

Lisa Shepherd proposes the following substitute bill:

**Employment Amendments**

2026 GENERAL SESSION

STATE OF UTAH

**Chief Sponsor: Lisa Shepherd**

Senate Sponsor:

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**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

**34-58-102**, Utah Code Annotated 1953

**34-58-103**, Utah Code Annotated 1953

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

Section 1. Section **34-58-101** is enacted to read:

**CHAPTER 58. Employment Rights Regarding Cooperation with Law Enforcement**

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

As used in this chapter:

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

(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
- 31 and the enforcement of criminal or immigration statutes or ordinances of the federal
- 32 government, this state, or a political subdivision of this state.

33 Section 2. Section **34-58-102** 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:

37 (i) voluntarily cooperating with a law enforcement officer; or

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

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

42 (i) voluntarily cooperating with a law enforcement officer;

43 (ii) declining to voluntarily cooperate with a law enforcement officer, unless required  
44 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  
47 law enforcement officer; or

48 (B) decline to voluntarily cooperate with a law enforcement officer if requested to  
49 do so by a law enforcement officer, unless required by law.

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

54 Section 3. Section **34-58-103** is enacted to read:

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

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

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

60 Section 4. **Effective Date.**

61 This bill takes effect on May 6, 2026.