

HB0214S01 compared with HB0214

~~{Omitted text}~~ shows text that was in HB0214 but was omitted in HB0214S01

inserted text shows text that was not in HB0214 but was inserted into HB0214S01

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Employer Verification Amendments

2025 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: R. Neil Walter

Senate Sponsor:

2

3 LONG TITLE

4 General Description:

5 This bill amends provisions relating to employer verification of employees.

6 Highlighted Provisions:

7 This bill:

8 ▶ amends provisions related to the Private Employer Verification Act, impacting a private employer who employs ~~{five}~~ 15 or more employees;

10 ▶ 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

13 ▶ makes technical and conforming changes.

14 Money Appropriated in this Bill:

15 None

16 Other Special Clauses:

17 This bill provides a special effective date.

19 AMENDS:

HB0214

HB0214 compared with HB0214S01

20 **13-47-201** , as last amended by Laws of Utah 2022, Chapter 338 , as last amended by Laws of Utah
21 2022, Chapter 338

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

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

24 **13-47-201. Verification required for new hires.**

25 (1) A private employer who employs [150] {five} 15 or more employees on or after [~~May 4, 2022~~] July
26 1, {2025} 2026, may not hire a new employee on or after [~~May 4, 2022~~] July 1, {2025} 2026, unless
27 the private employer:

28 (a) is registered with a status verification system to verify the federal legal working status of any new
employee; and

30 (b) uses the status verification system to verify the federal legal working status of the 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 national holds a
visa issued in response to a petition by the private employer that is classified as H-2A or H-2B.

35 (3) A person who uses fraudulent identification documentation, or the identification documentation
of another person, for the purpose of obtaining employment is subject to 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.**

This bill takes effect on July 1, 2025.

2-18-25 5:40 PM