

INDEX

Alphabetization is word-by-word (e.g., “R visas” precedes “REAL ID Act”)

A

Acceptable documents. *See Documentation*

Acquisitions. *See Mergers and acquisitions*

Admission numbers

E-Verify, 90

Afghan parolees and documentation, 18

Agricultural associations

“recruit for a fee,” 7

“refer for a fee,” 7, 11

Alabama

employment-related immigration laws, 143–145

Alien numbers

E-Verify, 90

ICE I-9 audits, 196

unfair immigration-related employment practices, 20, 55

unlawful immigration status, 45

USCIS numbers, 7–8

Arizona

employment-related immigration laws, 145–150

Arkansas

employment-related immigration laws, 150–151

Arrest

detention vs., 125

Asylees

checking Box 4 in Section 1 of Form I-9, 22

unfair immigration-related employment practices, 56

Audits, ICE. *See ICE I-9 audits*

Audits, self. *See Self-audits*

B

Best hiring practices

ICE, 74–75

IMAGE, 103–104

Birth certificates

as documentation, 16, 23

Blanket L

prequalification with USCIS, 119–120

Bringing in and harboring unauthorized immigrants

crime of, 126–128

penalties, 127–128

C

California

employment-related immigration laws, 151–154

Canadian professionals. *See TN visas*

Cap-exempt status

mergers and acquisitions, 119

Checklists

audits, self, 80–83

Citizenship and Immigration Services, U.S.

(USCIS)

blanket L prequalification, 119–120

E-Verify administration, 85

H-1B visa applications, 117–118

layoffs and downsizing, 138–140

mergers and acquisitions, 119–120

prepopulation of data, 21

smart Form I-9, 14

student employment, 104–105

USCIS numbers. *See Alien numbers*

web site, 13

Citizenship or immigration status discrimination

defined, 53

Civil Rights Act

additional protections, 55

Colorado

discrimination penalties, 64–65
national origin discrimination, 53, 55
retaliation, 56
unfair immigration-related employment practices, 53, 55

Colorado

employment-related immigration laws, 154–156

Commercially available off-the-shelf (COTS) items

FAR E-Verify, 100–101

Completing Form I-9

generally, 13–27
additional information, 24
Alien numbers, 22
aliens without permanent residency, 22
asylees, 22
COVID-19 flexibility policy, 4–5
documentation, 14–20
electronic Form I-9 systems, 37
employee responsibility, 8–9
E-Verify, 5–6
illustrations, 17–19
languages, 14
methods, 13–14
minors, 26
obtaining form, 13–14
prepopulation of data, 21–22
refugees, 22
re-verification, 30
Social Security numbers, 26
timing of, 3–6
translators, 21
unfair immigration-related employment practices, 66–68
USCIS numbers, 22
version acceptability, 14
virtual verification, 5–6, 82–83

Compliance tips

generally, 69–75
best hiring practices, 74–75
contractors, 73–74, 75
discrimination, 71–72
electronic products, 70
employment-related immigration laws by state, 143–190
enforcement, 2
FAR E-Verify, 73
internal audits, 70
IRCA, 2, 36
mergers and acquisitions, 67, 121–122
officers, 69, 72
penalties and other risks, 62–63
policies, 70, 72–73
prosecution prevention tips, 69–70
recordkeeping, 70
re-verification, 70, 73

training programs, 70

Computer requirements

E-Verify, 92–93

Consolidations

mergers and acquisitions, 112

Constructive knowledge

re-verification, 49

Social Security no-match letters, 44, 108

unlawful immigration status, 49

Contractors

compliance, 73–74

sample language, 75

unlawful immigration status, 48

Corporate name changes

mergers and acquisitions, 112

COTS (Commercially available off-the-shelf) items

FAR E-Verify, 100–101

CPT (Curricular practical training) program

E-Verify, 105

Criminal law

generally, 123–132

agency responsibility, 124

bringing in and harboring unauthorized immigrants, 126–128

critical infrastructure, 124

defenses, 126

detention vs. arrest, 125

document fraud, 128–129

employers likely to be targeted, 124–125

false identity, 124

false statements, 124, 128

grounds for arrests and charges, 124

hiring more than 10 unauthorized immigrants, 128

identity theft, 128–129

IRCA violations, 63

mail fraud, 124, 129–130

mistreatment or exploitation of workers, 125

money laundering, 124, 130–131

national security, 124

nonowner liability, 125

penalties, 63, 126, 127–128, 132

RICO, 131–132

seizure and forfeiture, 132

Social Security numbers, misuse of, 131

tax evasion, 124

unlawfully employing illegal aliens offense, 125–126

visas and permits, fraud and misuse of, 131

wire fraud, 124, 129–130

worksite enforcement operations, 124

Critical infrastructure

criminal law, 124

Curricular practical training (CPT) program
E-Verify, 105

D

Data security

E-Verify, 93

Debarment from federal contracts, 65–67

Deferred Action for Childhood Arrivals (DACA)

discrimination by employer, 58
foreign nationals, 55–56

Definitions

citizenship or immigration status discrimination, 53
employment, 8
E-Verify, 85
ICE raids, 207
IMAGE, 102
independent contractors, 9–10
national origin discrimination, 53
protected individuals, 56
seizure and forfeiture, 132
SSNVS, 104

