

Jen Plumb proposes the following substitute bill:

1 Substance Use Rehabilitation Amendments

2026 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Jen Plumb

House Sponsor:

3 LONG TITLE

4 General Description:

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

7 Highlighted Provisions:

8 This bill:

- 9 ▶ authorizes the Department of Health and Human Services (department) to:
 - 10 • establish, in consultation with the the Department of Workforce Services, a
 - 11 certification program for employers to be certified as a recovery ready workplace
 - 12 (program); and
 - 13 • seek federal sources of funding to establish the program;
 - 14 ▶ if the department establishes the program, requires the department to establish an
 - 15 application process and criteria;
 - 16 ▶ grants the department rulemaking authority; and
 - 17 ▶ defines terms.

18 Money Appropriated in this Bill:

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 **26B-7-126** 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
31 under a contract of hire, written or oral, express or implied.
- 32 (b) "Employer" means a person who has one or more employees employed in the same
33 business, or in or about the same establishment, under any contract of hire, express or
34 implied, oral or written.
- 35 (c) "Opiate antagonist" means the same as that term is defined in Section 26B-4-501.
- 36 (d) "Recovery ready workplace certification program" means the program that the
37 department may establish under Subsection (2), through which an employer may be
38 certified as a recovery ready workplace.
- 39 (e) "Recovery ready workplace" means an employer that has completed the requirements
40 established by the department under this section to be certified.
- 41 (f) "Substance use disorder" means the recurrent use of alcohol or drugs that causes
42 clinically significant impairment, including health problems, disability, or failure to
43 meet major responsibilities at work, school, or home.

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

46 (3) If the department establishes a recovery ready workplace certification program, the
47 department shall:

- 48 (a) seek federal sources of funding for the recovery ready workplace certification
49 program; and
- 50 (b) establish:
 - 51 (i) a process through which an employer may apply to be certified as a recovery
52 ready workplace; and
 - 53 (ii) criteria for an employer to be certified as a recovery ready workplace, which may
54 include requiring the employer to:
 - 55 (A) establish a program to:
 - 56 (I) prevent employees' exposure to workplace factors that could cause or
57 perpetuate a substance use disorder;
 - 58 (II) lower barriers to an employee seeking or receiving care for substance use
59 disorder and maintaining recovery from substance use disorder;
 - 60 (III) educate the employer's employees, including supervisors, on issues related
61 to substance use disorder; and
 - 62 (IV) reduce stigma surrounding substance use disorder;

63 (B) collaborate with employees in establishing the program described in Subs
64 ection (3)(b)(ii)(A);
65 (C) make opiate antagonist available at the workplace;
66 (D) provide resources and information to employees related to substance use
67 disorder;
68 (E) implement policies and practices that promote and support employee health,
69 wellness, and work-life balance; and
70 (F) implement policies and practices that support employees who seek treatment.

71 (4) The department may make rules in accordance with Title 63G, Chapter 3, Utah
72 Administrative Rulemaking Act, to implement this section.

73 **Section 2. Effective Date.**

74 This bill takes effect on May 6, 2026.