



THE
POLICY
PROJECT

House Bill 329 State Employee Maternity & Leave Amendments

SPONSORS: REP ARIEL DEFAY
& SEN MICHAEL MCKELL



The Problem

Maternity Leave

-  Utah provides six weeks of paid leave for new mothers, which research shows is insufficient.
-  Shorter leave increases health risks for mothers and disrupts early bonding essential to child development.
-  At the same time, infant care is the most expensive and burdensome child care cost for Utah families.

Pumping Breast Milk in Public

-  Utah law protects public breastfeeding, but does not explicitly protect public pumping.
-  This legal gap creates uncertainty for nursing moms when outside the workplace.

The Solution

State Employee Maternity Leave

Extend paid maternity leave for state employees **from six weeks to 12 weeks** and extend coverage to include the adoption and fostering of children under age 6.

Postpartum	12 weeks (3 parental, 9 postpartum)
Adoptive	12 weeks (3 parental, 9 adoptive)
Foster	6 weeks (3 parental, 3 foster)

Teacher Maternity Leave

Launch a pilot to allow Local Education Agencies to offer up to 12 weeks of paid maternity leave.

Pumping Breast Milk in Public

Amend existing law to explicitly **allow pumping breast milk** in any public space where breastfeeding is permitted.

Funding Needed



STATE EMPLOYEE LEAVE

No additional funding needed, as existing department budgets would absorb the cost.



TEACHER LEAVE PILOT

One-time \$3M funded through a district reimbursement pool. This would cost the state \$1M per year from the Education Stabilization Fund.

The Potential Impact

70%

less turnover among working mothers with 12 weeks of paid leave

Improves maternal and infant health

Strengthens family economic stability

Supports healthy child development

STORIES FROM ACROSS THE STATE

