

**EXECUTIVE SUMMARY:**

## Policy 361 Employee Leave

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**Date:** April 18, 2024  
**Sponsor:** Marilyn Meyer  
**Steward(s):** Drew Burke  
**Policy Process:** Compliance Change  
**Policy Action:** **Revision--Limited Scope**  
**Policy Office Editor:** Cara O’Sullivan  
**Embedded Attorney:** Nicole Ferguson

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**Issues/Concerns (including fiscal, legal, and compliance impact):**

The Utah Legislature passed SB 192 Higher Education Amendments, this past legislative session. It is effective May 1, 2024. In that bill, the legislature amended several statutes to transfer policy-making responsibilities from the Utah State Board of Higher Education to higher education institutions. The bill amends Utah Code Section 53B-1-116 to require institutions of higher education to adopt policies relating to bereavement leave for employees in the event of miscarriage and stillbirth.

We are adding language to Policy 361 to comply with the requirement to provide employees with bereavement leave for miscarriage and stillbirth in certain situations. The changes made comply with both SB 192 as well as USHE Rule R821. See the accompanying draft.

**Suggested Changes:** This is a compliance change for Policy 361.

**Requested Approval from President’s Council:** Approval to make the compliance changes effective. Board of Trustees will ratify the policy thereafter.

**Proposed Drafting Committee:** Cameron Evans, Drew Burke, Nicole Ferguson

**Target Date for Stage 1 Draft to Enter Stage 2:** [Click here to enter a date.](#)

**Target Date for Board of Trustees Review:** 5/1/2024

**Projected Timeline:** [Leave blank. To be filled in by the Policy Office.]
