

Working Hard or Hardly Working: Legislative Updates in the Workplace



LAME/NERDY/ANNOYING LEGAL DISCLAIMER

(We apologize for being so formal, but we can't help it. We are lawyers.)

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SB 91: Local Gov't Officers Compensation

Sen. Chris Wilson and Rep. Paul Cutler

- **New Requirement:** Requires an independent stand-alone public hearing before a "compensation increase" for an "executive municipal officer" can be adopted in a final budget or final amended budget.
- **"Compensation increase"** means, (1) salary, (2) a budgeted bonus or budgeted incentive pay, (3) vehicle allowances; and (4) any deferred salary.
 - Does NOT include:
 - Gift cards.
 - Incentives or bonuses that are not budgeted for a specific person.
 - Etc.
- **"Executive Municipal Officer"** means :(1) City/Town Managers or CAOs; (2) Deputy City/Town Managers or CAOs; (3) City Attorney; (4) Department Heads; and (5) Deputy Department Heads.

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SB 91: Local Gov't Officers Compensation

Sen. Chris Wilson and Rep. Paul Cutler

- **Application Examples:**

- **COLA:** Compensation increase for an "executive municipal officer."

- **Promotion into an executive municipal officer position:** Not a compensation increase for an "executive municipal officer."

- **New hire into an executive municipal officer position:** Not a compensation increase for an "executive municipal officer."

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SB 91: Local Gov't Officers Compensation

Sen. Chris Wilson and Rep. Paul Cutler

- **Logistics:**
 - Hearing can occur in the same meeting as the general budget public hearing (gavel out/gavel in).
 - Hearing does not need to occur before the increase is actually implemented. Must occur before the increase is adopted in a final budget or amended final budget.
 - Bill does not require the "compensation increase" to be listed in any particular format.
- **Noticing:** Class A notice must be issued at least 7 days before the public hearing.
- **Effective May 1, 2024**

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HB 396: Workplace Discrimination Amendment

Rep. Brady Brammer and Sen. Michael Kennedy

- **Application:** Applies to all employers (not just government employers)
- **Limits Conduct:** Prohibits compelling an employee to engage in “religiously objectionable expression” that **the employee** reasonably believes would burden or offend the **employee’s sincerely held religious beliefs**.
- Definition: “Religiously objectionable expression”:
 - Expression (action or inaction) that “burdens or offends a sincerely held religious belief”

Dress and Grooming

Speech

Scheduling***

Prayer

Abstention

**Abstention relating to
healthcare**

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HB 396: Workplace Discrimination Amendment

Rep. Brady Brammer and Sen. Michael Kennedy

- **Exception to Requirement:**
 - **Undue burden:** “Substantially interfering” with an employer’s:
 - a) Core mission
 - b) Ability to conduct business in an effective or financially reasonable manner
 - c) Ability to provide training and safety instruction for the job
- **Process to Obtain Accommodation:**
 - Request that employer comply with this law and
 - Give employer reasonable opportunity to accommodate
- **Effective May 1, 2024**

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SB 150: Exercise of Religion Amendments

Sen. Todd Weiler and Rep. Jordan Teuscher

- **History Lesson:**

- **First Amendment:** “Congress shall make no law respecting an establishment of religion or prohibiting the free exercise thereof.”
- **Smith case (1990):** “Generally applicable religious-neutral criminal laws” do not violate the free exercise of religion rights of individuals – Removing the strict scrutiny
- **Religious Freedom Restoration Act (1993):** Congress “restored” the religious freedom laws (and strict scrutiny)
- **Boerne case (1997):** RFRA does not apply to states.
- **Response to Boerne:** Many states pass laws similar to RFRA to give same protections as RFRA

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SB 150: Exercise of Religion Amendments

Sen. Todd Weiler and Rep. Jordan Teuscher

- **Intended Purpose:** Now 27 years later, Legislature wants to pass their own “Mini-RFRA”
- **Prohibited Activity: Governmental entities** restricting the “free exercise of religion”
- **Free Exercise of Religion:** “The right to act or refuse to act in a manner **substantially motivated** by a **sincerely held religious belief**, regardless of whether the exercise is **compulsory** or **central to a larger system of religious belief**”
 - **Compulsory:** Prayer (5x during day); **Central:** Asked to represent city in pride parade

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SB 150: Exercise of Religion Amendments

