

SB0258S02 compared with SB0258

~~{Omitted text}~~ shows text that was in SB0258 but was omitted in SB0258S02

inserted text shows text that was not in SB0258 but was inserted into SB0258S02

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1

Infant at Work Amendments

2026 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Stephanie Pitcher

House Sponsor:

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LONG TITLE

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General Description:

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This bill makes permanent the Infant at Work Program and expands the program to other executive branch agencies.

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Highlighted Provisions:

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This bill:

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▸ defines terms;

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▸ makes permanent the Infant at Work Program (program) available for Department of Health and Human Services (department) employees and removes obsolete pilot-related references;

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▸ repeals the June 30, 2026 sunset date for the program;

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▸ authorizes ~~{certain}~~ an executive branch ~~{agencies}~~ agency to opt-in to the program by submitting written notice from the agency head to the Division of Human Resource Management (division);

17

▸ makes an agency's participation in the program subject to division approval;

18

▸

SB0258

SB0258 compared with SB0258S02

authorizes the division to withdraw or revoke an agency's approval if the agency's participation is detrimental to the program's administration{ ~~, infant health or safety,~~ } or the agency's work environment;

- 20 ▶ requires an agency that participates in the program to:
21 • adopt a written participation policy; and
22 • determine whether an employee of the agency may participate in the program based on
workplace considerations;
- 21 ▶ authorizes the division to adopt rules {~~for the program and to adopt agency-specific rules when~~
~~required by~~} to administer the {~~department or a participating agency; and~~} program;
- 25 ▶ adds a July 1, 2029 repeal date, subject to review by a legislative interim committee; and
23 ▶ makes technical and conforming changes.

27 Money Appropriated in this Bill:

28 None

29 Other Special Clauses:

30 This bill provides a special effective date.

31 Utah Code Sections Affected:

32 AMENDS:

33 **63A-17-806** , as last amended by Laws of Utah 2025, Chapter 494

34 **63I-1-263** , as last amended by Laws of Utah 2025, Chapters 391, 512

35 **63I-2-263** , as last amended by Laws of Utah 2025, Chapters 182, 273 and 277

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

37 Section 1. Section **63A-17-806** is amended to read:

38 **63A-17-806. Definitions -- Infant at Work Program -- Administration.**

36 (1) As used in this section:

37 (a) "Agency head" means the individual who serves as the chief executive officer or chief
administrative officer of an executive branch agency.

39 {~~(b) "Department" means the Department of Health and Human Services.~~}

40 (c){~~(b)~~} "Eligible employee" means an employee who has been employed by [the-{f} Department of
Health and Human Services] {~~department or~~} a participating agency for a minimum of:

43 (i) 12 consecutive months; and

SB0258 compared with SB0258S02

- 44 (ii) 1,250 hours, excluding paid time off during the 12-month period immediately preceding the day on
which the employee applies for participation in the program.
- 46 ~~{(d)}~~ }
- 48 (c) "Executive branch agency" means any department, agency, office, or other administrative unit of the
state executive branch with authority to employ personnel.
- 50 ~~[(b)] (d) {"Executive branch agency" means an agency, office, or other administrative unit of the state
executive branch with authority to employ personnel.}~~
- 48 ~~{(ii)}~~ {"Executive branch agency" does not include:}
- 49 ~~{(A)}~~ {the department;}
- 50 ~~{(B)}~~ {the State Board of Education;}
- 51 ~~{(C)}~~ {the Utah Board of Higher Education;}
- 52 ~~{(D)}~~ {an institution of higher education;}
- 53 ~~{(E)}~~ {the Office of the Attorney General;}
- 54 ~~{(F)}~~ {the Office of the State Auditor;}
- 55 ~~{(G)}~~ {the Office of the State Treasurer; or}
- 56 ~~{(H)}~~ {an independent entity as defined in Section 63E-1-102.}
- 57 ~~[(b)] (e)~~ "Infant" means a baby that is at least six weeks [of age] old and no more than six months ~~[of
age]~~ old.
- 59 ~~[(e)] (f)~~ ~~{(e)}~~ "Parent" means:
- 60 (i) a biological or adoptive parent of an infant; or
- 61 (ii) an individual who has an infant placed in the individual's foster care by the Division of Child and
Family Services.
- 63 ~~(g)~~ ~~{(f)}~~ "Participating agency" means an executive branch agency that participates in the program.
- 65 ~~[(d)] (h)~~ ~~{(g)}~~ "Program" means the Infant at Work [Pilot]Program established in this section.
- 66 (2) There is created the Infant at Work [Pilot]Program for eligible employees.
- 67 (3) ~~The {department participates in the program}~~ Department of Health and Human Services is a
participating agency under this section.
- 68 (4)
- (a) An executive branch agency may elect to participate in the program by submitting written notice to
the division by the agency head.
- 70 (b) An executive branch agency's participation in the program under Subsection (4)(a) is subject to:

