



House of Representatives *State of Utah*

UTAH STATE CAPITOL COMPLEX • 350 STATE CAPITOL
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February 26, 2024

Mr. Speaker,

The Judiciary Committee reports a favorable recommendation on **H.B. 455**, EDUCATION INDUSTRY EMPLOYEE PRIVACY, by Representative T. Lee, with the following amendments:

1. *Page 3, Lines 60 through 64:*

60 ~~{ (5) If an LEA requires an employee to utilize required technology that the~~
~~employee~~
61 ~~reasonably finds to contain objectionable terms and conditions, the LEA shall provide~~
62 ~~reasonable accommodations to the impacted employee to avoid mandatory usage on the~~
63 ~~employee's personal device.~~
64 ~~— (6) } (5) An LEA shall provide a reasonable accommodation { under Subsection~~
~~(5) } that~~

2. *Page 3, Line 72:*

72 ~~{ (7) } (6) An LEA may not take adverse action against an employee for~~
~~exercising rights~~

3. *Page 3, Line 74:*

74 ~~{ (8) } (7) An employee may file a written complaint with the state board alleging~~
~~violations~~

4. *Page 3, Line 76:*

76 ~~{ (9) } (8) The state board shall investigate any complaint alleging violations~~
~~under this~~

Respectfully,

Jon Hawkins
Chair

Voting: 10-0-2

5 HB0455.HC1.wpd 2/26/24 4:43 pm jonadams/JOA JVH/FAR

Bill Number



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Action Class



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