Sen. Todd Weiler and Rep. Jordan Teuscher

- **Governmental Entity:** (short list)
 1. A city or town
 2. Any person, when acting under color of state law
 3. An employee or agent of an entity who is acting in the capacity of an employee or agent of the entity.
- **Exception to Requirement: Strict Scrutiny**
 - Essential to a compelling governmental interest **AND**
 - Least restrictive means in furthering that interest

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SB 150: Exercise of Religion Amendments

Sen. Todd Weiler and Rep. Jordan Teuscher

- **Notice Provisions by Employee:**
 - **Timing of Notice:** 60-day advance written notice
 - **Service:** City or town clerk by hand, mail, or email
 - **Contents of Notice:**
 - States that they **intend** to bring the action based on this section of code
 - Describes **what** the government action is that has or will burden the person’s free exercise of religion
 - Describes **how** the government action has or will burden the person’s free exercise of religion.
- **Exceptions to Notice Provisions:**
 - If government action is **ongoing and** notice requirements would place an “**undue hardship**” on person or **increase the harm** suffered by the person OR
 - Is **likely to occur or reoccur** before end of the 60 days
- **Penalties:** If employee prevails in court, then court must award reasonable attorneys fees and costs
- **Effective May 1, 2024**

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HB 460: Gov't Employee Conscience Protection

Rep. Michael Peterson and Sen. Todd Weiler

- **Prohibited Activity:**

1. Denying an employee's "**reasonable**" request to be relieved from performing a certain **job, duty, or function** if:

- Performing the task would conflict with the employee's **sincerely held religious beliefs or conscience**;

- Met all other requirements and timelines for the request

2. Taking **retaliatory action** for submitting a meritorious request.

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HB 460: Gov't Employee Conscience Protection

Rep. Michael Peterson and Sen. Todd Weiler

- Exceptions:
 - **Does not impose an undue hardship on the governmental entity**
 - “Substantial burden, privation, or adversity” on governmental entity that would result from granting an employee’s request to be relieved from performing a certain task when considering all relevant factors***
 - If task is part of **training or safety instructions** directly related to the employee’s employment
 - Granting the request would create a conflict with **an existing legal obligation and** the governmental entity cannot avoid the conflict
 - The employee is a **first responder** and the request by the employee involves a task **that involves protecting the safety of the public**
 - Employee’s asserted religious beliefs or conscience described is being asserted for an **improper purpose**

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HB 460: Gov't Employee Conscience Protection

Rep. Michael Peterson and Sen. Todd Weiler

- **Process to Make Request:**

- Employee:

- Employee must make **request** for accommodation **within two days** of the assignment
 - If assignment to be performed is less than two days, then employee must make request in oral or written format **as soon as possible**.
 - Give the employer reasonable opportunity to grant the request

- Employer:

- **Respond** as soon as practicable but **no less than five days** before the assignment is to be performed
 - If denial:
 - Explanation of decision
 - Cite a reason why it would be an undue burden on city or town based on circumstances
 - Appeal rights

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HB 460: Gov't Employee Conscience Protection

Rep. Michael Peterson and Sen. Todd Weiler

- **Private right of action**
 - A number of exceptions
 - Must file 180 calendar days after the day on which the employee received the governmental entity's response
- **Classification of Records:** Records that include information related to the request or government's response are considered "protected" under GRAMA and subject to disclosure and penalty provisions.
- **Recommendations:** Adopt a policy detailing the process of request, response, grievance process, and appeal rights! Must be specific to this protection/process.
 - Give notice of changes to policy
- **Effective May 1, 2024**

