

SB0098S01 compared with SB0098

{Omitted text} shows text that was in SB0098 but was omitted in SB0098S01
inserted text shows text that was not in SB0098 but was inserted into SB0098S01

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LONG TITLE

General Description:

This bill authorizes the Department of Health and Human Services to establish a recovery ready workplace certification program.

Highlighted Provisions:

This bill:

- **authorizes the Department of Health and Human Services (department) to:**
 - {authorizes the Department of Health and Human Services (department) to} establish, in consultation with the the Department of Workforce Services, a certification program for employers to be certified as a recovery ready workplace(program);and
 - **seek federal sources of funding to establish the program;**
 - if the department establishes {a recovery ready workplace certification} the program, requires department to establish an application process and criteria;
 - grants the department rulemaking authority; and
 - defines terms.

Money Appropriated in this Bill:

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19 None

20 **Other Special Clauses:**

21 None

22 **Utah Code Sections Affected:**

23 ENACTS:

24 **26B-7-126** , Utah Code Annotated 1953

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

27 Section 1. Section 1 is enacted to read:

28 **26B-7-126. Recovery ready workplace certification program.**

29 (1) As used in this section:

30 (a) "Employee" means a person who performs a service for wages or other remuneration under a contract of hire, written or oral, express or implied.

31 (b) "Employer" means person who has one or more employees employed in the same business, or in or about the same establishment, under any contract of hire, express or implied, oral or written.

32 (c) "Opiate antagonist" means the same as that term is defined in Section 26B-4-501.

33 (d) "Recovery ready {workforce} workplace certification program" means the program that the department may establish under Subsection (2), through which an employer may be certified as a recovery ready workplace.

34 (e) "Recovery ready workplace" means an employer that has completed the requirements established by the department under this section to be certified.

35 (f) "Substance use disorder" means the recurrent use of alcohol or drugs that causes clinically significant impairment, including health problems, disability, or failure to meet major responsibilities at work, school, or home.

36 (2) The department may, in consultation with the Department of Workforce Services, establish a recovery ready workplace certification program.

37 (3) If the department establishes a recovery ready workplace certification program, the department shall {establish} :

38 (a) seek federal sources of funding for the recovery ready workplace certification program; and

39 (b) establish:

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- (a){(i)} a process through which an employer may apply to be certified as a recovery ready workplace{.} ; and
- 48 (b){(ii)} criteria for an employer to be certified as a recovery ready workplace, which may include
requiring the employer to:
- 50 (i){(A)} establish a program to:
- 51 (A){(I)} prevent employees' exposure to workplace factors that could cause or perpetuate a substance
use disorder;
- 53 (B){(II)} lower barriers to an employee seeking or receiving care for substance use disorder and
maintaining recovery from substance use disorder;
- 55 (C){(III)} educate the employer's employees, including supervisors, on issues related to substance use
disorder; and
- 57 (D){(IV)} reduce stigma surrounding substance use disorder;
- 58 (ii){(B)} collaborate with employees in establishing the program described in Subsection {(3)(b)(i)} (3)
(b)(ii)(A);
- 60 (iii){(C)} make opiate antagonist available at the workplace;
- 61 (iv){(D)} provide resources and information to related to substance use disorder;
- 62 (v){(E)} implement policies and practices that promote and support employee health, wellness, and
work-life balance
- 64 (vi){(F)} implement policies and practices that support employees who seek treatment.
- 65 (4) The department may make rules in accordance with Title 63G, Chapter 3, Utah Administrative
Rulemaking Act, to implement this section.

73 Section 2. Effective date.

Effective Date.

This bill takes effect on May 6, 2026.

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