

Employer Verification Amendments

2026 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Tiara Auxier

Senate Sponsor: Don L. Ipson

LONG TITLE**General Description:**

This bill amends provisions relating to employer verification of employees.

Highlighted Provisions:

This bill:

▸ amends provisions related to the Private Employer Verification Act, impacting a private employer who employs ~~125~~ ~~50~~ ~~100~~ ~~125~~ or more employees;

▸ cites criminal penalties that may be applicable to the use of fraudulent identification documentation or another person's identification documentation for purposes of obtaining employment; and

▸ makes technical and conforming changes.

Money Appropriated in this Bill:

None

Other Special Clauses:

None

Utah Code Sections Affected:

AMENDS:

13-47-201, as last amended by Laws of Utah 2022, Chapter 338

Be it enacted by the Legislature of the state of Utah:

Section 1. Section **13-47-201** is amended to read:

13-47-201 . Verification required for new hires.

(1) A private employer who employs ~~150~~ ~~50~~ ~~100~~ ~~125~~

or more employees on or

after ~~[May 4, 2022]~~

July 1, 2027, may not hire a new employee on or after ~~[May 4, 2022]~~ July 1, 2027, unless

the private employer:

- 28 (a) is registered with a status verification system to verify the federal legal working
- 29 status of any new employee; and
- 30 (b) uses the status verification system to verify the federal legal working status of the
- 31 new employee in accordance with the requirements of the status verification system.
- 32 (2) This section does not apply to a private employer of a foreign national if the foreign
- 33 national holds a visa issued in response to a petition by the private employer that is
- 34 classified as H-2A or H-2B.
- 35 (3) A person who uses fraudulent identification documentation, or the identification
- 36 documentation of another person, for the purpose of obtaining employment is subject to
- 37 criminal prosecution, including, as applicable, under:
- 38 (a) Title 76, Chapter 6, Part 5, Fraud; or
- 39 (b) Title 76, Chapter 6, Part 11, Identity Fraud Act.
- 40 Section 2. **Effective Date.**
- 41 This bill takes effect on May 6, 2026.