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	SB 396 Workplace Discrimination	SB 150 Exercise of Religion	HB 460 Gov't Employee Conscience Protection
Applies to Who?	-All employers (gov. and non-gov.) -Exception: Employers with less than 15 employees are not required to respond to scheduling requests	-Governmental entities - Any person , when acting under color of state law -Any employee or agent of gov. entity if acting on their behalf	-Governmental entities -Exception: First responders when performing a task that involves protecting the safety of the public
Prohibited Activity	-Compelling an employee to engage in some sort of act or refrain from an act that the employee reasonably believes would burden or offend the employee's sincerely held religious beliefs	Substantially burdening a person's free exercise of religion, regardless of whether the burden results from a rule of general applicability .	Require task conflicting with sincerely held religious belief or conscience or retaliation for making a request
Exceptions to Prohibited Activity	-Cause an undue burden by substantially interfering with the employer's core mission , the ability to conduct business in an effective or financially reasonable manner or provide training and safety instruction	-Demonstrates that burdening the person's free exercise is: 1) Essential to furthering a compelling government interest and 2) The least restrictive means	Undue hardship – a substantial burden, privation, or adversity that would result by accommodating the employee's request. Includes laundry list of "relevant factors" to consider.
Process for Request or Action	- Oral or written request by employee -Provide employer with a reasonable opportunity to accommodate employee	None specifically stated, but as a response to an assignment: - 60 day notice before court action is filed unless ongoing or will be harmed before 60 days	Task date is < 2 days: ASAP Task date is > 2 days: = or > 2 days Gov. response: As soon as practicable, but no more than 5 days after request
Remedies	None stated, but likely would default to Utah Anti-Discrimination Act Penalties because that is where the code is housed	Shall award reasonable attorneys fees and costs	Backpay, rehire/reinstate, injunction, may be awarded reasonable attorneys fees and costs; GRAMA penalties apply if disclosure of request or reply

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Applies to Who?	-All employers (gov. and non-gov.) -Exception: Employers with less than 15 employees are not required to respond to scheduling requests	-Governmental entities -Any person, when acting under color of state law -Any employee or agent of gov. entity if acting on their behalf	-Governmental entities -Exception: First responders when performing a task that involves protecting the safety of the public
Prohibited Activity	-Compelling an employee to engage in some sort of act or refrain from an act that the employee reasonably believes would be in the employee's sincere beliefs	Substantially burdening a person's free exercise of religion, regardless of whether the burden	Require task conflicting with sincerely held religious belief or conscience or retaliation for request
Exceptions to Prohibited Activity	-Cause an undue substantially interfere with employer's core business or conduct business in a financially reasonable manner -provide training a		ship – a substantial burden, or adversity result by limiting the employee's duties laundry list of "factors" to consider.
Process for Request or Action	-Oral or written request by employee -Provide employer with a reasonable opportunity to accommodate employee	None specifically stated, but as a response to an assignment: -60 day notice before court action is filed unless ongoing or will be harmed before 60 days	Task date is < 2 days: ASAP Task date is > 2 days: = or > 2 days Gov. response: As soon as practicable, but no more than 5 days after request
Remedies	None stated, but likely would default to Utah Anti-Discrimination Act Penalties because that is where the code is housed	Shall award reasonable attorneys fees and costs	Backpay, rehire/reinstate, injunction, may be awarded reasonable attorneys fees and costs; GRAMA penalties apply if disclosure of request or reply

TALK TO YOUR ATTORNEY!

HB 257: Sex-based Designations for Privacy, Anti-bullying and Women's Opportunities

Rep. Kera Birkeland and Sen. Dan McCay

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Ban of transgender people from Utah's public bathrooms passes Senate

The legislation would also ban transgender students from using school bathrooms that match their gender identity and strengthen Title IX protections in athletics.



HB 257: Sex-based Designations for Privacy, Anti-bullying and Women's Opportunities

Rep. Kera Birkeland and Sen. Dan McCay

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Social Media

Ban of transgender people from Utah's public bathrooms passes Senate

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HB 257: Sex-based Designations for Privacy, Anti-bullying and Women's Opportunities

Rep. Kera Birkeland and Sen. Dan McCay

- In public schools (K-12), bathrooms are impacted. In city owned or controlled facilities, general bathrooms are not impacted.
- **The restriction for cities:** Individuals are prohibited from entering "sex-designated" "changing rooms" that are "open to the general public" unless:
 1. The individual's sex at birth corresponds with the sex designation of the changing room; or
 2. The individual has legally amended their birth certificate to correspond with the sex designation of the changing room **and** had a "primary sex characteristic" surgery.

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HB 257: Sex-based Designations for Privacy, Anti-bullying and Women's Opportunities

Rep. Kera Birkeland and Sen. Dan McCay

- **Sex-designated:** means a facility that is "designated specifically for males or females and not the opposite sex."
- **Restroom:** a "space with a toilet."
 - Gives several specific examples of a "restroom." "Changing room" is not listed.
- **Changing room:** means a dressing room, fitting room, locker room, or shower room that is meant for multiple people to use at the same time.
 - "Changing room" also includes a restrooms (i.e. a "space with a toilet") when it is contained in or attached to a "changing room."
- **Open to the general public:** means a changing room that is freely accessible to the general public or to those who have purchased a ticket or paid a fee to access the facility with the changing room.
 - Does not include employee only changing rooms.

