



## Five High Priority Supports Results – 2016

### 1) **S.B. 103 Strategic Workforce Investments** by Sen. Ann Millner and Rep. Val Peterson

- S.B. 103 establishes a process for investing strategically in workforce development through the development of stackable credentials using a regional grant process. The serious need for IT talent and this training opportunity is underscored by this recent data point – 14,000 open postings in Utah for the three hottest tech jobs according to national authority Burning Glass..
- This is an excellent incentive to create short-term training options for High Paying, High Demand, High Impact jobs to address the state’s severe IT talent shortage.

**Successful Results: \$1.5 ongoing funding – long term commitment**

### 2) **STEM Action Center** by Executive Appropriation Committee

- Utah companies have made it clear that their growth and ability to create jobs is comprised by the lack of STEM-ready talent.
- The STEM Action Center, and specifically its digital math tool initiative, is addressing a serious threat to STEM education...inadequate math preparation. Data from the first year of implementation indicate that participating students see improvement, and in some cases statistically significant, in their math progress as compared to their peers that do not have access to the tools.
- This appropriation would allow ALL students to retain access to these valuable learning tools.

**Successful Results: \$3M ongoing funding for Digital Math Tools – long term commitment!**

### 3) **H.B. 61 Corporate Franchise Income Tax Changes** by Rep. John Knotwell.

The greatest economic impact for a state is when a company takes raw products, creates something of greater value, and then exports the product outside of the state. Some call it primary industry and some call it wealth creation. This is what provides economic prosperity for a state.

- H.B. 61 allows for “single sale factor” and makes Utah’s Corporate Income Tax competitive.
- The treatment of corporate income tax via single sale factor provides the greatest incentive for wealth creation. It will attract economic generating companies to Utah, and they will want to stay and grow their companies in Utah.
- This bill maintains Utah’s reputation as a business friendly state.

**Results: \$2.7M Fiscal impact significantly reduced / targeted success**

### 4) **H.B. 277 Personalized Learning and Teaching Amendments** by Rep. John Knotwell.

- H.B. 277 is one of the strongest signs that Utah is serious about moving its education system into the 21st Century.

- H.B. 277 is a catalyst to providing teachers with professional development, to update technology capabilities within classrooms, and provide the necessary hardware and software to foster an environment for successful learning.

**Successful Results: \$10M ongoing plus \$10M one time funding**

5) **S.B. 178 Economic Development Revisions** by Sen. Curtis Bramble

- Over the past decade the State of Utah has become a recognized leader in data center growth. This important sub-cluster has become a critical component of Utah's IT industry.
- One of the state's most important recruitment tools has become out-of-date due to numbering changes in the federal NAICS codes. S.B. 178 will fix this glitch and allow Utah to continue to attract these important businesses, and continue to build the IT industry in Utah.

**Results: This is on hold in the House. Hopefully this Governor's / GOED priority bill will be approved.**

**H.B. 251-Substitute 10 – Post-employment Restrictions Amendments** by Rep. Mike Schultz/Sen. Stuart Adams

- As used in this chapter, "post-employment restrictive covenant," also known as a "covenant not to compete" or "non-compete agreement," means an agreement, written or oral, between an employer and employee under which the employee agrees that the employee, either alone or as an employee of another person, will not compete with the employer in providing products, processes, or services that are similar to the employer's products, processes, or services.
- An employer and an employee may not enter into a post-employment restrictive covenant for a period of more than one year from the day on which the employee is no longer employed by the employer. A post-employment restrictive covenant that violates this section is void.
- (1) Subject to the other provisions of this section, if an employer that seeks to enforce a post-employment restrictive covenant through arbitration or by filing a civil action and it is determined that the post-employment restrictive covenant is unenforceable, the employer is liable for the employee's: (a) costs associated with arbitration; (b) attorney fees and court costs; and (c) actual damages  
(2) This section only applies to an employer who employs 20 or more employees within the state for each working day in each of 20 calendar weeks or more in the current or preceding calendar year.

**Results: H.B. 251 Sub. 10 is a surprisingly good compromise bill led by Lt. Gov. Spencer Cox. We applaud the efforts of the Speaker to address issues with the overreach of non-compete agreements in industry. Huge thanks for the heavy lift of industry executives, including Vance Checketts, Brent Lorimer, Chet Linton, and from Jeff Rogers to achieve this compromise. Substitute 10 pending, like approval of this compromise bill in the House.**