' Benefit and Insurance Program to allow a newly born or
adopted child to be added to a health plan within 60 days of the birth or the adoption.

14 **Money Appropriated in this Bill:**

15 None

16 **Other Special Clauses:**

17 None

SB0245 compared with SB0245S01

19 AMENDS:

20 **49-20-407 , as last amended by Laws of Utah 2017, Chapter 292 , as last amended by Laws of**
21 **Utah 2017, Chapter 292**

21 ENACTS:

22 **34-49-301** , Utah Code Annotated 1953 , Utah Code Annotated 1953

23 REPEALS:

24 **34-49-101** , as enacted by Laws of Utah 2015, Chapter 156 , as enacted by Laws of Utah 2015,
Chapter 156

25

26 *Be it enacted by the Legislature of the state of Utah:*

27 Section 1. Section 1 is enacted to read:

30 **34-49-301. Parental notification of insurance enrollment deadline.**

49. PARENTS AND THE WORKPLACE

3. Parental Notification

28 (1) As used in this section, "employer" means any person that provides, offers, contributes to, or
arranges for health insurance or health benefits for {~~one or more employees over whom~~ } at
least 100 employees that the person exercises direction and control in the performance of work,
regardless of business structure or industry.

32 (2) An employer shall provide a notice described in Subsection (3)(a) to the employer's employee when
the employee is approved for:

34 (a) maternity leave or paternity leave offered by the employer, if offered; or

35 (b) leave under the Family and Medical Leave Act of 1993, 29 U.S.C. Secs. 2601 et seq. for the birth or
the adoption of a child.

37 (3)

(a) A notice shall inform the employee that the employee may enroll the child in the employer offered
health insurance plan within the number of days that the health insurance plan allows a newly born
child or adopted child to be enrolled in the health insurance plan.

41 (b) An employer may use the following to comply with Subsection (2):

46 (4) This section applies to an employer regardless of whether the employer provides fully insured health
insurance or self-insured health insurance.

51 **Section 2. Section 49-20-407 is amended to read:**

SB0245 compared with SB0245S01

52 **49-20-407. Insurance mandates -- Enrollment policy.**

53 (1) Notwithstanding the provisions of Subsection 31A-1-103(3)(f):

54 [~~1~~] (a) health coverage offered to the state employee risk pool under Subsection 49-20-202(1)(a) shall
comply with the provisions of Sections 31A-22-605.5 and 31A-45-501; and

57 [~~2~~] (b) a health plan offered to public school districts, charter schools, and institutions of higher
education under Subsection 49-20-201(1)(b) shall comply with the provisions of Section
31A-22-605.5.

60 (2)

(a) After a birth or adoption, the program shall allow an enrollee to add the enrollee's newly born or
adopted child to the enrollee's health plan or health coverage for a period of 60 days after the day the
birth or adoption of the child occurred.

63 (b) The requirement described in Subsection (2)(a) applies to any health plan or health coverage
administered by the program to the state risk pool or another government entity, including a public
school district, charter school, or institution of higher education.

67 **Section 3. Repealer.**

This Bill Repeals:

68 This bill repeals:

69 Section **34-49-101, Title.**

70 Section 4. **Effective date.**

Effective Date.

This bill takes effect on May 7, 2025.

3-4-25 9:31 AM