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HB 257: Sex-based Designations for Privacy, Anti-bullying and Women's Opportunities

Rep. Kera Birkeland and Sen. Dan McCay

- **Exceptions :**

- Minor children in a changing room that corresponds with a parent, guardian, or relative's sex if the child need assistance from a parent, guardian, or relative to use the changing room.
- Disabled minors and vulnerable adults (as defined in state code) that require the assistance of their caretaker.
- Public safety personnel acting in their public safety capacity (police, fire, ems).
- Employees of a healthcare facility when providing health care services.
- Individuals whose employment duties include maintenance or cleaning of the changing room

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HB 257: Sex-based Designations for Privacy, Anti-bullying and Women's Opportunities

Rep. Kera Birkeland and Sen. Dan McCay

- **Compliance:**

- Must **call law enforcement** if a complaint or allegation of unlawful activity is received (lewdness, lewdness involving child, voyeurism, loitering in a restroom or changing room, criminal trespass in a changing room).
- **New Construction** must include at least one single occupant facility.
- **Existing bathrooms or changing rooms** must "consider" the feasibility of retrofitting or remodeling to include:
 - Floor to ceiling walls or doors or similar privacy protections
 - Curtains; or
 - Other methods of improving privacy.
- **Adopt a privacy compliance plan** to addresses compliance with government's obligations under the law.

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HB 257: Sex-based Designations for Privacy, Anti-bullying and Women's Opportunities

Rep. Kera Birkeland and Sen. Dan McCay

- **Penalty for individuals:** Criminal trespass if an individual "*knowingly*" enters a changing room in violation of the prohibitions in HB257 "*under circumstances which a reasonable person would expect to likely cause an affront or alarm to, on, or in the presence of another individual.*"
 - Police and prosecutors need to know the standard.
- **Enforcement against City:**
 - State Auditor investigates alleged violations, and if it determines a violation has occurred, it will provide 30 days to cure.
 - If violation is not cured, the matter is referred to the Attorney General who "shall" impose a fine of up to \$10,000 per/day, per/violation.
 - Can seek judicial review of fine under a "clearly erroneous" standard.

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HB 257: Sex-based Designations for Privacy, Anti-bullying and Women's Opportunities

Rep. Kera Birkeland and Sen. Dan McCay

- **Indemnification.** State will "defend, indemnify, and hold harmless" any government entity that enforces HB257 from any "claims or damages, including court costs and attorneys fees" **IF:**
 - They arise because of the law; and
 - The claims, damages, etc. are not covered by insurance.
- **Effective Date:**
 - Effective mid-session – January 30, 2024.
 - Enforcement delayed until May 1, 2024.

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SB 233 Medical Cannabis Amendments

Sen. Luz Escamilla and Rep. Ray Ward

- **Overriding Purpose:** Treat all **medical cannabis** users and cardholders the same as legal user and prescription holder of **controlled substance**.
- **Adverse Action Because of Drug Use:**
 - Must have a **drug policy*** in place before taking any adverse action against an employee that **tests positive** for cannabis or controlled substance. (Exceptions)
 - Policy must give **comprehensive details** when an employee would be disciplined
 - Policy must not treat medical cannabis **any different** than another controlled substance
- **Adverse Action Because of Cardholder/Prescription Holder:**
 - Must first consult with City Attorney
 - Obtain approval from the Mayor

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SB 233 Medical Cannabis Amendments

Sen. Luz Escamilla and Rep. Ray Ward

- **Policy Exception: Do not need to have a policy that treats them the same if doing so would:**
 - Jeopardize federal funds, security clearance, or other federal background determination required for the employee's position
 - Employee's position is dependent on a license or peace officer certification that is subject to federal regulations
- This **exception does not apply** to the requirement that one must consulting and approving process if adverse action is taken solely for having a medical cannabis card.
- **Effective May 1, 2024**

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HB 55: Employment Confidentiality Amendments

Rep. Kera Birkeland and Sen. Todd Weiler

- **Application:** Applies to all employment confidentiality clauses (government and nongovernment)
- **Confidentiality Clauses that are Prohibited:**
 - 1) Nondisclosure Clause: Provision that prevents or prohibits (or has that effect) an employee from “**disclosing or discussing**”:
 - Sexual assault or allegations
 - Sexual harassment or allegations
 - 2) Non-Disparagement Clause:* Provision that prohibits (or has that effect) an employee from making **negative statements about the employer** related to:
 - Allegations of sexual assault or sexual harassment (or disputes arising from the allegations)

