



E-Verify Requirements:

**Federal, State, County and  
Municipal Levels**

**Guardian**<sup>™</sup>  
By **LawLogix**<sup>®</sup>

*The Leader in I-9 and  
E-Verify<sup>®</sup> Compliance Software<sup>sm</sup>*

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## Legal Disclaimer

The information contained herein is intended to educate members of the public generally and is not to be construed as legal advice, either implied or expressed. This information is subject to change without notice. For legal advice, consult an attorney experienced in employment and/or immigration law.

E-Verify requirements at the state and local levels change constantly because new legislation is introduced and existing laws are challenged. For the latest updates on state E-Verify requirements, visit the interactive LawLogix E-Verify Legislation Map online at [www.lawlogix.com/e-verify](http://www.lawlogix.com/e-verify).

## LawLogix Guardian<sup>SM</sup> I-9 and E-Verify Solution

The Guardian Difference	Industries We Serve	Contact Information
<p>The changing landscape of E-Verify means employers must navigate an unpredictable road ahead. Would your organization be ready if E-Verify became a national requirement?</p> <p>At LawLogix, we believe in strong partnerships with our clients and provide dependable resources for a transparent path to compliance. Currently used by more than 20,000 HR professionals, the Guardian I-9 &amp; E-Verify solution can help you:</p> <ul style="list-style-type: none"> <li>Instantly transmit I-9 data to E-Verify where required</li> <li>Prevent errors and omissions on the I-9 form with real-time error checking</li> <li>Easily prepare, manage, audit and store all I-9 records online</li> <li>Enforce consistent I-9 procedures to remain compliant and non-discriminatory</li> <li>Convert historical I-9 records into an electronic format and correct past mistakes using the proprietary Guardian electronic amendment tool</li> <li>Work seamlessly with legal counsel in case you receive an ICE Notice Of Inspection (NOI).</li> </ul>	<p>Federal Contractors subject to FAR Amendments</p> <p>Aerospace Education Foods &amp; Agriculture Hospitality Manufacturing Medical/Hospitals Professional Services Restaurant Retail/Sales Transportation</p>	<p>877.725.4355 ext. 1</p> <p><a href="mailto:i9sales@lawlogix.com">i9sales@lawlogix.com</a></p> <p><a href="http://www.lawlogix.com">www.lawlogix.com</a></p> <p><a href="http://www.electronici9.com">www.electronici9.com</a></p> <p><a href="#">Find out how can GUARDIAN<sup>SM</sup> System can eliminate errors and streamline the compliance process.</a></p>

### Federal E-Verify Requirements

Effective Date	Employers Impacted	Non-Compliance Penalties	Official Link
September 8, 2009	All Federal contractors and their subcontractors (paid over \$3,000) will need to use E-Verify to confirm that all of their <b>new hires and their current employees</b> working directly on federal contracts are authorized to work in the United States.	Ineligibility to receive and/or loss of federal contracts.	<a href="#">Amended Executive Order 12989</a> <a href="#">(Executive Order 13465)</a> <a href="#">USCIS Press Release</a> <a href="#">Federal Register Final Rule</a>

### States with No Existing E-Verify Legislation (Current Count 24)

Alaska	Iowa	Montana	Ohio
Arkansas	Kansas	Nevada	Texas
Connecticut	Kentucky	New Hampshire	Vermont
Delaware	Maine	New Jersey	West Virginia
District of Columbia	Maryland	New Mexico	Wisconsin
Hawai'i	Massachusetts	North Dakota	Wyoming





### The Color Legend


- All or Most Employers
- Public Employers and/or Contractors
- Public Employers Only
- Contractors Only
- Employers via Local/ Municipal Law
- Law Rescinded or Expired









### The Current Count of States with E-Verify Legislation







Status	States	Count
<span style="width: 15px; height: 15px; background-color: red; display: inline-block;"></span> All or Most Employers	Alabama, Arizona, Georgia, Louisiana, Mississippi, N. Carolina, S. Carolina, Tennessee, Utah	9 states
<span style="width: 15px; height: 15px; background-color: blue; display: inline-block;"></span> Public Employers and/or Contractors	Florida, Indiana, Missouri, Nebraska, Oklahoma, Pennsylvania	6 states
<span style="width: 15px; height: 15px; background-color: #003366; display: inline-block;"></span> Public Employers Only	Idaho, Virginia	2 states
<span style="width: 15px; height: 15px; background-color: #000033; display: inline-block;"></span> Contractors Only	Colorado, Minnesota	2 states
<span style="width: 15px; height: 15px; background-color: #666666; display: inline-block;"></span> Employers via Local Or Municipal Law	Michigan, New York, Oregon, Washington	4 states
<span style="width: 15px; height: 15px; background-color: #90EE90; display: inline-block;"></span> Law Rescinded or Expired	California, Illinois, Rhode Island	3 states



