



# House Bill 329 State Employee Maternity & Leave Amendments

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# Benefits of Paid Maternity Leave

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Improves maternal  
and infant health



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Strengthens family  
economic stability



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Supports healthy  
child development

# Support for LEAs

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



Allocate a **one-time \$3M** from the Education Stabilization Fund to support the Optional Paid Leave Reimbursement Program over three fiscal years



Assess **utilization rates and collect data** on costs and benefits

# Bolster the Workforce

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**47%** of Utah educators leave within their first five years of teaching

**70%** less turnover among working mothers with 12 weeks of paid leave



“What surprised me most wasn’t just how hard postpartum recovery was mentally and physically — it was discovering how hard our system makes it for working mothers. I learned that maternity leave didn’t really exist for educators like me. Instead, it’s treated as a short-term disability. The six weeks provided ended before my first postpartum appointment, and I was required to use all of my sick and personal days.”

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## **Cami Player**

Third Grade Teacher in Logan, Utah