

Representative Melissa G. Ballard proposes the following substitute bill:

**LOCAL EDUCATION AGENCY EMPLOYEE PAID
LEAVE**

2023 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Melissa G. Ballard

Senate Sponsor: _____

LONG TITLE

General Description:

This bill requires local education agencies to provide a leave sharing mechanism.

Highlighted Provisions:

This bill:

- ▶ defines terms; and
- ▶ requires local education agencies to:
 - establish certain leave policies, including the establishment of a leave sharing mechanism; and
 - provide certain notice to qualified employees.

Money Appropriated in this Bill:

None

Other Special Clauses:

This bill provides a special effective date.

Utah Code Sections Affected:

ENACTS:

53G-11-208, Utah Code Annotated 1953



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

27 Section 1. Section **53G-11-208** is enacted to read:

28 **53G-11-208. Paid leave sharing.**

29 (1) As used in this section:

30 (a) "Paid leave hours" means leave hours an LEA provides to an LEA employee who
31 accrues paid leave benefits in accordance with the LEA's leave policies.

32 (b) "Paid leave hours" includes annual, vacation, sick, paid time off, parental leave,
33 postpartum recovery leave, or any other type of leave an employee may take while still
34 receiving compensation.

35 (2) Before July 1, 2025, each LEA shall:

36 (a) develop leave policies that provide a mechanism of leave sharing:

37 (i) that is at least equivalent to a leave bank program that state agencies are authorized
38 to establish for state employees; and

39 (ii) by which employees within a school have the ability to donate any type of paid
40 leave hours to the mechanism of leave sharing for use by qualified employees within the
41 school; and

42 (iii) through which a qualified employee who has insufficient paid leave may gain
43 additional for parental leave, medical necessities, and other needs that the LEA leave sharing
44 policy identifies; and

45 (b) provide each employee written information regarding, in accordance with the LEA's
46 policies, the availability of and process for using or contributing to the LEA's leave sharing
47 mechanism described in Subsection (2)(a).

48 (3) Nothing in this section prohibits or otherwise limits an LEA's:

49 (a) coordination with another LEA to share approaches or policies designed to fulfill
50 the requirements of this section; or

51 (b) leave policy that exceeds the benefits described in this section.

52 Section 2. **Effective date.**

53 This bill takes effect on July 1, 2023.