



MINUTES

BUSINESS AND LABOR INTERIM COMMITTEE

Wednesday, August 19, 2026 | 1:15 p.m. | 120 Senate Building

Members Present:

Sen. Evan J. Vickers, Chair
Rep. A. Cory Maloy, Chair
Sen. Daniel McCay
Sen. Stephanie Pitcher
Sen. Scott D. Sandall
Sen. Todd Weiler
Rep. Melissa G. Ballard
Rep. Jon Hawkins
Rep. Ken Ivory
Rep. Jason B. Kyle
Rep. Ashlee Matthews
Rep. Hoang Nguyen
Rep. Jake Sawyer
Rep. David Shallenberger

Rep. Norman K Thurston
Rep. Stephen L. Whyte
Rep. Ryan D. Wilcox

Members Absent:

Sen. Kirk A. Cullimore
Speaker Mike Schultz
Rep. Casey Snider

Staff Present:

Allison Cowdell, Policy Analyst
Rohnin Randles, Policy Analyst
Tyler Moore, Associate General Counsel
Austin Weenig, Associate General Counsel
Alyssa Castor, Administrative Assistant

Note: A copy of related materials and an audio recording of the meeting can be found at le.utah.gov.

Chair Vickers called the meeting to order at 1:24 p.m.

1. Employment Non-Competition Clauses

[5 - Post Employment Summary Presentation \(Office of Legislative Research and General Counsel\)](#)

Austin Weenig presented a legislative history of post-employment and non-competition clauses.

Allison Cowdell presented information about the current status of non-compete regulation.

The committee heard about employer and employee perspectives on effectiveness, appropriateness, and merits of the use of non-competition clauses from:

Mary Catherine Perry, Executive Vice President of Public Policy and Public Affairs, Utah Chamber, who also answered questions from the committee;

Lauren Scholnick, attorney, Scholnick Thorne Holland, Utah Association for Justice;

Mark Paul, Executive Director, Center of Medical Innovation at the University of Utah Health, who also answered questions from the committee; and

[5 - Employment Non-Competition Clauses Presentation \(Evan Starr\)](#)

Evan Starr, Professor of Management and Organization at the Robert H. Smith School of Business at the University of Maryland.

2. Committee Business

MOTION: Rep. Maloy moved to approve the minutes of the June 17, 2026, meeting. The motion passed with a vote of 14 - 0 - 6.

Yeas - 14

Rep. M. Ballard
Rep. J. Hawkins
Rep. K. Ivory
Rep. A. Maloy
Rep. A. Matthews
Rep. H. Nguyen
Sen. S. Pitcher
Sen. S. Sandall
Rep. J. Sawyer
Rep. D. Shallenberger
Rep. N. Thurston
Sen. E. Vickers
Rep. S. Whyte
Rep. R. Wilcox

Nays - 0Absent - 6

Sen. K. Cullimore
Rep. J. Kyle
Sen. D. McCay
Rep. M. Schultz
Rep. C. Snider
Sen. T. Weiler

The committee discussed bill file options regarding employment non-competition clauses.

MOTION: Rep. Thurston moved to direct staff to research policy options on non-competition clauses. The motion passed with a vote of 14 - 0 - 6.

Yeas - 14

Rep. M. Ballard
Rep. J. Hawkins
Rep. K. Ivory
Rep. A. Maloy
Rep. A. Matthews
Rep. H. Nguyen
Sen. S. Pitcher
Sen. S. Sandall
Rep. J. Sawyer
Rep. D. Shallenberger
Rep. N. Thurston
Sen. E. Vickers
Rep. S. Whyte
Rep. R. Wilcox

Nays - 0Absent - 6

Sen. K. Cullimore
Rep. J. Kyle
Sen. D. McCay
Rep. M. Schultz
Rep. C. Snider
Sen. T. Weiler

3. Draft Legislation, "Workers' Compensation Advisory Council Amendments"

[2 - Draft Legislation - "Workers' Compensation Advisory Council Amendments" \(v001\) \(Drafter: A. Weenig\)](#)

Chair Vickers presented 2027 General Session Draft Legislation, "Workers' Compensation Advisory Council Amendments."

MOTION: Rep. Thurston moved to favorably recommend, "Workers' Compensation Advisory Council Amendments" as a committee bill, and to recommend the bill for inclusion in an omnibus sunset bill. The motion passed with a vote of 14 - 0 - 6.