## States With E-Verify Legislation (in Alphabetical Order)

Jurisdiction	Effective Date	Employers Impacted	Penalties for Non-Compliance	Official Link
<b>Alabama</b>  <b>All or Most Employers</b>	Jan. 1, 2012 (Contractors)  April 1, 2012 (All other employers)	Under the law, All Alabama employers must enroll in E-Verify by April 1, 2012 and verify the work eligibility of all new hires. Employers must attest to not employing an unauthorized alien as a condition of being awarded any government contract, grant or incentive.	First Offense -- Debarment from state contracts, cancellation of state government grants or incentives and suspension or revocation of business license up to 60 days.  Second Offense -- May lead to permanent revocation of business license.	<a href="#">HB 56</a>
<b>AL- Albertville</b>  <b>All or Most Employers</b>	Dec. 1, 2008	For contracts in excess of one hundred thousand dollars (\$100,000.00) in any twelve-month period, the contractor or supplier shall certify to the city that it and its subcontractors have and will verify, to the extent allowable by federal law, by using the federal E-verify program, that no unauthorized aliens are utilized in providing services, materials or things to the city.	The city council may terminate a contract if the contractor, subcontractor or supplier fails to terminate an employee determined by the federal government to be an unauthorized alien or fails to provide verification that it does not employ unauthorized aliens.	<a href="#">Albertville Municipal Code Sec. 11-20</a>
<b>AL - Decatur</b>  <b>All or Most Employers</b>	Jun. 1, 2009	All employers doing business with the City.  Decatur City Council approved resolution No. 99-141 requiring that companies doing business with the city verify that all employees are authorized to work in the US using E-Verify or another acceptable procedure.	Revocation of contract.	<a href="#">Resolution No. 09-141 City Council Meeting Agenda (Jun. 1, 2009)</a>
<b>AL- Huntsville</b>  <b>All or Most Employers</b>	Jan. 1, 2010	All city contractors with contracts valued at \$15,000 or higher must use E-Verify for all new employees who will be working directly on the contract with the city. If a contractor uses one or more subcontractors in connection with the performance of a contract, the contractor shall include in all subcontracts valued at \$3,000.00 or more the requirement for compliance by the subcontractor. COTS items are exempted for both contractors and subcontractors.	The city may refuse to award, renew or extend a contract. The city may also terminate a contract with any contractor that fails to remain enrolled in E-Verify throughout the term of its contract with the city.	<a href="#">Code of Ordinances, Chapter 2, Article X</a>

Jurisdiction	Effective Date	Employers Impacted	Penalties for Non-Compliance	Official Link
<b>Arizona</b>  <b>All or Most Employers</b>	Jan. 1, 2008	All Arizona employers must participate in E-Verify after December 31, 2007.	<b>Penalties effective March 1, 2008</b>  First offense - Temporary AZ business license suspension for 10 days.  Second offense - Permanent AZ business license suspension.	<a href="#">HB 2779</a> <a href="#">HB 2745</a>

Jurisdiction	Effective Date	Employers Impacted	Penalties for Non-Compliance	Official Link
<b>California</b>  Requirement Rescinded or Expired	Oct. 9, 2011	Governor Brown signed into law AB 1236 prohibiting the State and any cities, counties, or special districts from requiring employers (other than a government entity) to use E-Verify as a condition of receiving a government contract, applying for or maintaining a business license, or as a penalty for violating licensing or other similar laws. Employers are free voluntarily use E-Verify or as required by federal law.  The E-Verify laws for the following jurisdictions are nullified:	None specified	<a href="#">AB 1236</a>
<b>CA – Escondido</b>  Requirement Rescinded or Expired	Mar. 23, 2011	<b>Nullified by State Law</b> All City contractors must participate in the IMAGE program and utilize E-Verify for all new employees.	None specified.	<a href="#">Resolution No. 2011-44</a>  <a href="#">City Council Meeting Agenda (March 23, 2011)</a>
<b>CA – Hemet</b>  Requirement Rescinded or Expired	Jun. 9, 2011	<b>Nullified by State Law</b> Ordinance Bill No. 11-017 requires City employers use E-Verify for all new employees.	First violation – Employers must terminate employment of all workers hired in violation of this ordinance.  Second violation – Employers who hire unauthorized workers may have their business licenses revoked by the City Manager.	<a href="#">Ordinance Bill No. 11-017</a>
<b>CA – Hesperia</b>  Requirement Rescinded or Expired	Oct. 19, 2010	<b>Nullified by State Law</b> All contract vendors must certify the use of E-Verify of new employees.	None specified.	<a href="#">Hesperia City Council Regular Meeting Minutes (October 19, 2010)</a>
<b>CA – Lake Elsinore</b>  Requirement Rescinded or Expired	Aug. 15, 2010	<b>Nullified by State Law</b> Ordinance 1279 requires all employers in the City use E-Verify for new employees.	First violation - The city manager shall demand that the employer terminate the employment of all workers hired in violation of this ordinance.  Second violation - The city manager may revoke any license that has been issued to those who hired unauthorized workers.	<a href="#">Ordinance 1279</a>
<b>CA – Menifee</b>  Requirement Rescinded or Expired	Jun. 15, 2010	<b>Nullified by State Law</b> All employers applying for a business license must affirm their intent to use E-Verify for new employees.	None specified.	<a href="#">City of Menifee City Council Meeting Minutes (June 15, 2010)</a>
<b>CA – Mission Viejo</b>  Requirement Rescinded or Expired	Jul. 1, 2007	<b>Nullified by State Law</b> City ordinance 07-274 requires all City agencies and Contractors use E-Verify for its new employees.	Ineligibility to enter into a city contract(s).	<a href="#">Ordinance 07-247</a>
<b>CA – Murrieta</b>  Requirement Rescinded or Expired	Mar. 21, 2011	<b>Nullified by State Law</b> Ordinance amending Chapter 5.04 of the Murrieta Municipal Code requires all employers to use E-Verify as a condition of obtaining a business license.	First violation – Warning and a fine not to exceed \$100. Second violation – Suspension of business license for period of three months and fine not to exceed \$200. Third violation – Revocation of business license for a period of one year and a fine not to exceed \$500.	<a href="#">Ordinance amending Chapter 5.04 of Municipal Code</a>


