HB0264S02 compared with HB0264S01

{deleted text} shows text that was in HB0264S01 but was deleted in HB0264S02.

inserted text shows text that was not in HB0264S01 but was inserted into HB0264S02.

DISCLAIMER: This document is provided to assist you in your comparison of the two bills. Sometimes this automated comparison will NOT be completely accurate. Therefore, you need to read the actual bills. This automatically generated document could contain inaccuracies caused by: limitations of the compare program; bad input data; or other causes.

Representative **Stephanie Pitcher** proposes the following substitute bill:

INFANT AT WORK PILOT PROGRAM
2020 GENERAL SESSION
STATE OF UTAH
Chief Sponsor: Stephanie Pitcher
Senate Sponsor: Deidre M. Henderson

LONG TITLE

General Description:

> This bill establishes the Infant at Work Pilot Program for eligible employees of the Department of Health.

Highlighted Provisions:

> This bill:

- ▸ establishes definitions for the Infant at Work Pilot Program;
- ▸ creates the Infant at Work Pilot Program for eligible employees to bring their infants to work;
- ▸ establishes an application process through the Department of Human Resource Management (department) for eligible employees of the Department of Health to apply;
- ▸ creates an evaluation process for the department to determine if an eligible

employee may participate in the program; and

▸   grants rulemaking authority to the department.

Money Appropriated in this Bill:

None

Other Special Clauses:

{~~   None}~~ This bill provides a special effective date.

Utah Code Sections Affected:

ENACTS:

67-19-45, Utah Code Annotated 1953

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

Section 1. Section **67-19-45** is enacted to read:

67-19-45. Definitions -- Infant at Work Pilot Program -- Administration.

(1) As used in this section:

(a) "Eligible employee" means an employee who has been employed by the Department of Health for a minimum of:

(i) 12 consecutive months; and

(ii) 1,250 hours, excluding paid time off during the 12-month period immediately preceding the day on which the employee applies for participation in the program.

(b) "Infant" means a baby that is at least six weeks of age and no more than six months of age.

(c) "Parent" means:

(i) a biological or adoptive parent of an infant; or

(ii) an individual who has an infant placed in the individual's foster care by the Division of Child and Family Services.

(d) "Program" means the Infant at Work Pilot Program established in this section.

(2) There is created the Infant at Work Pilot Program for eligible employees.

(3) {~~(a)~~} The program shall:

({~~(i)~~}a) allow an eligible employee to bring the eligible employee's infant to work subject to the provisions of this section;{~~ and~~}

({~~(ii)~~}b) be administered by the department{~~.~~}; and

(c) be implemented for a minimum of one year.

(4) {(a) }The department shall establish an application process for eligible employees of the Department of Health to apply to the program{, which shall include} that includes:

(a) a process for evaluating whether an eligible employee's work environment is appropriate for an infant;

(b) guidelines for infant health and safety; and

(c) guidelines regarding an eligible employee's initial and ongoing participation in the program.

(5) If the department approves the eligible employee for participation in the program, the eligible employee shall have the sole responsibility for the care and safety of the infant at the workplace.

(6) The department may not require the Department of Health to designate or set aside space for an eligible employee's infant other than the eligible employee's existing work space.

(7) The department, in consultation with Department of Health, shall adopt rules that the department determines necessary to establish the program in accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking Act.

Section 2. **Effective date.**

This bill takes effect on November 2, 2020.