

R. Neil Walter proposes the following substitute bill:

Employer Verification Amendments

2025 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: R. Neil Walter

Senate Sponsor:

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 15 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:

This bill provides a special effective date.

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] 15 or more employees on or after [May 4, 2022] July 1, 2026, may not hire a new employee on or after [May 4, 2022] July 1, 2026, unless the private employer:

- (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
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 July 1, 2025.