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<b>CA – Palmdale</b>  Requirement Rescinded or Expired	July 1, 2008	<b>Nullified by State Law</b> Ordinance No. 1333 requires all contractors and subcontractors entering into or renewing a public contract <\$50,000 for services with the City use E-Verify for new employees.	Termination of public contract for services and imposition of penalties or liquidated damages	<a href="#">Ordinance No. 1333</a>
<b>CA – San Bernardino County</b>  Requirement Rescinded or Expired	September 1, 2011	<b>Nullified by State Law</b> All contractors that provide services or products to the County must use E-Verify.	None specified.	<a href="#">Press release from Brad Mitzelfelt, Vice Chairman and Supervisor, First District, San Bernardino County</a>
<b>CA – San Diego County</b>  Requirement Rescinded or Expired	October 21, 2011	All county employees must be submitted to the E-Verify system.	None Specified	<a href="#">County Board of Supervisor Meeting Approval for Voluntary Enrollment (Sep. 13, 2011)</a>
<b>CA – Simi Valley</b>  Requirement Rescinded or Expired	October 11, 2010	<b>Nullified by State Law</b> Ordinance No. 1166 requires all contractors entering into or renewing a public contract for services with the City use E-Verify for new employees.	Termination of public contract for services and imposition of penalties or liquidated damages.	<a href="#">Ordinance No. 1166 Adding Article 5 to Chapter 9 of Title 2 of the Simi Valley Municipal Code</a>
<b>CA – Temecula</b>  Requirement Rescinded or Expired	January 1, 2011	<b>Nullified by State Law</b> Ordinance No. 10 requires all businesses in the City to use E-Verify for new employees.	Revocation or denial of renewal of a business license certificate.	<a href="#">Ordinance No. 10</a>
<b>CA – Wildomar</b>  Requirement Rescinded or Expired	December 8, 2010	<b>Nullified by State Law</b> All City contractors must use E-Verify for new employees and provide the City documentation affirming its enrollment and participation.	None specified.	<a href="#">Ordinance No. 57</a>


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<b>Colorado</b>  Contractors Only	August 7, 2006; amended on May 13, 2008 (Contractors only)	State agency or political subdivision Contractors must certify they do not knowingly employ unauthorized workers and it participates in E-Verify or another Department of Labor and Employment (DOLE) employment verification system.	DOLE may make on-site inspections to investigate if a contractor is complying with immigration-related provisions of the public contract. Violations will result in termination of the public contract by state agencies or political subdivisions and notification to the Secretary of State, where a public listing of violators will be available.	<a href="#">Colorado Rev. Stat. § 8-17.5-101 &amp; 102 Illegal Aliens - Public Contracts for Services</a> HB 06-1343 as amended by HB 07-1073 and SB 08-193
<b>CO – Denver</b>  Contractors Only	Oct. 1, 2010	Public Contractors with the City or a contract or a purchase authorization with the City for construction, alteration, improvement, repair, maintenance or demolition of any public building or public work by or on behalf of the City.	City may terminate the contract. Contractor is liable for actual and consequential damages to the City. Violators may be disqualified from future City bids, at the City's discretion.	<a href="#">Ordinance CB10-0612</a>


Jurisdiction	Effective Date	Employers Impacted	Penalties for Non-Compliance	Official Link
<p><b>Florida</b></p> <p><b>Public Employers and/or Contractors</b></p>	<p>May 27, 2011 (Exec. Order 11-116 supersede 11-02)</p> <p>Jan. 4, 2011 (Exec. Order 11-02)</p>	<p>Governor's Executive Order, all agencies must:</p> <ol style="list-style-type: none"> <li>Verify the employment eligibility of all new agency employees through E-Verify</li> <li>Expressly require state contractors use E-Verify for new employees hired by the contractor during the contract term</li> <li>Expressly require contractors require their subcontractors to use E-Verify for all new employees hired by the subcontractor during the contract term.</li> </ol> <p>This order supersedes Executive Order 11-02 requiring state agencies, contractors and subcontractors to verify the employment eligibility of all current and prospective employees.</p>	None specified.	<p><a href="#">Office of the Governor Executive Order 11-116 Superseding 11-02</a></p> <p><a href="#">Office of the Governor Executive Order No. 11-02</a></p>
<p><b>FL – Bonita Springs Public Employers and/or Contractors</b></p>	Jun. 1, 2009	<p>Any vendor or contractor providing services to the City must use E-Verify for all employees hired during the contract term by the contractor and assigned by the contractor to perform work for the City.</p> <p>Exemptions: (1) contracts for services below \$5,000; (2) contracts for a single performance to be completed in less than 30 days; or (3) service provider provides an affidavit that they are an individual and no one else will be hired to perform the work.</p>	Prohibition for contracting with the City for a period of one year.	<a href="#">Ordinance No. 09-04</a>
<p><b>FL – Hernando County Public Employers and/or Contractors</b></p>	May 11, 2010	County Contractors and subcontractors doing business must use E-Verify for all new employees.	Specific penalties have not been announced, but the Board indicated violating contractors and subcontractors may be denied future county projects.	<a href="#">Legislative File # 3516</a>


