

150 (8) During the time an eligible employee uses postpartum recovery leave under this
 151 section, the eligible employee shall continue to receive all employment related benefits and
 152 payments at the same level that the eligible employee received immediately before beginning
 153 the postpartum leave, provided that the eligible employee pays any required employee
 154 contributions.

155 (9) A state employer may not:

156 (a) interfere with or otherwise restrain an eligible employee from using postpartum
 157 recovery leave in accordance with this section; or

158 (b) take retaliatory action against an eligible employee for using postpartum recovery
 159 leave in accordance with this section.

160 (10) A state employer shall provide each employee written information regarding an
 161 eligible employee's right to use postpartum recovery leave under this section.

162 (11) In accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking Act,
 163 the department shall, by July 1, 2020, make rules for the use and administration of and
 164 postpartum recovery leave under this section, including a schedule that provides paid or
 165 postpartum recovery leave for an eligible employee who is part-time or who works in excess of
 166 a 40-hour work week on a pro rata basis.

167 Section 3. **Appropriation.**

168 The following sums of money are appropriated for the fiscal year beginning July 1,
 169 2020, and ending June 30, 2021. These are additions to amounts previously appropriated for
 170 fiscal year 2021. Under the terms and conditions of Title 63J, Chapter 1, Budgetary Procedures
 171 Act, the Legislature appropriates the following sums of money from the funds or accounts
 172 indicated for the use and support of the government of the state of Utah.

173 ITEM 1

174 To Department of Administrative Services -- Finance

175 Mandated Postpartum Recovery Leave

176 From General Fund

\$507,000

177 Schedule of Programs:

178 Paid Postpartum Recovery Leave

\$507,000

178a **Ĥ→ The Legislature intends that the Department of Administrative Services use the**
 178b **appropriation under this item to offset incremental costs associated with hiring a replacement**
 178c **employee or the payment of overtime to a current employee due to an employee utilizing**
 178d **postpartum recovery leave under Section 67-19-14.7. Any unexpended funds remaining at the**
 178e **end of each fiscal year lapses to the General Fund. ←Ĥ**