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E-Verify for Alabama State Contractors Arrives

Summary: State contractors must begin using E-Verify by January 1 to comply with Alabama's new immigration law.

The new year in Alabama is bringing more than fireworks and festivities for in-state businesses. If your company receives a contract, grant, or incentive by the state or local government, you must begin using E-Verify by January 1, 2012, to confirm employment eligibility for all new hires. E-Verify is an internet-based system that compares an employee's Form I-9 information to data from the U.S. Department of Homeland Security and Social Security Administration records to confirm whether a person is eligible to work in the United States. All other Alabama employers must start using E-Verify by April 1, 2012.

The Act states contractors are not liable for a subcontractor who violates the Act provided the contractor receives a sworn affidavit from the subcontractor stating they are complying with the Act. Thus, contractors should strongly consider incorporating a compliance clause into their contract packages and requiring a compliance affidavit with every subcontract or bid.

If your business is a state contractor and it has not already started to participate in E-Verify, it is time to sign up. To get started, go to www.uscis.gov/E-Verify. On the right hand side, click "Enroll in E-Verify" and follow the steps to enroll your company in E-Verify.

Any questions regarding the use of E-Verify may be directed to Brooke Nixon at (205) 633-0236.

Speakers Available

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Members of the Tanner & Guin, LLC Workplace Law Group regularly speak before trade associations, business groups, and clients. If you have questions about any programs, please feel free to contact any member of the Workplace Law Group; or if you would like a copy of the handout materials from any seminar, please contact Elise Harris, Legal Secretary, at (205) 633-0271 or e-mail eharris@tannerguin.com.

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