

## Leave Policy Language: Utah

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A Q&A guide to state law on leave policy language for private employers in Utah. This Q&A suggests model language that may be included in employee leave policies that is consistent with state-specific requirements. Federal, local, or municipal law may impose additional or different requirements. Answers to questions can be compared across a number of jurisdictions (see Leave Policy Language: State Q&A Tool).

### Family and Medical Leave Policy

**1. Is there any specific language required for compliance with the state equivalent of the Family and Medical Leave Act (FMLA) in family and medical leave policies in your jurisdiction? If so, please include that language below. If there is not, please include sample recommended language for the state equivalent of an FMLA policy in your state.**

Utah does not have a state equivalent to the Family and Medical Leave Act of 1993 (FMLA).

For model policy language under the FMLA, see [Standard Document, Family and Medical Leave Policy](#).

**2. Is there any specific language required for compliance with the state equivalent of the Family and Medical Leave Act (FMLA) in forms requesting family or medical leave in your jurisdiction? If so, please include it below. If there is not, please include sample recommended language.**

Utah does not have a state equivalent to the Family and Medical Leave Act of 1993 (FMLA).

For model leave request form language under the FMLA, see [Standard Document, Family and Medical Leave Act Request Form](#).

**3. Is there any specific language required for compliance with the state equivalent of the Family and Medical Leave Act (FMLA) in forms supplying medical certification in support of family or medical leave in your jurisdiction? If so, please include it below. If not, please include sample recommended language.**

Utah does not have a state equivalent to the Family and Medical Leave Act of 1993 (FMLA).

For model medical certification form language under the FMLA, see [Standard Documents, FMLA Certification of Health Care Provider for Employee's Serious Health Condition](#) and [FMLA Certification of Health Care Provider for Family Member's Serious Health Condition](#).

### Workers' Compensation Leave Policy

**4. Is there any state-specific language required in a workers' compensation leave policy in your jurisdiction? If so, please include it below. If there is not, please include sample recommended language.**

With a few exceptions, every employer is required to provide workers' compensation coverage for all its employees (Utah Code Ann. §34A-2-201).

Utah law does not require any specific language for a workers' compensation policy. However, an employee who suffers a work-related injury or illness may be entitled to leave under the applicable workers' compensation policy. Model policy language is provided below.

### Model Utah Workers' Compensation Policy

If you suffer from an illness or injury that is related to your work, you may be eligible for workers' compensation benefits. Injuries and illnesses sustained in the course of employment that require medical, surgical, or hospital treatment are generally covered under this program. Subject to applicable legal requirements, workers' compensation insurance provides benefits after a short waiting period under most conditions. Workers' compensation will pay for medical care and lost wages resulting from job-related illnesses or injuries.

If you sustain a work-related injury or illness, inform your direct supervisor or Human Resources immediately. No matter how minor an on-the-job injury may appear, it is important that it be reported immediately. This will enable you to qualify for coverage as quickly as possible.

To find out more about workers' compensation coverage, contact our office.

### Military Leave Policy

**5. Is there any state-specific language required in a military leave policy in your jurisdiction? If so, please include it below. If there is not, please include sample recommended language.**

Utah law does not require specific language in employers' military leave policies (Utah Code § 39-1-36).

For model military leave policy language under the federal Uniformed Services Employment and Reemployment Rights Act, see [Standard Document, Military Service Leave Policy](#).

### Disability Leave Policy

**6. Is there any state-specific language required in a disability leave policy in your jurisdiction? If so, please include it below. If there is not, please include sample recommended language.**

Utah law does not specifically require leave for employees who are eligible for statutory disability benefits. However, leave for a disability may be required as a reasonable accommodation under the Americans with Disabilities Act or the Utah Antidiscrimination Act (Utah Code §§ 34A-5-101 to 34A-5-112). For more information on Utah disability discrimination laws, see [State Q&A, Anti-Discrimination Laws: Utah](#).

For model disability accommodations policy language under federal law, see [Standard Document, Disability Accommodations Policy](#).

### Pregnancy Leave Policy

**7. Is there any state-specific language required in a pregnancy leave policy in your jurisdiction? If so, please include it below. If there is not, please include sample recommended language.**

Utah law does not require pregnancy leave. However, employers who voluntarily provide paid or unpaid pregnancy leave must do so in a non-discriminatory, gender-neutral manner (Utah Code § 34A-5-106).

For model pregnancy and parental leave policy language, see [Standard Document, Pregnancy and Parental Leave Policy](#).

### Other Types of Leave Policies

**8. Please describe other types of leave that should be considered when drafting a leave policy in your state (for example, voting leave, domestic violence leave, bone marrow leave, or jury duty leave).**

Additional types of leave required under Utah law include:

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- Voting (Utah Code § 20A-3a-105).
- Jury duty (Utah Code § 78B-1-116).
- Responding to a subpoena (Utah Code § 78B-1-132).

For information about leave requirements under these Utah laws, see [State Q&A, Leave Laws: Utah](#).

While Utah law does not specifically require other types of leave, employers should also consider the following types of leave when drafting policies:

- Bereavement leave.
- Bone marrow, organ, and blood donation leave.
- Lactation breaks. The lactation breaks required under Utah law apply only to public employers and so is beyond the scope of this Q&A. (Utah Code § 34-49-202.)
- Paid time off. Employers in Utah that offer vacation leave or other paid time off must pay their employees any unused, accrued leave unless their written policies state otherwise (Utah Admin. Code r. 610-3-4(B)).
- Witness or crime victim leave.
- Workers' compensation leave (see Question 4).

For model policies, see Question 9.

### 9. For each type of leave described in Question 8, please provide any language required in a leave policy in your state.

No specific language is required for any of the leave types listed in Question 8. Model policy language is available for:

- Responding to a subpoena, see [Model Utah Subpoena Leave Policy](#).
- Bereavement leave, see [Standard Document, Bereavement Leave Policy](#).
- Bone marrow, organ, and blood donation leave, see [Standard Document, Bone Marrow, Organ, and Blood Donation Leave Policy](#).

- Jury duty leave, see [Standard Document, Jury Duty Leave Policy](#).
- Lactation breaks, see [Standard Document, Lactation Break Policy](#).
- Leave sharing and vacation donation in the event of a medical emergency, see [Standard Document, Leave Sharing and Vacation Donation Policy for Medical Emergencies](#).
- Paid time off, see [Standard Document, Paid Time Off/Vacation Policy](#). Employers in Utah that offer vacation leave or other paid time off must pay their employees any unused, accrued leave unless their written policies state otherwise (Utah Admin. Code r. 610-3-4(B)).
- Voting leave, see [Standard Document, Voting Leave Policy](#).
- Witness and crime victim leave, see [Standard Document, Witness and Victims of Crime Leave Policy](#).

For more information on leave requirements in Utah, see [State Q&A, Leave Laws: Utah](#).

### Model Utah Subpoena Leave Policy

If you are legally compelled to attend a judicial proceeding such as a hearing or deposition, your attendance at work will be excused. You must notify your supervisor immediately of your need for leave under this policy. On receiving a request for leave under this policy, [EMPLOYER NAME] may request a copy of the summons or subpoena. Leave under this policy will be unpaid.

Retaliation against any employee who requests leave under this policy is strictly prohibited.

(Utah Code § 78B-1-132.)

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