SB0258 compared with SB0258S02

- 72 (i) approval by the division; and
- 73 (ii) compliance with this section and rules made by the division under Subsection ~~{(10)}~~ (11).
- 74 ~~[(3)]~~ (5) The program shall:
- 75 (a) allow an eligible employee to bring the eligible employee's infant to work ~~[subject to the provisions~~
76 ~~of]~~ in accordance with this section; and
- 77 (b) be administered by the division ~~{:}~~ ; and]
- 78 ~~{(e)}~~ ;
- 73 ~~[(e)]~~ (e) be implemented for a minimum of one year.]
- 79 ~~[(4)]~~ (6) The division shall establish an application process for ~~[eligible employees of the Department of~~
80 ~~Health and Human Services]~~ an eligible employee of {the department or} a participating agency to
81 apply to the program that includes:
- 82 ~~[(a)]~~ (a) a process for evaluating whether an eligible employee's work environment is appropriate for an
83 ~~infant;~~ ;
- 84 ~~[(b)]~~ (a) guidelines for infant health and safety; and
- 85 ~~[(e)]~~ (b) guidelines regarding an eligible employee's initial and ongoing participation in the program.
- 82 (7)
- 83 (a) A participating agency shall determine whether an eligible employee who applies to the program
84 under Subsection (6) may participate in the program based on:
- 84 (i) the eligible employee's work environment; and
- 85 (ii) the participating agency's operational needs.
- 87 ~~[(5)]~~ (7) ~~{(b)}~~ If ~~[the division approves {f} the]~~ a participating agency approves an eligible employee for
88 participation in the program, the eligible employee shall have the sole responsibility for the care and
89 safety of the infant at the workplace.
- 90 ~~[(6)]~~ (8) The division may not require ~~[the {f} Department of Health and Human Services]~~ {department
91 or} a participating agency to designate or set aside space for an eligible employee's infant other
92 than the eligible employee's existing work space.
- 93 (9) The division may withdraw or revoke a participating agency's approval to participate in the program
94 if the division determines that the participating agency:
- 95 (a) {the participating agency} is not in compliance with this section or rules made by the division under
96 Subsection ~~{(10)}~~ (11); or
- 97 {(b) {the participating agency's participation in the program is detrimental to:} }

SB0258 compared with SB0258S02

- 98 (i){(b)} participates in a manner that is detrimental to the effective administration of the program{;}.
98 (10)
- (a) A participating agency shall, in consultation with the division, adopt a written policy consistent with this section that provides guidance to eligible employees who seek to participate in the program.
- 101 (b) A policy adopted under Subsection (10)(a) shall:
- 102 (i) be approved by the division;
- 103 (ii) incorporate the application process established by the division under Subsection (6);
- 105 (iii) describe the criteria the participating agency will use in making an approval determination under Subsection (7);
- 107 (iv) provide for revocation of an eligible employee's approval if participation in the program becomes detrimental to the work environment or business operations;
- 109 (v) provide that an eligible employee may request temporary telework or remote work in connection with participation in the program, subject to the approval and operational needs of the participating agency; and
- 112 (vi) establish general participation requirements with which an employee who brings an infant to the workplace, and any alternate care provider, shall comply. including requirements relating to:
- 99 (ii){(A)} infant health {or} and safety; {or} and
- 100 {(iii) {the participating agency's work environment.}}
- 116 (B) an eligible employee's initial and ongoing participating in the program.
- 101 (10){(11)} In accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking Act, the division{;} may make rules necessary to administer the program.
- 119 [(7)
- 103 {(a)} {in consultation with the department, shall make rules that the department determines are necessary to establish and administer the program;}
- {in consultation with a participating agency, shall make rules the participating agency determines are necessary to establish and administer the program for the participating agency's workplace; and }
- 108 {(c)} {may make rules that apply uniformly to the department and participating agencies, including rules that apply in the absence of a determination under Subsection (10)(a) or (b).}
- 111 {(7)} The division, in consultation with the Department of Health and Human Services, shall make rules that the department determines necessary to establish the program in accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking Act.]

