

Senator Stephanie Pitcher proposes the following substitute bill:

INFANT AT WORK PILOT PROGRAM AMENDMENTS

2023 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Stephanie Pitcher

House Sponsor: Candice B. Pierucci

LONG TITLE

General Description:

This bill amends provisions relating to the Infant at Work Pilot Program.

Highlighted Provisions:

This bill:

- ▶ defines terms;
- ▶ subject to certain conditions, permits teleworking under the program;
- ▶ extends the sunset date of the Infant at Work Pilot Program; and
- ▶ makes technical changes.

Money Appropriated in this Bill:

None

Other Special Clauses:

None

Utah Code Sections Affected:

AMENDS:

63A-17-806, as last amended by Laws of Utah 2022, Chapter 169

63I-1-263, as last amended by Laws of Utah 2022, Chapters 23, 34, 68, 153, 218, 236,
249, 274, 296, 313, 361, 362, 417, 419, and 472

63I-2-267, as last amended by Laws of Utah 2021, Chapter 345



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

Section 1. Section **63A-17-806** is amended to read:

63A-17-806. 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 and Human Services 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.

(e) "Telework" or "teleworking" means the same as that term is defined in [Section 63A-17-111](#).

(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) allow an eligible employee, who is also telework eligible, to participate in the program while teleworking, subject to the provisions of this section;

~~(b)~~ (c) be administered by the division; and

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

(4) The division shall establish an application process for eligible employees of the Department of Health and Human Services to apply to the program that includes:

- (a) a process for evaluating whether an eligible employee's work environment is

57 appropriate for an infant;

58 (b) guidelines for infant health and safety; and

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

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

64 (6) The division may not require the Department of Health and Human Services to
65 designate or set aside space for an eligible employee's infant other than the eligible employee's
66 existing work space.

67 (7) The division, in consultation with the Department of Health and Human Services,
68 shall make rules that the department determines necessary to establish the program in
69 accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking Act.

70 (8) On or before June 30, [~~2022~~] 2025, the division, in consultation with the
71 Department of Health and Human Services, shall submit a written report to the Business and
72 Labor Interim Committee that describes the efficacy of the program, including any
73 recommendations for additional legislative action.

74 Section 2. Section **63I-1-263** is amended to read:

75 **63I-1-263. Repeal dates: Titles 63A to 63N.**

76 (1) Subsection 63A-5b-405(5), relating to prioritizing and allocating capital
77 improvement funding, is repealed July 1, 2024.

78 (2) Section 63A-5b-1003, State Facility Energy Efficiency Fund, is repealed July 1,
79 2023.

80 (3) Sections 63A-9-301 and 63A-9-302, related to the Motor Vehicle Review
81 Committee, are repealed July 1, 2023.

82 (4) Subsection 63A-17-806 is repealed June 30, 2026.

83 [~~(4)~~] (5) In relation to the Utah Transparency Advisory Board, on January 1, 2025:

84 (a) Section 63A-18-102 is repealed;

85 (b) Section 63A-18-201 is repealed; and

86 (c) Section 63A-18-202 is repealed.

87 [~~(5)~~] (6) Title 63C, Chapter 4a, Constitutional and Federalism Defense Act, is repealed

88 July 1, 2028.

89 ~~[(6)]~~ (7) Title 63C, Chapter 6, Utah Seismic Safety Commission, is repealed January 1,
90 2025.

91 ~~[(7)]~~ (8) Title 63C, Chapter 12, Snake Valley Aquifer Advisory Council, is repealed
92 July 1, 2024.

93 ~~[(8)]~~ (9) Title 63C, Chapter 17, Point of the Mountain Development Commission Act,
94 is repealed July 1, 2023.

95 ~~[(9)]~~ (10) Title 63C, Chapter 18, Behavioral Health Crisis Response Commission, is
96 repealed July 1, 2023.

97 ~~[(10)]~~ (11) Title 63C, Chapter 23, Education and Mental Health Coordinating Council,
98 is repealed July 1, 2026.

99 ~~[(11)]~~ (12) Title 63C, Chapter 27, Cybersecurity Commission, is repealed July 1, 2032.

100 ~~[(12)]~~ (13) Title 63C, Chapter 28, Ethnic Studies Commission, is repealed July 1,
101 2026.

102 ~~[(13)]~~ (14) Section [63G-6a-805](#), which creates the Purchasing from Persons with
103 Disabilities Advisory Board, is repealed July 1, 2026.

