

1 **STATE EMPLOYEE LEAVE POLICY AMENDMENTS**

2 2018 GENERAL SESSION

3 STATE OF UTAH

4 **Chief Sponsor: Norman K. Thurston**

5 Senate Sponsor: Margaret Dayton

7 **LONG TITLE**

8 **General Description:**

9 This bill broadens the scope of paid leave that is available to state employees for certain
10 disaster relief services.

11 **Highlighted Provisions:**

12 This bill:

13 ▶ allows certain state employees to take paid leave to provide certain volunteer
14 disaster relief services in connection with any disaster relief organization.

15 **Money Appropriated in this Bill:**

16 None

17 **Other Special Clauses:**

18 None

19 **Utah Code Sections Affected:**

20 AMENDS:

21 **34-43-103**, as enacted by Laws of Utah 1998, Chapter 186

23 *Be it enacted by the Legislature of the state of Utah:*

24 Section 1. Section **34-43-103** is amended to read:

25 **34-43-103. Leave of absence -- Request for leave -- Approval by agency.**

26 (1) An employee of a state agency who is a certified disaster service volunteer may be
27 granted leave from work with pay for an aggregate of up to 15 work days, consecutively or
28 nonconsecutively, in any 12-month period to participate in disaster relief services for [~~the~~
29 ~~American Red Cross~~] a disaster relief organization in connection with any disaster, upon the

30 ~~[request of the American Red Cross for such]~~ disaster relief organization's request for the
31 employee's services.

32 (2) An employee of a state agency requesting leave under this chapter shall file a
33 written request with the employing state agency which includes:

34 (a) the anticipated duration of the leave of absence;

35 (b) the type of service the employee is to provide on behalf of the ~~[American Red~~
36 ~~Cross]~~ disaster relief organization described in Subsection (1);

37 (c) the nature and location of the disaster where the employee's services will be
38 provided; and

39 (d) a copy of the written request for the employee's services from an official of the
40 ~~[American Red Cross]~~ disaster relief organization.

41 (3) Nothing contained in this chapter shall be construed to require any state agency to
42 grant a public employee's request for voluntary disaster service leave if the employing state
43 agency determines that the grant of leave would pose a hardship on the employing state agency.