MINUTES OF THE
HOUSE ECONOMIC DEVELOPMENT AND WORKFORCE SERVICES
STANDING COMMITTEE
Monday, February 13, 2017 • 9:00 a.m. • 20 House Building

Members Present:
Rep. Rebecca P. Edwards, Chair
Rep. John R. Westwood, Vice Chair
Rep. Carl R. Albrecht
Rep. LaVar Christensen
Rep. A. Cory Maloy
Rep. Carol Spackman Moss
Rep. Angela Romero

Staff Present:
Mr. Ryan M. Hunter, Policy Analyst
Mr. Steve Benard, Committee Secretary

Rep. Scott D. Sandall
Rep. Christine F. Watkins
Rep. Mike Winder

Note: A list of others present, a copy of related materials, and an audio recording of the meeting can be found at le.utah.gov.

Vice Chair Westwood called the meeting to order at 9:01 a.m.

MOTION: Rep. Watkins moved to approve the minutes of February 8. The motion passed with a vote of 6-0-4.

Yeas: Nays: Abs:
Rep. C. Albrecht Rep. C. Moss
Rep. C. Watkins
Rep. J. Westwood

1. H.B. 242 Family and Medical Leave Amendments (Pitcher, D.)

Rep. Dixon M. Pitcher presented the bill with assistance from Ms. Stephanie Pitcher.

Ms. Abby Osborne, Salt Lake Chamber, spoke to the bill.
Ms. Nadia Bowman spoke in favor of the bill.
Mr. Connor Benjamin spoke in opposition to the bill.
Ms. Erin Jemison, YWCA Utah, spoke in favor of the bill.
Mr. David Davis, Utah Retail Merchants Association, spoke in opposition to the bill.
Dr. Claudia Geist, University of Utah, spoke in favor of the bill.

1. Page 1, Lines 13 through 14:
   - provides that a state-eligible employer is subject to __certain__ provisions of the Family and Medical Leave Act; and

2. Page 2, Lines 37 through 38:
   - (2) "FMLA" means the Family and Medical Leave Act, 29 U.S.C. Sec. 2601, et seq.
   - (3) "FMLA leave" means the type of leave to which an eligible employee is entitled under the FMLA.
   - (4) "State-eligible employer" means a public or private person who employs at least

3. Page 2, Lines 43 through 44:
   - Subsection __4__ (a) to an employee of the person described in Subsection __4__ (a); and
   - (ii) any successor in interest of a person described in Subsection __4__ (a).

4. Page 2, Lines 48 through 50:
   - (1) Except as provided in Subsection (2), the provisions of the FMLA apply to each state-eligible employer as if the state-eligible employer were an employer as defined in 29 U.S.C. Sec. 2611.
   - (2) (a) For a state-eligible employer with no more than 39 employees, each eligible employee is entitled to six workweeks of FMLA leave during any 12-month period.
   - (b) For a state-eligible employer with at least 40 and no more than 49 employees, each eligible employee is entitled to nine workweeks of FMLA leave during any 12-month period.

5. Page 2, Line 54:
   - employer for a violation of __this section or__ the FMLA in accordance with the provisions of the FMLA.
Rep. Sandall's motion to amend passed with a vote of 10-0-0.

Yeas:  Nays:  Abs:

Rep. C. Albrecht  
Rep. L. Christensen  
Rep. R. Edwards  
Rep. A. Maloy  
Rep. C. Moss  
Rep. A. Romero  
Rep. S. Sandall  
Rep. C. Watkins  
Rep. J. Westwood  
Rep. M. Winder

**MOTION:** Rep. Sandall moved to hold H.B. 242. The motion passed with a vote of 7-3-0.

Yeas:  Nays:  Abs:

Rep. C. Albrecht  
Rep. L. Christensen  
Rep. A. Maloy  
Rep. S. Sandall  
Rep. C. Watkins  
Rep. J. Westwood  
Rep. M. Winder  
Rep. R. Edwards  
Rep. C. Moss  
Rep. A. Romero

**MOTION:** Rep. Winder moved to adjourn. The motion passed with a vote of 10-0-0.

Yeas:  Nays:  Abs:

Rep. C. Albrecht  
Rep. L. Christensen  
Rep. R. Edwards  
Rep. A. Maloy  
Rep. C. Moss  
Rep. A. Romero  
Rep. S. Sandall  
Rep. C. Watkins  
Rep. J. Westwood  
Rep. M. Winder
Vice Chair Westwood adjourned the meeting at 9:55 a.m.

Rep. Rebecca P. Edwards, Chair