



# UTAH STATE SENATE

UTAH STATE CAPITOL COMPLEX • 320 STATE CAPITOL  
P.O. BOX 145115 • SALT LAKE CITY, UTAH 84114-5115 • (801) 538-1035

February 5, 2024

Mr. President,

The Judiciary, Law Enforcement, and Criminal Justice Committee reports a favorable recommendation on **2nd Sub. H.B. 55, EMPLOYMENT CONFIDENTIALITY AMENDMENTS**, by Representative K. Birkeland, with the following amendments:

1. *Page 3, Lines 73 through 74:*

73        (b) After an employee makes an allegation of sexual harassment or sexual assault,  
      an  
74        employer of any sized-business, regardless of Subsection {~~34-A-102~~} 34A-5-102  
      = (1)(i)(D), may not retaliate:

2. *Page 3, Lines 80 through 81:*

80        employment contract that, as a condition of employment, contains a confidentiality  
      clause. =  
      **(c) An employee may, within three business days after the day on which the**  
      **employee agrees to a settlement agreement that includes a confidentiality clause**  
      **regarding sexual misconduct, withdraw from the settlement agreement.**  
81        (3) An employer who attempts to enforce a confidentiality clause in violation of this

Respectfully,

Todd Weiler  
Chair

Bill Number



HB0055S02

Action Class



S

Action Code



SCRAMD

2nd Sub. H.B. 55  
February 5, 2024 - Page 2

**Voting: 4-0-2**

*5 HB0055.SC1.wpd 2/5/24 4:11 pm ljohnson/LJ3 TM/RW*