

Utah Bars Employers From Requiring Individuals to Pay Medical Examination Fees

On March 23, 2026, Utah [enacted](#) legislation prohibiting employers from requiring individuals to pay for medical examinations or using reimbursement to cover medical examination costs. The law took effect on **May 6, 2026**.

Overview

The law bars Utah employers from doing the following:

- Charging an individual a fee for a medical examination;
- Requiring an individual to obtain a medical examination unless the employer pays the exam costs that the healthcare provider charges the individual;
- Requiring an employee to receive a medical exam that the employer requires outside of the employee's shift without pay; or
- Requiring an employee to use leave to receive a medical exam that the employer requires.

In addition, employers may not require an individual to pay for a medical examination even if the employer reimburses the individual.

Medical examination means a physical examination that an employer requires as a condition of preemployment, employment or continued employment, including drug tests. It does not include an appointment conducted to allow an employee to take or return from medical leave following an injury or illness that occurs outside the course and scope of employment.

Enforcement and Penalties

Individuals may file a claim with the Utah Antidiscrimination and Labor Division (UALD) for violations of the law within **one year** after the day on which the individual pays the employer or a healthcare provider a medical examination fee. If the UALD determines the individual's claim is valid, the division will order the employer to reimburse the fee the individual paid. In addition, the UALD may assess a daily penalty of up to 5% of the fee the individual paid to the employer and the costs the individual paid to the healthcare provider for up to 20 days or until the employer pays the amount owed to the individual.

Employers that violate the law are guilty of a Class B misdemeanor.

Highlights

March 23, 2026

Utah enacted legislation prohibiting employers from requiring individuals to pay for medical examinations or using reimbursement to cover medical examination costs.

May 6, 2026

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