

E-VERIFY: AT A GLANCE

What is E-Verify?

E-Verify is an Internet-based system that uses information from an employee's I-9 form and Employment Eligibility Verification, as well as the Department of Homeland Security (DHS) and Department of State (DOS) records to confirm if an employee is authorized to work in the U.S.

The system is administered by the DHS, U.S. Citizenship and Immigration Services (USCIS) Verification Division, and the Social Security Administration.

How Does E-Verify Work?

Employers create a case in E-Verify, which checks the employee's information against available DHS records. The system then provides the employer a result in 3 to 5 seconds. The case results state one of the following:



Employment Authorized

The information entered by the employer matches with DHS or SSA records



DHS or SSA Tentative Nonconfirmation (TNC)

The information entered by the employer does not match DHS, SSA or DOS records. Employers must inform the employee of the TNC and give him/her the opportunity to contest the result by correcting the DHS or SSA records (on their own).

Why Do Employers Use E-Verify?

E-Verify helps employers maintain a legal workforce and reduce the use of fraudulent work documents. Also, E-Verify improves the accuracy of wage and tax reporting by reducing identity mismatches.

What Employers are Required to Use E-Verify?

E-Verify is a voluntary program for most employers, but mandatory for some, including:

- **Required for ALL Federal Contractors**
- **Required for ALL Employers in:** Alabama, Arizona, Mississippi, South Carolina, and Fremont, NA
- **Required for MOST Employers in:** Florida (25+ Employees), Georgia (11+ Employees), North Carolina, (25+ Employees), Tennessee (35+ Employees), and Utah (15+ Employees)
- **Required for State Agencies and Public Contractors in:** Florida, Georgia, Idaho, Indiana, Michigan, Minnesota, Nebraska, North Carolina, Oklahoma, Pennsylvania, Utah, Virginia, and West Virginia

E Verify Guide

Sandra M. Reed



E Verify Guide:

The I-9 and E-verify Handbook Bruce E. Buchanan, Gregory H. Siskind, 2017 The Problem In 2017 employers across the United States have been assessed millions of dollars in civil penalties for I 9 violations and employment discrimination In addition some companies are having their business licenses revoked and state contracts denied and or revoked when they are found to have hired unauthorized employees Employers are being targeted for a variety of criminal sanctions including harboring illegal aliens and money laundering in addition to the criminal penalties contained in the employer sanctions and anti discrimination clauses within the Immigration Reform and Control Act of 1986 IRCA Twenty three states have now passed employer sanctions laws and of those 23 states 8 states require all employers who meet jurisdictional standards to use E Verify while 12 states require contractors working with state or local governments to participate in E Verify The Solution The I 9 and E Verify Handbook A Guide to Employment Verification and Compliance provides comprehensive information on a topic that affects every employer in the country regardless of whether the company hires foreign employees Written by Bruce E Buchanan and Greg Siskind two of the nation s top business immigration and employment labor attorneys The I 9 and E Verify Handbook serves as a one stop shop for those who need to know the intricacies of the I 9 E Verify and anti discrimination laws and regulations governing the U S workforce In 2007 after President George W Bush s efforts to pass Comprehensive Immigration Reform failed in Congress enforcement began to increase at the federal level During the first six years of President Barack Obama s administration worksite enforcement increased to unprecedented levels and it has begun to increase under President Donald Trump Because Buchanan and Siskind have represented U S employers of all sizes in immigration employment labor law and worksite compliance they have written The I 9 and E Verify Handbook as a guide for human resource professionals recruiters attorneys and even government officials who need to understand the array of compliance related statutes and regulations The Handbook is organized in an easy to understand question and answer format with illustrations checklists and sample documents which give the reader the tools to implement and improve any employment compliance program The I 9 and E Verify Handbook contains detailed answers to the most common questions about the I 9 and E Verify process such as What is the Form I 9 and when must it be completed What is the employee s employer s responsibility when completing Form I 9 Does an independent contractor need to complete a Form I 9 Can an employer specify which documents to accept from an employee What if an employee changes his or her name What are the Form I 9 re verification requirements What is E Verify and how does it work What are the best ways to prevent being prosecuted for Form I 9 employer violations When would an employer be considered to have constructive knowledge of unlawful immigration status How is a complaint filed for an Immigration Reform and Control Act anti discrimination violation And many more *PayrollOrg Basic Guide to Payroll, 2024 Mitchell-George, Handbook for Employers U.S. Citizenship and Immigration Services, 2011 Handbook for Employers , 2011 A Guide to the Human Resource Body of*

Knowledge (HRBoK) Sandra M. Reed, 2017-05-01 An essential reference for HR professionals A Guide to the HR Body of Knowledge HRBoK™ from HR Certification Institute HRCI is an essential reference book for HR professionals and a must have guide for those who wish to further their expertise and career in the HR field This book will help HR professionals align their organizations with essential practices while also covering the Core Knowledge Requirements for all exams administered by HRCI Filled with authoritative insights into the six areas of HR functional expertise Business Management and Strategy Workforce Planning and Employment Human Resource Development Compensation and Benefits Employee and Labor Relations and Risk Management this volume also covers information on exam eligibility and prep tips Contributions from dozens of HR subject matter experts cover the skills knowledge and methods that define the profession's best practices Whether used as a desk reference or as a self assessment this book allows you to Assess your skill set and your organization's practices against the HRCI standard Get the latest information on strategies HR professionals can use to help their organizations and their profession Gain insight into the body of knowledge that forms the basis for all HRCI certification exams As the HR field becomes more diverse and complex HR professionals need an informational home base for periodic check ins and authoritative reference As a certifying body for over four decades HRCI has drawn upon its collective expertise to codify a standard body of knowledge for the field The HRBoK is the definitive resource that will be your go to HR reference for years to come

Mandated Benefits 2020 Compliance Guide Brustowicz, Delano, Gabor, Salkin, Wagner and Watson, 2019-12-23 Mandated Benefits 2020 Compliance Guide is a comprehensive and practical reference manual that covers key federal regulatory issues which must be addressed by human resources managers benefits specialists and company executives in all industries This comprehensive and practical guide clearly and concisely describes the essential requirements and administrative processes necessary to comply with employment and benefits related regulations Mandated Benefits 2020 Compliance Guide includes in depth coverage of these and other major federal regulations and developments HIPAA Health Insurance Portability and Accountability Act Wellness Programs ADA and GINA regulations Mental Health Parity Act as amended by the 21st Century Cures Act Reporting Requirements with the Equal Employment Opportunity Commission AAPs final rules Pay Transparency Act Mandated Benefits 2020 Compliance Guide helps take the guesswork out of managing employee benefits and human resources by clearly and concisely describing the essential requirements and administrative processes necessary to comply with each regulation It offers suggestions for protecting employers against the most common litigation threats and recommendations for handling various types of employee problems Throughout the Guide are numerous exhibits useful checklists and forms and do's and don'ts A list of HR audit questions at the beginning of each chapter serves as an aid in evaluating your company's level of regulatory compliance In addition Mandated Benefits 2020 Compliance Guide provides the latest information on Family and Medical Leave Substance Abuse in the Workplace Workplace Health and Safety Recordkeeping and Documentation Integrating ADA FMLA Workers Compensation and Related

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