

# HB0244S01 compared with HB0244

~~{Omitted text}~~ shows text that was in HB0244 but was omitted in HB0244S01

inserted text shows text that was not in HB0244 but was inserted into HB0244S01

**DISCLAIMER: This document is provided to assist you in your comparison of the two bills. Sometimes this automated comparison will NOT be completely accurate. Therefore, you need to read the actual bills. This automatically generated document could contain inaccuracies caused by: limitations of the compare program; bad input data; or other causes.**

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18

**Employment Amendments**  
2026 GENERAL SESSION  
STATE OF UTAH  
**Chief Sponsor: Lisa Shepherd**  
Senate Sponsor:

---

**LONG TITLE**

**General Description:**

This bill concerns an employee's voluntary cooperation with law enforcement.

**Highlighted Provisions:**

This bill:

- defines terms;
- prohibits an employer from taking certain actions based on an employee's decisions regarding voluntary cooperation with a law enforcement officer in specific contexts; and
- provides remedies for a violation of the prohibition.

**Money Appropriated in this Bill:**

None

**Other Special Clauses:**

None

**Utah Code Sections Affected:**

ENACTS:

**34-58-101** , Utah Code Annotated 1953

# HB0244 compared with HB0244S01

19 34-58-102 , Utah Code Annotated 1953

20 34-58-103 , Utah Code Annotated 1953

21

---

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

23 Section 1. Section 1 is enacted to read:

25 **34-58-101. Definitions.**

58. Employment Rights Regarding Cooperation with Law Enforcement

As used in this chapter:

27 (1) "Law enforcement agency" means the same as that term is defined in Section 53-1-102.

28 (2) "Law enforcement officer" means an individual:

29 (a) who is an employee of a law enforcement agency; and

30 (b) whose primary and principal duties consist of the prevention and detection of crime and the enforcement of criminal or immigration statutes or ordinances of the federal government, this state, or a political subdivision of this state.

33 Section 2. Section 2 is enacted to read:

34 **34-58-102. Employment rights regarding cooperation with law enforcement.**

35 (1) Except as provided in Subsection (2), an employer may not:

36 (a) request, require, or prohibit an employee or an applicant for employment from:

36 (a){(i)} {request or prohibit an employee or an applicant for employment from-} voluntarily cooperating with a law enforcement officer; or

38 (ii) declining to voluntarily cooperate with a law enforcement officer, unless required by law; or

38 (b) take adverse action, fail to hire, or otherwise penalize an employee or an applicant for employment for:

40 (i) voluntarily cooperating with a law enforcement officer; {or}

43 (ii) declining to voluntarily cooperate with a law enforcement officer, unless required by law; or

45 (iii) indicating that the employee or applicant intends to:

46 (A) voluntarily cooperate with a law enforcement officer if requested to do so by a law enforcement officer; or

41 (ii){(B)} {indicating that the employee or applicant intends-} decline to voluntarily cooperate with a law enforcement officer if requested to do so by a law enforcement officer, unless required by law.

43

## HB0244 compared with HB0244S01

(2) Subsection (1) does not prevent an employer from requiring an employee to protect, or agree to protect, a legal right held solely by the employer in the context of an employee's voluntary interaction with a law enforcement officer in the course and scope of the employee's employment.

54 Section 3. Section **3** is enacted to read:

55 **34-58-103. Civil action for violation of chapter.**

49 (1) An employee or an applicant for employment who is injured by an employer's violation of Section 34-58-102 may bring a civil action in a court of competent jurisdiction.

51 (2) An action brought under Subsection (1) may request relief including monetary damages, injunctive relief, and specific performance.

60 Section 4. **Effective date.**

Effective Date.

This bill takes effect on May 6, 2026.

2-17-26 12:28 PM