

## HB0264S03 compared with HB0264S02

~~deleted text~~ shows text that was in HB0264S02 but was deleted in HB0264S03.

inserted text shows text that was not in HB0264S02 but was inserted into HB0264S03.

**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

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#### 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

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employee may participate in the program;~~{and}~~

- ▶ grants rulemaking authority to the department~~{;}~~;
- ▶ requires the department to submit a report to the Business and Labor Interim Committee; and
- ▶ establishes a repeal date for the program.

### Money Appropriated in this Bill:

None

### Other Special Clauses:

This bill provides a special effective date.

### Utah Code Sections Affected:

#### AMENDS:

63I-2-267, as last amended by Laws of Utah 2013, Chapter 278

#### ENACTS:

**67-19-45**, Utah Code Annotated 1953

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

Section 1. Section 63I-2-267 is amended to read:

**63I-2-267. Repeal dates -- Title 67.**

Section 67-19-45 is repealed June 30, 2023.

Section ~~{1}~~2. Section **67-19-45** is enacted to read:

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

(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

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(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) The program shall:

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

(b) be administered by the department; and

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

(4) The department shall establish an application process for eligible employees of the Department of Health to apply to the program 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.

(8) By June 30, 2022, the department, in consultation with the Department of Health, shall submit a written report to the Business and Labor Interim Committee that describes the efficacy of the program, including any recommendations for additional legislative action.

Section ~~2~~3. **Effective date.**

This bill takes effect on November 2, 2020.