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<p><b>Georgia</b></p> <p><b>All or Most Employers</b></p>	<p>Jan. 1, 2012 (HB 87 E-Verify requirements)</p> <p>Jul. 1, 2007 (SB 529)</p>	<p><b>On or before January 1, 2012</b> Private employers with 500 or more employees must E-Verify all new hires</p> <p><b>On or before July 1, 2012</b> Private employers with more than 100 but fewer than 500 employees must E-Verify all new hires</p> <p><b>On or before July 1, 2013</b> Private employers with between 11 and 99 employees must E-Verify all new hires</p> <p>(Private employers with 10 or fewer employees are exempt from the E-Verify requirement.)</p>	<p>Issuance and renewal of a state, county, or municipal business license shall be contingent upon the employer's registration with E-Verify.</p> <p>Persons acting in willful violation of the law by knowingly accepting identification documents that are not secure and verifiable shall be guilty of a misdemeanor and subject to imprisonment not to exceed 12 months, a fine not to exceed \$1,000.00 or both.</p>	<p><a href="#">HB 87 - Illegal Immigration Reform and Enforcement Act of 2011</a></p> <p><a href="#">06 SB529</a></p>
<p><b>GA – Cherokee County All or Most Employers</b></p>	Jan. 1, 2007	County Contractors (and Subcontractors) must prove enrollment in E-Verify in the last 12 months for employees working on the contract.	Termination of the contract and liability for all damages and delays occasioned by the County.	Resolution 2006-R-106 (1/1/2007) (Not available online)






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<p><b>Illinois</b></p> <p> Requirement Rescinded or Expired</p>	Jan. 1, 2010	All employers can now voluntarily use E-Verify	<p><b>Act 096-0623</b></p> <p>Illinois Employers are not anymore prohibited from enrolling in the E-Verify Program, they can voluntarily use it.</p> <p>The Right to Privacy in the Workplace Act 096-0623 nevertheless stipulates that prior to choosing to voluntarily enroll in the E-Verify Program, employers are urged to consult the Illinois Department of Labor's website for current information regarding the accuracy of the program. Additionally, employers are encouraged to review and understand their legal responsibilities relating to the use of the E-Verify Program.</p> <p>Public Act 096-0623 also requires an employer using the E-Verify Program to attest on this <a href="#">form</a>.</p>	<a href="#">EO 2009-10</a>

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<p><b>Idaho</b></p> <p> Public Employers Only</p>	Jan. 1, 2008	All Arizona employers must participate in E-Verify after December 31, 2007.	<p><b>Penalties effective March 1, 2008</b></p> <p>First offense - Temporary AZ business license suspension for 10 days.</p> <p>Second offense - Permanent AZ business license suspension.</p>	<a href="#">HB 2779</a> <a href="#">HB 2745</a>

Jurisdiction	Effective Date	Employers Impacted	Penalties for Non-Compliance	Official Link
<p><b>Indiana</b></p> <p> All or Most Employers</p>	Jul. 1, 2011	State and local governments and their contractors must E-Verify for all new employees.	<p>A contractor of a public contract for services may terminate a contract with a subcontractor if the subcontractor employs unauthorized aliens or contracts with them.</p> <p>Private employers are not required to use E-verify but will not be able to deduct employee wages from their state income taxes if they do not enroll.</p>	<a href="#">SB-590</a>


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<p><b>Louisiana</b></p>  <p><b>All or Most Employers</b></p>	<p>Jan. 1, 2012 (Act 376)                      Aug. 15, 2011 (Act 402)</p>	<p>All private contractors who want to do business with a state or local public entity must use E-Verify.</p> <p>All private employers must either use E-Verify or retain copies of certain identity and work authorization documents.</p>	<p>Private contractors may be subject to cancellation of the public contract and may be ineligible for public contracts for up to 3 years from the violation date. The private contractor will be liable for additional costs incurred by a public entity resulting from the cancellation of a contract or loss of any license permit.</p> <p>Private employers who do not verify the citizenship of their employees will be subject to civil penalties as follows:</p> <p>First-time violators face a civil penalty of up to \$500 for each unauthorized worker.</p> <p>Second-time violators face a civil penalty of not more than \$1,000 for each unauthorized worker.</p> <p>Third-time violators (or subsequent violators) will face penalties including a suspended permit or business license for at least 30 days and up to 6 months, a fine up to \$2,500 for each unauthorized worker.</p>	<p><a href="#">HB 342 (Act 376)</a>  <a href="#">HB 646 (Act 402)</a></p>



