



# House Bill 329 State Employee Maternity & Leave Amendments

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# The Problem

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## 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

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## State Employee Maternity Leave

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

Postpartum	9 weeks (3 parental, 6 postpartum)
Adoptive	9 weeks (3 parental, 6 adoptive)
Foster	4 weeks (intermittent use)

## Pumping Breast Milk in Public

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

# The Potential Impact

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

# STORIES FROM ACROSS THE STATE



UTAH  
FAMILY

Will Utah  
invest in its  
future?  
↓↓↓

Family  
in the  
Heart  
of the  
State

AN EVEN  
BETTER UTAH  
FAMILIES

UTAH  
FAMILY

Family  
in the  
Heart  
of the  
State

Utah  
PARENTS LEAVING CAREERS  
\$1B loss in  
Invest Time to Change  
\$1M → \$0-\$9M  
Win and Gains  
PROGRESS INDIVIDUALLY IMPROVES ECONOMY

Family  
in the  
Heart  
of the  
State

RAISE KIDS  
NOT COSTS

FOCUSED ON FAMILIES

FOCUSED ON FAMILIES

BOOST FAMILY  
AFFORDABILITY

Where there  
is  
FAMILY  
there is  
LOVE  
-BUTLER

I love my  
family!

BOOST FAMILY  
AFFORDABILITY

AN EVEN  
BETTER UTAH  
FOR FAMILIES

BOOST FAMILY  
AFFORDABILITY

RAISE KIDS  
NOT COSTS

RAISE KIDS  
NOT COSTS

UTAH  
FAMILY

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FOCUSED ON FAMILIES

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