

26 (1) As used in this section:

27 (a) "Parental leave" means leave hours an LEA provides to a parental leave eligible
28 employee.

29 (b) "Parental leave eligible employee" means an LEA employee who accrues paid leave
30 benefits in accordance with the LEA's leave policies and is:

31 (i) a birth parent as defined in Section 78B-6-103;

32 (ii) legally adopting a minor child, unless the individual is the spouse of the
33 pre-existing parent;

34 (iii) the intended parent of a child born under a validated gestational agreement in
35 accordance with Title 78B, Chapter 15, Part 8, Gestational Agreement; or

36 (iv) appointed the legal guardian of a minor child or incapacitated adult.

37 (c) "Postpartum recovery leave" means leave hours a state employer provides to a
38 postpartum recovery leave eligible employee to recover from childbirth.

39 (d) "Postpartum recovery leave eligible employee" means an employee:

40 ~~§→ [(i) whom an LEA employs as a general education or special education teacher;~~

41 ~~— [(ii) (i) ←§ who accrues paid leave benefits in accordance with the LEA's leave policies; and~~

42 ~~§→ [(iii) (ii) ←§ who gives birth to a child.~~

43 (e) "Qualified employee" means:

44 (i) a parental leave eligible employee; or

45 (ii) a postpartum recovery leave eligible employee.

46 (f) "Retaliatory action" means to do any of the following regarding an employee:

47 (i) dismiss the employee;

48 (ii) reduce the employee's compensation;

49 (iii) fail to increase the employee's compensation by an amount to which the employee
50 is otherwise entitled to or was promised;

51 (iv) fail to promote the employee if the employee would have otherwise been
52 promoted; or

53 (v) threaten to take an action described in Subsections (1)(f)(i) through (iv).

54 (2) Beginning July 1, §→ [2027] 2025 ←§ , an LEA:

55 (a) shall develop leave policies that provide for the use and administration of parental
56 leave and postpartum recovery leave by a qualified employee under this section in a manner