

Substance Use Rehabilitation Amendments

2026 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Jen Plumb

House Sponsor:

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 establish, in consultation with the the Department of Workforce Services, a certification program for employers to be certified as a recovery ready workplace;
 - if the department establishes a recovery ready workplace certification program, requires the department to establish an application process and criteria;
 - grants the department rulemaking authority; and
 - defines terms.

Money Appropriated in this Bill:

None

Other Special Clauses:

None

Utah Code Sections Affected:

ENACTS:

26B-7-126, Utah Code Annotated 1953

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

Section 1. Section **26B-7-126** is enacted to read:

26B-7-126 . Recovery ready workplace program.

(1) As used in this section:

(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.

(b) "Employer" means a person who has one or more employees employed in the same

31 business, or in or about the same establishment, under any contract of hire, express or
32 implied, oral or written.

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

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

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

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

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

44 (3) If the department establishes a recovery ready workplace certification program, the
45 department shall establish:

46 (a) a process through which an employer may apply to be certified as a recovery ready
47 workplace.

48 (b) criteria for an employer to be certified as a recovery ready workplace, which may
49 include requiring the employer to:

50 (i) establish a program to:

51 (A) prevent employees' exposure to workplace factors that could cause or
52 perpetuate a substance use disorder;

53 (B) lower barriers to an employee seeking or receiving care for substance use
54 disorder and maintaining recovery from substance use disorder;

55 (C) educate the employer's employees, including supervisors, on issues related to
56 substance use disorder; and

57 (D) reduce stigma surrounding substance use disorder;

58 (ii) collaborate with employees in establishing the program described in Subsection
59 (3)(b)(i);

60 (iii) make opiate antagonist available at the workplace;

61 (iv) provide resources and information to employees related to substance use disorder;

62 (v) implement policies and practices that promote and support employee health,
63 wellness, and work-life balance; and

64 (vi) 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
66 Administrative Rulemaking Act, to implement this section.

67 **Section 2. Effective Date.**

68 This bill takes effect on May 6, 2026.