SB0258 compared with SB0258S02

- 122 Section 2. Section 63I-1-263 is amended to read:
123 **63I-1-263. Repeal dates: Titles 63A to 63O.**
- 124 (1) Section 63A-17-806, Definitions -- Infant at Work Program -- Administration, is repealed July 1,
2029.
- 126 (2) Title 63C, Chapter 4a, Constitutional and Federalism Defense Act, is repealed July 1, 2028.
- 128 [(2)] (3) Title 63C, Chapter 18, Behavioral Health Crisis Response Committee, is repealed December
31, 2026.
- 130 [(3)] (4) Title 63C, Chapter 25, State Finance Review Commission, is repealed July 1, 2027.
- 131 [(4)] (5) Title 63C, Chapter 27, Cybersecurity Commission, is repealed July 1, 2032.
- 132 [(5)] (6) Title 63C, Chapter 28, Ethnic Studies Commission, is repealed July 1, 2026.
- 133 [(6)] (7) Title 63C, Chapter 31, State Employee Benefits Advisory Commission, is repealed July 1,
2028.
- 135 [(7)] (8) Section 63G-6a-805, Purchase from community rehabilitation programs, is repealed July 1,
2026.
- 137 [(8)] (9) Title 63G, Chapter 21, Agreements to Provide State Services, is repealed July 1, 2028.
- 139 [(9)] (10) Title 63H, Chapter 4, Heber Valley Historic Railroad Authority, is repealed July 1, 2029.
- 141 [(10)] (11) Subsection 63J-1-602.2(16), related to the Communication Habits to reduce Adolescent
Threats (CHAT) Pilot Program, is repealed July 1, 2029.
- 143 [(11)] (12) Subsection 63J-1-602.2(26), regarding the Utah Seismic Safety Commission, is repealed
January 1, 2025.
- 145 [(12)] (13) Section 63L-11-204, Canyon resource management plan, is repealed July 1, 2027.
- 146 [(13)] (14) Title 63L, Chapter 11, Part 4, Resource Development Coordinating Committee, is repealed
July 1, 2027.
- 148 [(14)] (15) Title 63M, Chapter 7, Part 7, Domestic Violence Offender Treatment Board, is repealed July
1, 2027.
- 150 [(15)] (16) Section 63M-7-902, Creation -- Membership -- Terms -- Vacancies -- Expenses, is repealed
July 1, 2029.
- 152 [(16)] (17) Title 63M, Chapter 11, Utah Commission on Aging, is repealed July 1, 2026.
- 153 [(17)] (18) Title 63N, Chapter 2, Part 2, Enterprise Zone Act, is repealed July 1, 2028.
- 154 [(18)] (19) Subsection 63N-2-511(1)(b), regarding the Board of Tourism Development, is repealed July
1, 2030.

SB0258 compared with SB0258S02

- 156 [(19)] (20) Section 63N-2-512, Hotel Impact Mitigation Fund, is repealed July 1, 2028.
- 157 [(20)] (21) Title 63N, Chapter 3, Part 9, Strategic Innovation Grant Pilot Program, is repealed July 1, 2027.
- 159 [(21)] (22) Title 63N, Chapter 3, Part 11, Manufacturing Modernization Grant Program, is repealed July 1, 2028.
- 161 [(22)] (23) Title 63N, Chapter 4, Part 4, Rural Employment Expansion Program, is repealed July 1, 2028.
- 163 [(23)] (24) Section 63N-4-804, Rural Opportunity Advisory Committee, is repealed July 1, 2027.
- 165 [(24)] (25) Subsection 63N-4-805(5)(b), regarding the Rural Employment Expansion Program, is repealed July 1, 2028.
- 167 [(25)] (26) Subsection 63N-7-101(1), regarding the Board of Tourism Development, is repealed July 1, 2030.
- 169 [(26)] (27) Subsection 63N-7-102(3)(c), regarding a requirement for the Utah Office of Tourism to receive approval from the Board of Tourism Development, is repealed July 1, 2030.
- 172 [(27)] (28) Title 63N, Chapter 7, Part 2, Board of Tourism Development, is repealed July 1, 2030.
- 174 Section 3. Section **63I-2-263** is amended to read:
- 175 **63I-2-263. Repeal dates: Titles 63A through 63O.**
- 116 [(1) Title 63A, Chapter 2, Part 5, Educational Interpretation and Translation Services Procurement Advisory Council is repealed July 1, 2025.]
- 118 [(2)] (1) Section 63A-5b-807, Eminent domain of unincorporated city owned land, is repealed January 1, 2027.
- 120 [(3) Section 63A-17-806, Definitions -- Infant at Work Pilot Program -- Administration -- Report, is repealed June 30, 2026.]
- 122 [(4) Section 63C-1-103, Appointment and terms of boards, committees, councils, and commissions transitioning on October 1, 2024, or December 31, 2024, is repealed July 1, 2025.]
- 125 [(5) Section 63C-1-104, Appointment and terms of boards transitioning on October 1, 2024, is repealed January 1, 2025.]
- 127 [(6) Subsection 63G-6a-802(1)(e), regarding a procurement for a presidential debate, is repealed January 1, 2025.]
- 129 [(7) Subsection 63G-6a-802(3)(b)(iii), regarding a procurement for a presidential debate, is repealed January 1, 2025.]

SB0258 compared with SB0258S02

- 131 [(8)] (2) Subsection 63H-7a-403(2)(b), regarding the charge to maintain the public safety
communications network, is repealed July 1, 2033.
- 133 [(9)] (3) Subsection 63J-1-602.2(30), regarding funding the Enterprise Zone Act, is repealed December
31, 2026.
- 135 [(10)] (4) Subsection 63J-1-602.2(46), regarding appropriations to the State Tax Commission for
deferral reimbursements, is repealed July 1, 2027.
- 137 [(11) Section 63M-7-221, Expungement working group, is repealed April 30, 2025.]
- 138 [(12)] (5) Title 63N, Chapter 2, Part 2, Enterprise Zone Act, is repealed December 31, 2026.
- 199 Section 4. **Effective date.**
Effective Date.
This bill takes effect on {~~May 6.~~ July 1, 2026.

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