

House Judiciary Committee

Date: 1/29/2025

Bill: 1st substitute HB 24 – Limitations on Liability Amendments

Sponsor: Representative Jill Koford

Floor Sponsor: TBD

UASD Position: Tracking

This Bill addresses the limitation on the liability of an employer for an employee convicted or adjudicated of an offense.

Discussion: The 1st substitute, which was adopted by the Committee, deletes all language related to sexual offenses. This is an interim committee Bill that limits the liability protections provided to employers in a cause of action if an employee commits a similar offense as part of their employment. The Bill adds definitions and guardrails, which the sponsor believes will help employers and employees be successful. Representative Thompson asked about vehicle related offenses. He specifically asked what about the scope of traffic and vehicle infractions that an employer could be held liable for. The sponsor said that the infractions relate to DUIs, any vehicular offenses that are classified as a felony, or three reckless driving infractions. The Bill extends the sunset date for the liability protections for employers who hire individuals re-entering the workforce. The Department of Corrections, the Utah Commission on Criminal and Juvenile Justice, the Utah Food Industry, and the Retail Merchants Association spoke in support of the balance created in the Bill.

Yeas: 11

Nays: 0

N/V: 0

Outcome: 1st substitution HB 24 passed out of the Committee with a favorable recommendation.