104 ~~[(14)]~~ (15) Title 63G, Chapter 21, Agreements to Provide State Services, is repealed
105 July 1, 2028.

106 ~~[(15)]~~ (16) Title 63H, Chapter 4, Heber Valley Historic Railroad Authority, is repealed
107 July 1, 2024.

108 ~~[(16)]~~ (17) Title 63H, Chapter 8, Utah Housing Corporation Act, is repealed July 1,
109 2026.

110 ~~[(17)]~~ (18) Subsection [63J-1-602.1](#)(17), relating to the Nurse Home Visiting Restricted
111 Account, is repealed July 1, 2026.

112 ~~[(18)]~~ (19) Subsection [63J-1-602.2](#)(6), referring to dedicated credits to the Utah
113 Marriage Commission, is repealed July 1, 2023.

114 ~~[(19) Subsection [63J-1-602.2](#)(7), referring to the Trip Reduction Program, is repealed
115 July 1, 2022.]~~

116 (20) Subsection [63J-1-602.2](#)(26), related to the Utah Seismic Safety Commission, is
117 repealed January 1, 2025.

118 (21) Title 63L, Chapter 11, Part 4, Resource Development Coordinating Committee, is

119 repealed July 1, 2027.

120 (22) In relation to the Utah Substance Use and Mental Health Advisory Council, on
121 January 1, 2033:

122 (a) Sections 63M-7-301, 63M-7-302, 63M-7-303, 63M-7-304, and 63M-7-306 are
123 repealed;

124 (b) Section 63M-7-305, the language that states "council" is replaced with
125 "commission";

126 (c) Subsection 63M-7-305(1)(a) is repealed and replaced with:

127 "(1) "Commission" means the Commission on Criminal and Juvenile Justice."; and

128 (d) Subsection 63M-7-305(2) is repealed and replaced with:

129 "(2) The commission shall:

130 (a) provide ongoing oversight of the implementation, functions, and evaluation of the
131 Drug-Related Offenses Reform Act; and

132 (b) coordinate the implementation of Section 77-18-104 and related provisions in
133 Subsections 77-18-103(2)(c) and (d).".

134 (23) The Crime Victim Reparations and Assistance Board, created in Section
135 63M-7-504, is repealed July 1, 2027.

136 (24) Title 63M, Chapter 11, Utah Commission on Aging, is repealed July 1, 2026.

137 (25) Title 63N, Chapter 1b, Part 4, Women in the Economy Subcommittee, is repealed
138 January 1, 2025.

139 (26) Title 63N, Chapter 2, Part 2, Enterprise Zone Act, is repealed July 1, 2028.

140 (27) Section 63N-2-512, related to the Hotel Impact Mitigation Fund, is repealed July
141 1, 2028.

142 (28) Title 63N, Chapter 3, Part 9, Strategic Innovation Grant Pilot Program, is repealed
143 July 1, 2027.

144 (29) Title 63N, Chapter 3, Part 11, Manufacturing Modernization Grant Program, is
145 repealed July 1, 2025.

146 (30) In relation to the Rural Employment Expansion Program, on July 1, 2023:

147 (a) Title 63N, Chapter 4, Part 4, Rural Employment Expansion Program, is repealed;
148 and

149 (b) Subsection 63N-4-805(5)(b), referring to the Rural Employment Expansion

150 Program, is repealed.

151 (31) In relation to the Board of Tourism Development, on July 1, 2025:

152 (a) Subsection [63N-2-511](#)(1)(b), which defines "tourism board," is repealed;

153 (b) Subsections [63N-2-511](#)(3)(a) and (5), the language that states "tourism board" is

154 repealed and replaced with "Utah Office of Tourism";

155 (c) Subsection [63N-7-101](#)(1), which defines "board," is repealed;

156 (d) Subsection [63N-7-102](#)(3)(c), which requires the Utah Office of Tourism to receive
157 approval from the Board of Tourism Development, is repealed; and

158 (e) Title 63N, Chapter 7, Part 2, Board of Tourism Development, is repealed.

159 (32) Subsection [63N-8-103](#)(3)(c), which allows the Governor's Office of Economic
160 Opportunity to issue an amount of tax credit certificates only for rural productions, is repealed
161 on July 1, 2024.

162 Section 3. Section [63I-2-267](#) is amended to read:

163 **[63I-2-267](#). Repeal dates: Title 67.**

164 [~~Section [63A-17-806](#) is repealed June 30, 2023.~~]