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HB 55: Employment Confidentiality Amendments

Rep. Kera Birkeland and Sen. Todd Weiler

“Negative statement about employer”

≠

“Knowingly false statements or reckless disregard for truth”

Retroactively effective **January 1, 2023**

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HB 55: Employment Confidentiality Amendments

Rep. Kera Birkeland and Sen. Todd Weiler

- **Before starting employment:**
 - Any requirement of a prospective employee to agree to a non-disparagement clause or non-disclosure clause as a **condition of employment**. Any such provision is void and unenforceable.
- **After starting employment:**
 - **Cannot retaliate** against employee who makes an **allegation** of sexual harassment or assault or **refuses to enter** into a confidentiality clause
- **Cooling Off Period:** Parties have three days to cancel settlement agreement if signed with a confidentiality clause

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HB 55: Employment Confidentiality Amendments

Rep. Kera Birkeland and Sen. Todd Weiler

- **Enforcement is Futile:** Even if you win the case...
 - Liable for all costs and attorneys fees to enforce it
 - Not entitled to monetary damages resulting from a breach
- **Exemption from Confidentiality Clause:**
 - You can still prohibit disclosure of the **settlement amount**
 - **At request of the employee**, you can still disclose facts that could reasonably lead to the **identification** of the **employee**
 - You can still insert a **non-compete clause** (not sure where this would apply to cities)
 - You can still prohibit disclosure of **trade secrets, other confidential, proprietary information** (not otherwise illegal) (maybe confidential information would apply?)
- Retroactively effective **January 1, 2023**

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SB 34: Utah Retirement Systems Revisions

Sen. Wayne Harper and Rep. Cheryl Acton

- Before SB34 URS participating cities already had requirements in terms of reporting, contributions, and certifications.
- SB34 Requires URS participating employers to maintain all records and certifications under the law
- If participating employer fails to fully comply with reporting, contribution, certification, or record keeping requirements, then:
 - they bare all liability and expense resulting from the failure **AND**
 - A penalty of an amount not to exceed 50% of the participating employer's total contributions for the time period of the error.

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HB 251: Postretirement Reemployment Restrictions Amendments

Rep. Matthew Gwynn and Sen. Wayne Harper

- Bill does not impact current post-retirement reemployment rules (i.e., cancelation of retirement benefits if reemployed within 1 year of retirement, unless exception applies)
- Creates a new optional post-retirement reemployment with shortened cooling off period but it comes with additional conditions.
 - Cooling off period reduced to 90 days.
 - If general employee, there is a 20% reduction in retirement payments.
 - Public safety employees are subject to a 15% reduction.
 - COLA increase to retirement benefits is frozen during reemployment.
- Public employers who choose to hire employees participating in new 90-day track pay a higher URS rate for them.
- Effective: July 1, **2025**

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HB 261: Equal Opportunity Initiatives

Rep. Katy Hall and Sen. Keith Grover

- Restricts policies, programs, and initiatives that promote differential treatment based on an individual's race, color, ethnicity, sex, sexual orientation, national origin, religion, gender identity.
 - Diversity, Equity, and Inclusion (DEI) type policies, programs, and initiatives.
- Has two components: a higher education component and a general government employer component.
- The prohibitions are simple. The devil is in the details of the dense, overlapping definitions.
- Best digested in three parts:
 - Utah Code 67-27-105 (hiring and employment practices)
 - Utah Code 67-27-106 (training)
 - Utah Code 67-27-107 (discriminatory practices)

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HB 261: Equal Opportunity Initiatives

Rep. Katy Hall and Sen. Keith Grover

Prohibition on the use of certain submissions

- **New restriction:** Bars cities from "requiring, requesting, soliciting, or compelling a *prohibited submission*" before taking certain employment actions.
 - Hiring
 - Altering terms of employment
 - Benefits
 - Compensation
 - Seniority status
 - Promotion
 - Performance reviews
 - Transfers
 - Termination
 - Appointment

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HB 261: Equal Opportunity Initiatives

Rep. Katy Hall and Sen. Keith Grover

•**Prohibited Submission.** A submission, statement, or document that "**requires**" and individual to articulate their position, contribution, or experience with a "policy, program, or initiative that promotes differential treatment based on an individual's **personal identity characteristics**" (*i.e. defined as race, color, ethnicity, sex, sexual orientation, national origin, religion, or gender identity*)

