



UTAH HOUSE OF REPRESENTATIVES

Representative Neil Walter | House District 74

Short Title: HB 73 Public Employee Retaliatory Action Amendments

Summary: This bill increases the list of actions prohibited by employers against employees who report waste, fraud, or violations of law. Employers now cannot take retaliatory action by using the licensing process as a tool for intimidation or punishment against said employees. This bill would be implemented on May 6, 2026.

Background

Under the Utah Protection of Public Employees (Whistleblower Act), employers cannot take retaliatory actions against employees who in good faith reports

- the waste or misuse of public funds, property, or manpower;
- a violation or suspected violation of a law, rule, or regulation adopted under the law of this state, a political subdivision of this state, or any recognized entity of the United States; or
- as it relates to a state government employer:
 - o gross mismanagement
 - o abuse of authority
 - o unethical conduct

Key Policy Changes

- This bill would add the following section to the list of retaliatory actions employers cannot take against employees for reporting governmental waste or violations of law in **Utah Code Section 67-19a-101**
 - o *“make a complaint against the employee to a person that licenses the employee to practice a profession or perform other types of work; or”*