

1 **Newborn Child Insurance Notification Amendments**

2025 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Todd Weiler

House Sponsor:

3 **LONG TITLE**

4 **General Description:**

5 This bill requires employers to provide a notification to employees who are birthing a child
6 or adopting a child.

7 **Highlighted Provisions:**

8 This bill:

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

13 **Money Appropriated in this Bill:**

14 None

15 **Other Special Clauses:**

16 None

17 **Utah Code Sections Affected:**

18 ENACTS:

19 **34-49-301**, Utah Code Annotated 1953

20 REPEALS:

21 **34-49-101**, as enacted by Laws of Utah 2015, Chapter 156

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

24 Section 1. Section **34-49-301** is enacted to read:

25 **CHAPTER 49. PARENTS AND THE WORKPLACE**

26 **Part 3. Parental Notification**

27 **34-49-301 . Parental notification of insurance enrollment deadline.**

28 (1) As used in this section, "employer" means any person that provides, offers, contributes
29 to, or arranges for health insurance or health benefits for one or more employees over
30 whom the person exercises direction and control in the performance of work, regardless

- 31 of business structure or industry.
- 32 (2) An employer shall provide a notice described in Subsection (3)(a) to the employer's
33 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.
36 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
38 employer offered health insurance plan within the number of days that the health
39 insurance plan allows a newly born child or adopted child to be enrolled in the health
40 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
43 enroll yourself and your dependents in provided health coverage. However, you must
44 request enrollment within [insert 30 days or any longer period that applies under the
45 plan] after the birth or adoption."
- 46 (4) This section applies to an employer regardless of whether the employer provides fully
47 insured health insurance or self-insured health insurance.
- 48 **Section 2. Repealer.**
49 This bill repeals:
50 Section **34-49-101, Title.**
- 51 **Section 3. Effective Date.**
52 This bill takes effect on May 7, 2025.