

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 **Committee Note:**

9 The Government Operations Interim Committee recommended this bill.

10 **General Description:**

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

13 **Highlighted Provisions:**

14 This bill:

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

17 **Money Appropriated in this Bill:**

18 None

19 **Other Special Clauses:**

20 None

21 **Utah Code Sections Affected:**

22 AMENDS:

23 **34-43-103**, as enacted by Laws of Utah 1998, Chapter 186

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

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

27 **34-43-103. Leave of absence -- Request for leave -- Approval by agency.**



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

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

- 36 (a) the anticipated duration of the leave of absence;
- 37 (b) the type of service the employee is to provide on behalf of the ~~[American Red~~
38 ~~Cross]~~ disaster relief organization described in Subsection (1);

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

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

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

Legislative Review Note
Office of Legislative Research and General Counsel