



## Issue: Family Medical Leave

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Speed Date...  
  
To Legislate

**Bill:** Not released yet

**Sponsor:** TBD

### **What it does:**

This bill expands the number of Utah workers eligible for unpaid leave to care for sick family members, a newborn or adopted child, or a wounded military service member. It would reduce the employee threshold for businesses to provide unpaid leave from 50+ workers (federal standard) to 30+ employees. It would not apply to newly-hired employees (i.e. benefit starts after 20 weeks of full employment). Plus, employees made eligible by this bill would be guaranteed only 6 weeks of unpaid leave, compared to the federal standard of 12 weeks.

### **Why it matters:**

The Family and Medical Leave Act (1993) provides the option of unpaid leave to employees who work at firms with 50+ employees—leaving 40% of Utah’s workforce uncovered by this benefit. Even a minor medical or family emergency would cause most employees to quit their jobs if workplace flexibility—including unpaid leave—is not available. Most workers who need unpaid leave use far less than the maximum amount—with 40% of them taking 10 days or less time off. Plus, expanding unpaid leave is more likely to help low-income workers in the accommodation, food services, and construction sectors because they are more likely to work at smaller establishments.

### **Key Question:**

Should Utah expand a limited version of unpaid family and medical leave to workers at firms between 50 and 30 employees?

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**Instructions:** As a group, spend the next five minutes crafting a pitch to lobby your expert to pass this bill.