



# House of Representatives *State of Utah*

UTAH STATE CAPITOL COMPLEX • 350 STATE CAPITOL  
P.O. BOX 145030 • SALT LAKE CITY, UTAH 84114-5030 • (801)538-1029

February 18, 2026

Mr. Speaker:

The Business, Labor, and Commerce Committee reports a favorable recommendation on **H.B. 294, EMPLOYER VERIFICATION AMENDMENTS**, by Representative T. Auxier, with the following amendments:

## Amendment 1

### 1 *Line 6 through 12:*

#### 6 **Highlighted Provisions:**

7 This Bill:

8 #amends provisions related to the Private Employer Verification Act, impacting a private  
9 employer who employs {50} 100 or more employees;

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

### 2 *Line 23 through 28:*

23 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~~] {50} 100 or more employees on or after [~~May~~  
4, 2022 ]

26 July 1, 2027 , may not hire a new employee on or after [~~May 4, 2022~~] July 1, 2027 , unless  
27 the private employer:

*Bill Number*  
HB0294

*Action Class*  
H

*Action Code*  
HCRAMD

H.B. 294

February 18, 2026 - Page 2

28 (a) is registered with a status verification system to verify the federal legal working

Respectfully,

A. Cory Maloy  
Chair

Voting: 10-3-3

*HB0294.HC2.WPD 2/18/26 6:25 PM RR2/rrandles jackierogers/*