Jurisdiction	Effective Date	Employers Impacted	Penalties for Non-Compliance	Official Link
<p><b>Michigan</b></p>  <p><b>Employers via Local/Municipal Law</b></p>	<p>No state-wide E-Verify requirement</p>			
<p><b>MI – Macomb County</b></p>  <p><b>Employers via Local/Municipal Law</b></p>	<p>September 1, 2009</p>	<p>Employers providing services in excess of \$20,000 a year to the county must enroll in and use E-Verify.</p>	<p>None specified.</p>	<p><a href="#">MCCMH MCO Policy 5-012</a></p>
<p><b>MI – Oakland County</b></p>  <p><b>Employers via Local/Municipal Law</b></p>	<p>September 8, 2009</p>	<p>Oakland County must register with, participate in, and utilize the E-Verify Program (or any successor program implemented by DHS or SSA) when hiring employees after 11/8/2009.</p> <p>All County service contractors/vendors must use E-Verify for all new employees.</p>	<p>None specified.</p>	<p><a href="#">Miscellaneous Resolution #09180</a></p> <p><a href="#">Miscellaneous Resolution #09116</a></p>



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<p><b>Minnesota</b></p> <p><b>Contractors Only</b></p>	<p>Jul. 20, 2011</p> <p>Previously effective Jan. 29, 2008</p> <p>Expired Apr. 4, 2011</p>	<p>Service contracts over \$50,000 require certification from the vendor (and subcontractors), as of the date services, that it has enrolled and is implementing (or in the process of implementing) E-Verify for all new employees performing work on behalf of the State. Contracts entered into by the State Board of Investment are exempted.</p> <p>Previously, Governor Pawlenty issued an executive order requiring all hiring authorities within the executive branch of state government, and employers with state contracts in excess of \$50,000 to use the E-Verify program for all newly hired employees. This executive order expired on April 4, 2011.</p>	<p>None Specified</p>	<p><a href="#">State Government Finance Omnibus Bill reinstating E-Verify requirement</a></p> <p><a href="#">MPR News reports that Minnesota E-Verify requirement had lapsed</a></p> <p><a href="#">Executive Order 08-01</a></p>



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<p><b>Mississippi</b></p> <p><b>All or Most Employers</b></p>	<p>Jul. 1, 2008</p>	<p>All employers must use E-Verify:</p> <p>July 1, 2008 - All public employers, all public contractors and subcontractors, and private employers with 250 or more employees.</p> <p>July 1, 2009 – Private employers with between 100 and 250 employees.</p> <p>July 1, 2010 – Private employers with between 30 and 99 employees.</p> <p>July 1, 2011 - All private employers</p>	<p>Violating Employers may</p> <ol style="list-style-type: none"> <li>1. Have all state contracts terminated and become ineligible for public contracts for three years</li> <li>2. Have any license, permit, or certificate suspended for one year, or</li> <li>3. Both.</li> </ol>	<p><a href="#">SB 2988</a></p>


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<p><b>Missouri</b></p> <p><b>Public Employers and/or Contractors</b></p>	<p>Jan. 1, 2009</p>	<p>Public employers, any business with a state contract or grant in excess of \$5,000 or any business receiving state-administered or subsidized tax credit, tax abatement or loan from the state must use E-Verify or other federal work authorization program.</p>	<p>Possible Ineligibility to receive contract(s), subsidized tax credits, tax abatement and/or loans.</p>	<p><a href="#">HB 1549</a></p>
<p><b>MO – City of O’Fallon</b></p> <p><b>Public Employers and/or Contractors</b></p>	<p>Sep. 8, 2011</p>	<p>As a condition for the award of any contract or grant in excess of \$5,000 by the City, or receipt of a tax abatement, the business must swear by affidavit its enrollment and participation in a federal work authorization program in connection with the contracted services.</p>	<p>None specified.</p>	<p><a href="#">RESOLUTION NO. 09-08-2011A</a></p>

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<b>MO-City of Springfield</b>  Requirement Rescinded or Expired	Sep. 20, 2012  Pending Litigation  Originally Feb. 7, 2012	<p>The City entered into a settlement with the plaintiffs agreeing to invalidate the initiative requiring employers to enroll in E-Verify.</p> <p>*On May 10, 2012, the US District Court for the Western District of Missouri issued a preliminary injunction that prevents the City from enforcing General Ordinance No. 5988, which was slated to begin June 4. The injunction will stay in place until a final decision is reached on whether the ordinance is preempted by federal law.</p> <p>Every Business Entity that applies for a business license or permit to engage in any type of Work in the City shall sign an affidavit affirming that they have enrolled in the E-Verify Program and do not knowingly utilize the services or hire any person who is an unlawful worker. All new hires must be run through E-Verify as a condition of employment.</p>	<p>Law has been invalidated as part of a legal settlement agreement.</p> <p>First Violation: Suspension of business license of any business entity which fails to correct the violation within three business days after notification of the violation by the Finance Department.</p> <p>Second Violation: Fine of \$499 and license suspension for 20 business days</p> <p>Third Violation: Fine of \$499 and license suspension for 30 business days</p> <p>Fourth Violation: Revocation of business license</p>	<p><a href="#">Initiative has been nullified</a></p> <p><a href="#">Preliminary Injunction</a></p> <p><a href="#">Springfield, MO Ordinance</a></p>