Detention

arrest vs., 125

DHS. *See* Homeland Security, U.S. Department of

Disabled individuals

special placement documentation, 27

Discrimination

anti-discrimination rules, 51–52
citizenship or immigration status, 53
complaints, 59–60
compliance, 71–72
E-Verify, 96
expiring EADs, 55–56
IIRAIRA, 49
INA regulation, basis for, 55
IRCA, 49, 51–52, 55, 64
national origin discrimination, 53, 55
only U.S. citizens employed, 57–58
penalties and other risks, 64–65
regulation, basis for, 55
retaliation, 55–56
Title VII. *See* Title VII
unfair immigration-related employment practices, 51–52

Documentation

Afghan parolees, 18
appearance of person vs. description, 25
audits, self, 82
birth certificates, 16, 23

DHS verification, 59
disabled individuals, 27
document abuse rules, 51–52
documentary practices, 54
document fraud, 63–64, 128–129
driver's licenses, 15–16
employers cannot specify, 20
employment authorization, 14–17
E-Verify, 20
expired documents, 23
expired EADs, 46
F-1 students, 18, 20–21
false identity, 124
Form DS-1350, 16
Form DS-2019, 18, 21
Form FS-240, 16
Form FS-545, 16
Form I-20, 17, 20–21
Form I-179, 17
Form I-197, 16
Form I-766, 15
Form I-797C, 17–19
green cards, 15, 22
identity, 14–16
IRCA rules, 51–52
J-1 exchange visitors, 21
military or draft cards, 16
minors, 16, 26
names, 25
Native American tribal documents, 16
passports, 15, 23
permanent resident cards, 15, 22, 24–25
photocopies, 24
receipts for, 23–24
recordkeeping, 33–34
refugees, 17, 25
school identification cards, 16
Social Security cards, 16, 23
spouse status, 19
state identification cards, 15–16
supporting documents, 3–5
TPS, 17
Ukrainian parolees, 18
unlawful immigration status, 47–48
U.S. Coast Guard Merchant Mariner cards, 16
validity, 25
voter registration cards, 16

Document receipts, 23–24

DOJ. *See* Justice Department, U.S.

Domestic service employees

requirements, 10

Downsizing. *See* Layoffs and downsizing

Driver's licenses

as documentation, 15–16

Due diligence

Form I-9, 113

E visas

mergers and acquisitions, 112–113, 116
sample language, 116

E

E visas

layoffs and downsizing, 133–135
mergers and acquisitions, 116–117, 120

EADs. *See Employment Authorization Documents*

EARs (Export Administration Regulations), 57

EEOC (Equal Employment Opportunity Commission)

jurisdiction, 53, 64

Electronic Form I-9 systems

generally, 37–42
advantages, 38–39
conversion to, 42
disadvantages, 39–40
ICE audits, 42
loss of records, 41
privacy, 41–42
reasons for use, 38–39
recordkeeping, 41
requirements, 40–41
retention in electronic format, 37
signatures, 41

Employees

completion of Form I-9 by, 8–9
part-time, 12
privacy protections, 12
recordkeeping, 33–34
signing bonuses, 8
Social Security numbers, 26

Employer agents

MOUs for, 326–341

Employers

associations, 11
correction of forms by, 26
documentation accepted by, 17–19
layoffs and downsizing, 138–141
MOUs, 93–94, 342–364
sanctions against, 2
unlawful immigration status, knowledge of, 43–45

Employment

defined, 8

Employment authorization

documentation, 14–17
F-1 students, 18, 20–21
Form DS-2019, 18, 21
Form I-20, 17, 20–21
J-1 exchange visitors, 21

Employment Authorization Documents (EADs)

expired EADs, 46
expiring EADs, 55–56
refugees, 17, 25
requirements, 6

Employment verification

basis for, 1–2

Equal Employment Opportunity Commission (EEOC)

jurisdiction, 53, 64

E-Verify

generally, 85–105
administration of, 86
Admission numbers, 90
Alien numbers, 90
benefits, 95
best hiring practices, 74
computer requirements, 92–93
continuing employees as new hires, 115
corporate administrators, 92
COVID-19 policies, 5–6
CPT program, 105
data security, 93
defined, 85
discontinuation, 96
discrimination, 96
documentation, 20, 34–35
existing employees, 96
FAR E-Verify. *See Federal Acquisition Regulation (FAR) E-Verify*
federal contractors, 97
franchisees, 94
H-1B portability, 89
immigration status, 89
information required, 90
internet access, 92–93
investigations, 96
large employers, 94
MOUs, 92–94, 105, 325–364
multiple site registration, 94
nonconfirmation findings, 91
OPT, 105
photo-matching, 89–90
posters, 87–89
pre-screening job applicants, 92
privacy, 93
process, 86–88
qualified employers, 5–6
recordkeeping, 34–35
registration, 92
reliability, 97
retroactive verification, 96
risks, 95
selective verification, 91
Social Security numbers, 90

