

- 29 (5) "Employer" means the state of Utah and all supervisory personnel vested with the
 30 authority to implement and administer the policies of an agency.
- 31 (6) "Excusable neglect" means harmless error, mistake, inadvertence, surprise, a failure to
 32 discover evidence that, through due diligence, could not have been discovered in time to
 33 meet the applicable time period, misrepresentation or misconduct by the employer, or
 34 any other reason justifying equitable relief.
- 35 (7) "Grievance" means:
- 36 (a) a complaint by a career service employee concerning any matter touching upon the
 37 relationship between the employee and the employer;
- 38 (b) any dispute between a career service employee and the employer;
- 39 (c) a complaint by a reporting employee that a public entity has engaged in retaliatory
 40 action against the reporting employee[-]; and
- 41 (d) a complaint that the employer subjected the employee to conditions that a reasonable
 42 person would consider intolerable, including abusive conduct.
- 43 (8) "Office" means the Career Service Review Office created under Section 67-19a-201.
- 44 (9) "Public entity" means the same as that term is defined in Section 67-21-2.
- 45 (10) "Reporting employee" means an employee of a public entity who alleges that the
 46 public entity engaged in retaliatory action against the employee.
- 47 (11) "Retaliatory action" means to do any of the following to an employee in violation of
 48 Section 67-21-3:
- 49 (a) dismiss the employee;
- 50 (b) reduce the employee's compensation;
- 51 (c) fail to increase the employee's compensation by an amount that the employee is
 52 otherwise entitled to or was promised;
- 53 (d) fail to promote the employee if the employee would have otherwise been promoted;[
 54 or]
- 55 (e) make a complaint against the employee to a person that licenses the employee to
 56 practice a profession or perform other types of work; or
- 57 [(e)] (f) threaten to take an action described in Subsections [~~(11)(a) through (d)~~] (11)(a)
 58 through (e).
- 59 (12) "Supervisor" means the person:
- 60 (a) to whom an employee reports; or
- 61 (b) who assigns and oversees an employee's work.

62 Section 2. **Effective Date.**

63 This bill takes effect on May 6, 2026.