Jurisdiction	Effective Date	Employers Impacted	Penalties for Non-Compliance	Official Link
<b>Nebraska</b>  Public Employers and/or Contractors	October 1, 2009	<p>Public entities, contractors for public projects, and businesses qualifying for state tax incentive programs must use E-Verify for new employees.</p> <p>Private employers are not affected, unless they are doing contract work for the state or receiving state economic incentives.</p>	<p>Possibly not eligible for state contract work and/or receiving state economic incentives.</p>	<p><a href="#">LB 403</a></p>
<b>NE-- Fremont</b>  Public Employers and/or Contractors	Mar. 5, 2012 (E-Verify provisions affirmed by U.S. District Court)  Jul. 29, 2010 (previously suspended due to litigation)	<p>All employers doing business with the City. (Independent contractors exempt.)</p> <p>All business entities performing within the City must enroll in E-Verify within 60 days of the effective date of this Ordinance (May 4, 2012) and must use E-Verify for new employees.</p>	<p>Business entity will be tried at a public hearing before the City Council. If City Council determines that there is a violation, it may revoke the business license, cancel the contract, recall the grant or accelerate the loan and institute an action to collect any sums due.</p>	<p><a href="#">Ordinance No. 5165</a></p>


Jurisdiction	Effective Date	Employers Impacted	Penalties for Non-Compliance	Official Link
<p><b>New York</b></p> <p> <b>Employers via Local/Municipal Law</b></p>	No state-wide E-Verify requirement			
<p><b>NY – Suffern Village</b></p> <p> <b>Employers via Local/Municipal Law</b></p>	Aug. 11, 2008	Any new contractors with the village must use E-Verify to for new employees.	None specified.	<a href="#">Village Board Meeting (August 11, 2008)</a>


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<p><b>North Carolina</b></p> <p> <b>All or Most Employers</b></p>	<p>Oct. 1, 2011 for all public employers.</p> <p>Private employers of 25 or more to be phased in over the course of several years.</p> <p>Jan. 1, 2007</p>	<p>HB36 passed on Jun. 2011 expanding the scope of current E-Verify requirements to include new hires of all county and municipal government agencies and private employers with 25 or more employees.</p> <p>Law becomes effective for County and City Employers as of October 1, 2011 and the following schedule for Private Employers:</p> <p>October 1, 2012 for employers that employ 500 or more employees.</p> <p>January 1, 2013 for employers that employ 100 or more but less than 500 employees.</p> <p>July 1, 2013 for employers that employ 25 or more but less than 100 employees.</p> <p>All state agencies, offices, and universities must use E-Verify for new employees hired on or after Jan. 1, 2007, except for employees of local education agencies hired on or after Mar. 1, 2007.</p>	<p>Private employers may be assessed penalties of \$1,000.00 to \$10,000.00 per violation depending on the number of prior violations and employer's failure to timely file an affidavit attesting to requesting verification of the employee's work authorization through E-Verify.</p> <p>No penalty specified.</p>	<p><a href="#">HB36</a></p> <p><a href="#">NC OSP E-Verify FAQ</a></p>
<p><b>NC – Alamance County</b></p> <p> <b>All or Most Employers</b></p>	Feb. 1, 2010	Contractors and subcontractors must use E-Verify for all new employees and make the records immediately available upon the written request by the County.	Violators could be barred from future county projects.	<a href="#">Addendum to county contracts</a>

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<p><b>Oklahoma</b></p> <p> <b>Public Employers and/or Contractors</b></p>	<p>Nov. 1, 2007 for public employers</p> <p>Jul. 1, 2008 for state contractors</p>	Requires state and local government agencies and private employers with government contracts to use E-Verify for new employees beginning Nov. 1, 2007 for Public Employers and Jul. 1, 2008 for State Contractors.	Ineligibility to receive a state contract(s).	<a href="#">HB 1804</a>


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<p><b>Oregon</b></p> <p><b>Employers via Local/Municipal Law</b></p>	<p>No state-wide E-Verify requirement</p>			
<p><b>OR - Columbia County</b></p> <p><b>Employers via Local/Municipal Law</b></p>	<p>Originally Feb. 2, 2009.</p> <p>Jan. 30, 2009 Columbia County Circuit Court granted a preliminary injunction that prevented Measure 5-190 from taking effect on February 2, 2009. The injunction will prevent Columbia County from enforcing Measure 5-190 until a final decision is reached.</p>	<p>If implemented, the Measure would require all county employers to use E-Verify and would make it illegal for any employer in Columbia County to knowingly or intentionally hire unauthorized aliens. The Measure sets out a system of penalties and procedures for enforcement.</p>	<p>First violation - \$10,000 fine.</p> <p>Second violation - Columbia County Board of Commissioners must seek to revoke the employer's business licenses and permits.</p>	<p><a href="#">Columbia County Ballot Measure 5-190</a></p>




Jurisdiction	Effective Date	Employers Impacted	Penalties for Non-Compliance	Official Link
<p><b>Pennsylvania</b></p> <p><b>Public Employers and/or Contractors</b></p>	<p>Jan. 1, 2013</p>	<p>Public works state contractors and subcontractors must use E-Verify. "Public work" is defined as "construction, reconstruction, demolition, alteration and/or repair work other than maintenance work, done under contract and paid for in whole or in part out of the funds of a public body where the estimated cost of the total project is in excess of \$25,000, but shall not include work performed under a rehabilitation or manpower training program." Potentially broader reach for subcontractors.</p>	<p>Violations for failing to enroll and use E-Verify:</p> <p>First violation – warning and posting on state website                      Second violation – 30 days debarment from state public works contract                      Third violation – 180 days or up to 1 year debarment from state public works contract                      Willful violators (as determined by a court) may be debarred for up to 3 years                      Willful violators who misrepresent themselves on an official verification form to the state may be subject to a civil fine of \$250 to \$1,000 per violation.</p>	<p><a href="#">Act No. 127</a></p>
<p><b>PA – Allegheny County</b></p> <p><b>Public Employers and/or Contractors</b></p>	<p>Jul. 14, 2011</p>	<p>County Contractors must certify, at the time of the certification, it did not knowingly employ or contract with an unauthorized alien who will perform work on the contract <u>and</u> that the contractor will participate in E-Verify for new employees perform work under the contract.</p>	<p>County may terminate the contract for a breach of contract and notify ICE. Violators may be liable for actual and consequential damages to the County and disqualified from future County contracts, working on future subsidized projects, or receiving County subsidies.</p>	<p><a href="#">Ordinance No. 12-11-OR</a></p>