Yeas - 14

Rep. M. Ballard
Rep. J. Hawkins
Rep. K. Ivory
Rep. A. Maloy
Rep. A. Matthews
Rep. H. Nguyen
Sen. S. Pitcher
Sen. S. Sandall
Rep. J. Sawyer
Rep. D. Shallenberger
Rep. N. Thurston
Sen. E. Vickers
Rep. S. Whyte
Rep. R. Wilcox

Nays - 0Absent - 6

Sen. K. Cullimore
Rep. J. Kyle
Sen. D. McCay
Rep. M. Schultz
Rep. C. Snider
Sen. T. Weiler

4. Draft Legislation, "Alarm System and Security Licensing Advisory Board Amendments"[3 - Draft Legislation "Alarm System and Security Licensing Advisory Board Amendments" \(v001\) \(Drafter: T. Moore\)](#)

Rep. Maloy presented 2027 General Session Draft Legislation, "Alarm System and Security Licensing Advisory Board Amendments."

MOTION: Rep. Maloy moved to favorably recommend, "Alarm System and Security Licensing Advisory Board Amendments" as a committee bill, and to recommend the bill for inclusion in an omnibus sunset bill. The motion passed with a vote of 14 - 0 - 6.

Yeas - 14

Rep. M. Ballard
Rep. J. Hawkins
Rep. K. Ivory
Rep. A. Maloy
Rep. A. Matthews
Rep. H. Nguyen
Sen. S. Pitcher
Sen. S. Sandall
Rep. J. Sawyer
Rep. D. Shallenberger
Rep. N. Thurston
Sen. E. Vickers
Rep. S. Whyte
Rep. R. Wilcox

Nays - 0Absent - 6

Sen. K. Cullimore
Rep. J. Kyle
Sen. D. McCay
Rep. M. Schultz
Rep. C. Snider
Sen. T. Weiler

5. Real Estate Wire Fraud

Rep. Sawyer presented potential legislative action.

Former Rep. Jack Draxler presented information on the real estate purchase process.

Terry Baldwin provided a witness statement.

Anola Johnson provided a witness statement.

[4 - Real Estate Wire Fraud Presentation](#)

Todd Hougaard, CEO, BLITS, presented ways to protect Utah homebuyers from Real Estate Wire Fraud, and answered questions from the committee.

6. Property Management Oversight

[7 - Property Management Oversight Presentation \(Department of Commerce\)](#)

Margaret Busse, Commissioner, Department of Commerce, presented recommendations regarding jurisdiction over property managers.

Mark Steinagel, Deputy Director, Department of Commerce, presented information on industry engagement.

Blake Young, Deputy Commissioner, Department of Commerce, presented industry issues.

Margaret Busse provided an overview of the Division of Real Estate and the Division of Consumer Protection.

Margaret Busse answered questions from the committee.

MOTION: Rep. Thurston moved to open a committee bill file on rental property management. The motion passed with a vote of 14 - 0 - 6.

Yeas - 14

Rep. J. Hawkins
Rep. K. Ivory
Rep. J. Kyle
Rep. A. Maloy
Rep. A. Matthews
Sen. D. McCay
Rep. H. Nguyen
Sen. S. Pitcher
Rep. J. Sawyer
Rep. D. Shallenberger
Rep. N. Thurston
Sen. E. Vickers
Sen. T. Weiler
Rep. R. Wilcox

Nays - 0

Absent - 6

Rep. M. Ballard
Sen. K. Cullimore
Sen. S. Sandall
Rep. M. Schultz
Rep. C. Snider
Rep. S. Whyte

7. OPLR Recommendations

[6 - OPLR Recommendations Presentation](#)

Jeff Shumway, Director, Office of Professional Licensure Review (OPLR) and Jennifer Adler, Director of Policy and Research, OPLR, presented an annual review of medicine, dentistry, and allied health professions.

MOTION: Rep. Sawyer moved to adjourn. The motion passed with a vote of 13 - 0 - 7.

Yeas - 13

Rep. J. Hawkins
Rep. K. Ivory
Rep. J. Kyle
Rep. A. Maloy
Rep. A. Matthews
Sen. D. McCay
Rep. H. Nguyen
Rep. J. Sawyer
Rep. D. Shallenberger
Rep. N. Thurston
Sen. E. Vickers
Sen. T. Weiler
Rep. R. Wilcox

Nays - 0Absent - 7

Rep. M. Ballard
Sen. K. Cullimore
Sen. S. Pitcher
Sen. S. Sandall
Rep. M. Schultz
Rep. C. Snider
Rep. S. Whyte

Chair Vickers adjourned the meeting at 4:00 p.m.