- Anti-racism
- Bias
- Critical race theory
- Implicit bias
- Intersectionality
- "**Prohibited discriminatory practices**"
- Racial privilege

•**Exception.** Statement related to "bona fide occupational qualification"

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HB 261: Equal Opportunity Initiatives

Rep. Katy Hall and Sen. Keith Grover

Prohibition on certain trainings

- **New restriction:** "A governmental employer may not require prohibited training."
 - **Prohibited Training:** Means a mandatory instructional program and related materials that a governmental employer requires its current or prospective employees to attend that promote prohibited discriminatory practices.
 - Seminar (in-person or online)
 - Discussion group
 - Workshop
 - "Other program"
 - **Two key elements** to being barred: (1) the training must be mandatory or required; **and** (2) it must promote "prohibited discriminatory practice."

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HB 261: Equal Opportunity Initiatives

Rep. Katy Hall and Sen. Keith Grover

Prohibited Discriminatory Practices

1. Asserts one "**personal identity characteristic**" (race, color, ethnicity, sex, sexual orientation, national origin, religion, or gender identity) is inherently superior or inferior to another;
2. That an individual is inherently privileged, oppressed, racist, sexist, oppressive, or a victim (whether consciously or unconsciously) because of their personal identity characteristic;
3. Asserts that someone should be discriminated against in violation of federal civil rights laws or otherwise, or receive beneficial treatment because of their personal identity characteristics;
4. Asserts an individual's moral character is determined by their personal identity characteristics;

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HB 261: Equal Opportunity Initiatives

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Prohibited Discriminatory Practices, cont.

5. Asserts that an individual bears responsibility for the actions committed by others in the past by virtue of their personal identity characteristics;
6. Asserts that an individual should feel discomfort, guilt, anguish, or other distress solely because of their personal identity characteristics;
7. Asserts that meritocracy is inherently racist or sexist;
8. Asserts that socio-political structures are inherently a series of power relationships and struggles among racial groups.

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Prohibited Discriminatory Practices, cont.

9. Promotes resentment between, or resentment of, individuals by virtue of their personal identity characteristics;
10. Ascribes values, morals, or ethical codes, privileges, or beliefs to an individual because of the individual's personal identity characteristics; and
11. Is referred to as diversity, equity, and inclusion

Exception: Trainings required by state or federal law, including laws relating to discrimination or harassment.

SB 91

HB 396

SB 150

HB 460

HB 257

SB 233

HB 55

SB 34

HB 251

HB 261

Social Media

HB 261: Equal Opportunity Initiatives

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Prohibited Discriminatory Practices, cont.

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TALK TO YOUR ATTORNEY AND HR DEPARTMENT!

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Social Media

HB 261: Equal Opportunity Initiatives

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Prohibition of discriminatory practices

- **New restriction:** "A governmental employer may not engage in prohibited discriminatory practices."
- **Prohibited Discriminatory Practices (broader application):** Applies definition to all policies, procedures, programs, offices, and initiatives.
- **Exclusions:**
 - Grant obligations that would require engaging in prohibited discriminatory practices.
 - Can have offices, divisions, employment positions, programs, initiatives, etc. to implement, develop, plan, or promote practices *relating to personal identity characteristics so long as they are not engaged in prohibited discriminatory practices.*

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Social Media

Social Media Policies and Free Speech

Lindke v. Freed

- **Factual Background:**

- Creation of Private Facebook Account
- Appointment as City Manager
- COVID-19 Pandemic
- Deletion of “derogatory” and “stupid” Facebook posts
- Complete blocking of users (including Lindke)

Court Finding: “A public official’s social media activity constitutes state action under [the law] only if the official:

1. **Possessed actual authority to speak on the State’s behalf, and**
2. **Purported to exercise that authority when he spoke on social media**

Recommendation: Review social media policies; Review job descriptions; Perform training to employees to instruct on their scope of authority

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HB 251

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Social Media

Other Important Bills

Rep. Norman Thurston and Sen. Stephanie Pitcher

- HB 491: Data Privacy Amendments
- HB 77: Division of Human Resources Management Amendments
- HB 228: Public Employee Leave Amendments
- HB 271: Law Enforcement Employee Overtime Amendments
- HB 411: Local Gov't Entity Drug Free Workplace Policies Amendments

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Social Media

Questions?

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Social Media