Jurisdiction	Effective Date	Employers Impacted	Penalties for Non-Compliance	Official Link
<p><b>Rhode Island</b></p> <p> Requirement Rescinded or Expired</p>	<p>Jan. 5, 2011, Executive Order 11-02</p> <p>2008 Executive Order 08-01</p>	<p>Effective January 5, 2011, public employers and contractors are no longer required to use E-Verify.</p> <p><b>Nullified by Subsequent Executive Order</b> Executive Order 08-01 required the State's executive branch and all persons and businesses, including grantees, contractors, sub-contractors and vendors doing business with the state of Rhode Island to register and use E-Verify.</p>	<p>Ineligibility to enter into a state contract(s).</p>	<p><a href="#">Executive Order 11-02 (January 5, 2011)</a></p> <p><a href="#">Exec. Order No. 08-01 (RI 2008)</a></p>


Jurisdiction	Effective Date	Employers Impacted	Penalties for Non-Compliance	Official Link
<p><b>South Carolina</b></p> <p> All or Most Employers</p>	<p>Jan. 1, 2012</p> <p>Jan. 1, 2009</p>	<p>All employers by January 1, 2012</p> <p>On June 27, 2011, Governor Nikki Haley signed into law amendments to the South Carolina Illegal Immigration Reform Act. The amended law requires all employers to enroll in the E-Verify system beginning January 1, 2012 and to verify the legal status of all new employees through E-Verify within three business days of hiring. In addition, employers may no longer confirm new workers' employment authorization with a driver's license or state identification card.</p> <p>Previously, Act H 4400 required employers to use E-Verify for all new hires, or only employ workers with valid driver's license from South Carolina or from another pre-designated state. The law first went into effect on January 1, 2009.</p>	<p>For a first occurrence by a private employer, prior to July 1, 2012, of failure to verify a new hire through the E-Verify within three business days, an employer must swear or affirm in writing to the South Carolina Department of Labor, Licensing and Regulation that the employer has complied with I-9 laws from January 1, 2012 until notification by LLR of a violation, and comply with the state law on verification of new hires within three business days.</p> <p>For a first occurrence by a private employer, after July 1, 2012, of failure to verify a new hire through the E-Verify within three business days, the Department of LLR must place the employer on probation for a period of one year, during which time the private employer must submit quarterly reports to the agency demonstrating compliance with the law. A subsequent violation within three years of the law's verification requirements must result in the suspension of the private employer's licenses for at least 10 days but not more than 30 days.</p>	<p><a href="#">Act 69</a></p> <p><a href="#">H 4400</a></p>



Jurisdiction	Effective	Employers Impacted	Penalties for	Official Link
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	Date		Non-Compliance	
<p><b>Tennessee</b></p>  <p><b>All or Most Employers</b></p>	Jan 1, 2012	<p>All employers must use E-Verify for new employees or request newly hired employee provide a valid state issued driver license or photo ID card (licensure requirements must equal TN's). Other documents such as U.S. birth certificate, passport or other government issued document demonstrating work authorization are acceptable. Employment verification provisions will be phased in for employers as follows:</p> <p>All state and local government agencies: no later than January 1, 2012</p> <p>All private employers with 500 or more employees: no later than January 1, 2012</p> <p>All private employers with 200 to 499 employees: no later than July 1, 2012</p> <p>All private employers with 6 to 199 employees: no later than January 1, 2013</p>	<p>Violating employers will be assessed \$500 for the first violation, \$1,000 for a second violation and \$2,500 for a third or subsequent violation.</p> <p>In addition, first-time offenders will also be assessed an <i>additional</i> \$500 for each employee or non-employee not verified through E-Verify or for whom an identity / employment authorization document was not requested. For second and third violations, employers will be fined an additional \$1,000 or \$2,500, respectively, for each employee or non-employee.</p> <p>Employer failing to submit evidence of compliance within 60 days of a final order will have its business license suspended until the violation is cured.</p>	<p><a href="#">Public Chapter No. 436</a></p>

