

SB0245S02 compared with SB0245

~~{Omitted text}~~ shows text that was in SB0245 but was omitted in SB0245S02

inserted text shows text that was not in SB0245 but was inserted into SB0245S02

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}~~ PEHP 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}~~ the Public Employees' Benefit and Insurance Program.

7 **Highlighted Provisions:**

8 This bill:

9 ▶ ~~{defines terms; and}~~

10 ▶ requires ~~{employers that offer health insurance}~~ the Public Employees' Benefit and Insurance
11 Program to ~~{notify employees who are birthing}~~ allow a ~~{child}~~ newly born or ~~{adopting a}~~ adopted
12 child ~~{that the employee has a certain number of days to add the child}~~ to be added to ~~{the employee's}~~
13 a health ~~{insurance}~~ plan within 60 days of the birth or the adoption.

11 **Money Appropriated in this Bill:**

12 None

13 **Other Special Clauses:**

14 None

16 ENACTS:

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19 ~~{34-49-301, Utah Code Annotated 1953, Utah Code Annotated 1953}~~
17 ~~49-20-407.1, Utah Code Annotated 1953, Utah Code Annotated 1953~~

18 REPEALS:

19 **34-49-101**, as enacted by Laws of Utah 2015, Chapter 156, as enacted by Laws of Utah 2015,
Chapter 156

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

24 Section 1. Section 1 is enacted to read:

CHAPTER 49. PARENTS AND THE WORKPLACE

Part 3. Parental Notification

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

- 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 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):
- 42 "If you have a new dependent as a result of birth or adoption you may be able to enroll yourself and
your dependents in provided health coverage. However, you must request enrollment within [insert
30 days or any longer period that applies under the plan] after the birth or adoption."
- 46 (4) This section applies to an employer regardless of whether the employer provides fully insured health
insurance or self-insured health insurance.

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22 Section 1. Section 1 is enacted to read:

23 **49-20-407.1. Time to add child to plan**

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

27 (2) The requirement described in Subsection (1) applies to an individual covered within the state risk
pool.

29 Section 2. **Repealer.**

This Bill Repeals:

30 This bill repeals:

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

32 Section 3. **Effective date.**

Effective Date.

This bill takes effect on May 7, 2025.

3-4-25 1:56 PM