

**House Economic Development and Workforce Services Committee**  
02/04/2026

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**Bill: HB 329 - State Employee Maternity and Leave Amendments**

Sponsor: Representative Defay

Floor Sponsor:

**UASD Position: Track**

This Bill modifies policies related to paid leave and maternity.

Discussion: The sponsor stated that the Bill increases postpartum recovery leave for state employees from three weeks to 12 weeks by adding an additional nine weeks of paid maternity leave. The Bill requires certain state employers to provide an additional nine weeks of paid leave to a state employee who adopts a child younger than six years old and to provide three weeks of paid leave to a state employee who fosters a child younger than six years old. The Bill provides that paid leave for adoption or foster placement runs consecutively to the three weeks of paid leave currently available to a state employee who adopts or fosters a child younger than 18 years old. The Bill also amends the Breastfeeding Protection Act to include a woman's use of a breast pump.

Representative Hansen asked whether emergency foster care placements qualify, questioned why additional leave is needed when a child has already been living in the home prior to adoption, and raised concerns about the timing of the Bill given ongoing budget cuts. The sponsor responded that they are still working on that portion of the Bill, expressed confidence in the policy, and stated they are open to making amendments if necessary. The sponsor clarified that the intent is to apply for leave at the time a child is placed in the home, not necessarily when the adoption is legally finalized, and explained that the Bill is important due to families struggling financially and the declining birth rate. Representative Fiefia asked whether the Bill includes paternity leave, to which the sponsor responded that it does not.

Representatives from the Utah Public Employees Association, the American Heart Association, the Utah Office of Families, Mormon Women for Ethical Government, Voices for Utah Children, and members of the public spoke in support of the Bill. A member of the public opposed this Bill, arguing it overstepped government boundaries.

Representative Shelley motioned to hold the Bill until a substitute is drafted and made public. The motion failed.

Yea: 6

Nay: 2

N/V: 2

**Outcome: HB 329 passed out of the Committee with a favorable recommendation.**