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<p><b>Utah</b></p>  <p><b>All or Most Employers</b></p>	Jul. 1, 2010	<p>SB 251 Substitute requires every private employer who employs 15 or more employees to use E-Verify for new employees. Only exceptions are those private employers of foreign nationals with visas classified as H-2A or H-2B. Private employers can also voluntarily register certifying participation in verification. On and after <b>July 1, 2010</b>, Utah's Department of Commerce must publish a public electronic list of private employers who have registered with E-Verify.</p>	<p>Ineligibility to enter into a state contract(s).</p>	<p><a href="#">SB 251 Substitute</a></p>
	Jul. 1, 2009	<p>SB 81, effective date <b>July 1, 2009</b> requires Public Entities and Public Contractors to participate in E-Verify or a similar employment verification system.</p>	<p>Ineligibility to enter into a state contract(s).</p>	<p><a href="#">SB 81</a></p>
<p><b>UT – Salt Lake County</b></p>  <p><b>All or Most Employers</b></p>	Mar. 7, 2012	<p>Applicants for business licenses in unincorporated Salt Lake County must provide written assurance that they have used E-Verify. All county business license applications will include a checkbox to determine whether the employer has used a status verification system, as required by Utah state law.</p>	<p>None specified.</p>	<p><a href="#">Salt Lake County Council Resolution</a></p>
<p><b>UT – St. George</b></p>  <p><b>All or Most Employers</b></p>	Dec. 2007 (Public Employers)	<p>Since January 2008, the City uses E-Verify for everyone who has been offered employment with the City.</p>		<p><a href="#">City Ordinance 1-10B-14 (April 2, 2009)</a></p>
	Jan. 1, 2009 (Public Contractors)	<p>City procurement processes require contractors and sub-contractors to use E-Verify to verify the employment eligibility (including E-Verify authorized documentation) of all employees as allowed by law.</p>		



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<b>UT – Washington County</b>  <b>All or Most Employers</b>	Dec. 17, 2011	All businesses in the unincorporated areas of Washington County are required to confirm the employment eligibility of new hires through the E-Verify system.	Suspension of county-issued business license	<a href="#">Ordinance No. 2011-1014</a>

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<b>Virginia</b>  <b>Public Employers Only</b>	Dec. 1, 2012	State agencies must enroll in E-Verify for all newly hired employees who perform work in the State.	None specified.	<a href="#">HB 737</a>
<b>VA – Prince William County</b>  <b>Public Employers Only</b>	Mar. 3, 2009	Directive 09-07 requires the County use E-Verify for new employees. Public contractors must use E-Verify (effective 120 days after FAR rules goes into effect).	None specified.	<a href="#">Board of County Supervisors Brief (February 17, 2009)</a>

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<b>Washington</b>  <b>Employers via Local/Municipal Law</b>	No state-wide E-Verify requirement			
<b>WA – Clark County</b>  <b>Employers via Local/Municipal Law</b>	Sep. 24, 2009 (Passed on Sep. 1, 2009)	All County contractors must use E-Verify for all new employees. After FAR implementation, the resolution was amended to allow verification of new hires only for contracts ≤ \$1 million.	None specified.	<a href="#">Clark County Staff Report Re Resolution 2009-09-01</a>
<b>WA – City of Lakewood</b>  <b>Employers via Local/Municipal Law</b>	Jul. 1, 2009	Ordinance 492 requires all City contractors and subcontractors who provide services or products use E-Verify for all new employees for the term of the contract. No minimum dollar amount for contracts affected.	None specified.	<a href="#">City of Lakewood E-Verify Requirements for Contractors</a>
<b>WA – City of Kennewick</b>  <b>Employers via Local/Municipal Law</b>	Jan. 17, 2012	Resolution No. 12-01 requires all City contractors and vendors for general service contracts and public works contracts use E-Verify for all new employees. The Policy does not apply to unique professional service providers (e.g.: architectural, legal, engineering, bonding, banking, investment or providers of COTS items). The City manager, with Council approval, may waive requirements on a case-by-case basis.	None specified.	<a href="#">City of Kennewick Resolution No. 12-01</a>

Jurisdiction	Effective Date	Employers Impacted	Penalties for Non-Compliance	Official Link
<b>WA – Cowitz County</b> Employers via Local/Municipal Law	Oct. 25, 2011 (Board voted to approve ordinance)	Contractors and any employers competing for a County contract must certify they use E-Verify for all new employees. The provision also applies to any contractors' employees who will work on the project no matter how long they have been employed.	None specified.	<a href="#">Resolution No. 11-118 approved on 10/25/2011</a>
<b>WA – Lewis County</b> Employers via Local/Municipal Law	Jun. 22, 2010 (Ordinance passed)	Resolution No. 10-161 requires companies with County contracts < \$100,000 use E-Verify for new employees.	None specified.	<a href="#">(Resolution No. 10-161 pending.)</a>
<b>WA - Pierce County</b> Employers via Local/Municipal Law	Mar. 1, 2010	Ordinance No. 2009-74s requires all County contractors and business entities with contracts for road or other county public works <\$100,000 and any other contracts <\$25,000 must use E-Verify for all new employees.	Ineligibility to enter into County contract(s).	<a href="#">Ordinance 2009-74s</a>
<b>WA - City of Yakima</b> Employers via Local/Municipal Law	Jun. 8, 2011 (City Council approved)	All City employees and City contractors and subcontractors must use E-Verify for all new employees.	None specified.	<a href="#">Yakima Herald Article</a>
<b>WA – Whatcom County</b> Employers via Local/Municipal Law	Jul. 2010	County contractors with projects < \$100,000 lasting longer than 120 days are required to certify they use E-Verify for all new employees. Exemptions consistent with E-Verify MOU apply.	None specified.	<a href="#">Voluntary enrollment, no legislative action.</a>

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