<p>state requirements, 96–97 STEM, 105 student visa holders, 104–105 timetables, 89 TNCs, 91 unfair immigration-related employment practices, 59 voluntariness, 92 waiver of requirement for, 98</p> <p>Exchange visitors. <i>See J-1 visas</i></p> <p>Expired documents, 23</p> <p>Exploitation of workers criminal law, 125</p> <p>Export Administration Regulations (EARs), 57</p>	<p>Florida employment-related immigration laws, 156–158</p> <p>Foreign nationals Form I-94, 8, 15, 17–19, 24</p> <p>Forfeiture and seizure defined, 132</p> <p>Form DS-1350 documentation, 16</p> <p>Form DS-2019 documentation, 18 employment authorization, 18, 21</p> <p>Form FS-240 documentation, 16</p> <p>Form FS-545 documentation, 16</p> <p>Form I-9 agricultural associations, 7, 11 alternative procedure, 5–6, 82–83 description, 2–3 due diligence, 113 EADs, 6 employee responsibility, 7–8 employer requirements, 6 examples, 305–323 farm labor contractors, 7 how to complete. <i>See Completing Form I-9</i> independent contractors, 9–10 inspection availability, 6, 7 instructions, 212–219 mergers and acquisitions, 11, 67, 113–114 privacy protections, 12 “recruit for a fee,” 7 “refer for a fee,” 7 sample, 220–221 smart form, 14 state agencies, 7 stock or asset acquisitions, 114 successors in interest, 114 supplement sample, 222–223 supporting documents, 3–5 three days or less employment, 6 transfers within company, 9</p> <p>Form I-20 documentation, 15, 18, 20–21 employment authorization, 15, 18, 20–21</p> <p>Form I-94, 8, 15, 17–19, 24</p> <p>Form I-94A, 8, 15</p> <p>Form I-129 documentation, 18</p> <p>Form I-179 documentation, 17</p> <p>Form I-197 documentation, 16</p>
---	---

Form I-551, 15, 24

Form I-765

documentation, 17

Form I-766

documentation, 15
re-verification, 6

Form I-797C

documentation, 17–19

Form I-983

Training Plan for STEM OPT students, 104–105

G

Georgia

employment-related immigration laws, 158–160

Good-faith attempt to comply

penalties and other risks, 65

Green cards. *See Permanent resident cards*

H

H-1B visas

applications, 117–118
E-Verify, 89
grace periods, 136
layoffs and downsizing, 133–135, 136, 138–141
mergers and acquisitions, 116–120
portability, 18, 24, 89

Handbook for Employers: Guidance for Completing Form I-9 (DHS)

completion of Form I-9, 4
domestic service employees, 10
illustrations, 17
text, 225–303

Homeland Security, U.S. Department of (DHS)

compliance enforcement, 2
constructive knowledge of lack of work authorization, 44
documentation verification, 59
nonconfirmation findings, 91
TNCs, 91

I

ICE. *See Immigration and Customs Enforcement, U.S.*

ICE I-9 audits

generally, 191–205

administrative law judges, 205

Alien numbers, 196

appeals, 203–205

employers likely to be targeted, 124–125

employer's post-notice actions, 193–194

extensions, 193–194

fines, 198–199

format of Form I-9, 66–67, 195

hearings, 205

information sought, 191–192

investigation decisions, 192–193

length, 196

negotiations of lower penalties, 203–204

no Forms I-9, 194

notices, generally, 66–67, 191–192, 196–198

Notices of Discrepancies, 197

notices of inspection (NOIs), 66–67, 191–192

Notices of Intent to Fine, 198, 203

Notices of Suspect Documents, 197

Notices of Technical or Procedural Failures, 196

Notification of Inspection Results, 198

penalties and other risks, 66–67, 195, 198, 201–205

process, 191

raids vs., 208

recordkeeping, 195

remediation of errors, 194

reviewers, 195

settlement negotiations, 203–205

subpoenas, 191–192

substantive vs. technical errors, 199–200

timetables, 193–194, 196

Warning Notices, 198

ICE Mutual Agreement between Government and Employers (IMAGE)

best hiring practices, 74–75, 103–104

defined, 102

enforcement actions, 102

obligations of participants, 102

ICE raids

generally, 207–210

audits vs., 208

authority for, 209–210

criminal search warrants, 207–208

defined, 207

employer representatives' actions during, 209

history, 210

minimizing chances of, 210

number conducted 2018 to 2021, 210

reasons for, 209

size, 210

Trump administration, 210

Idaho

employment-related immigration laws, 161

- Identity**
documentation, 14–16
- Identity theft**
criminal law, 128–129
- IER (Immigrant and Employee Rights Section). *See* Justice Department, U.S. (DOJ)**
- Illegal Immigration Reform and Immigrant Responsibility Act (IIRAIRA)**
discrimination, 49
- Illinois**
employment-related immigration laws, 161–163
- Illustrations**
acceptable documents in Lists A, B, and C, 14–19
- IMAGE. *See* ICE Mutual Agreement between Government and Employers**
- Immigrant and Employee Rights Section (IER). *See* Justice Department, U.S. (DOJ)**
- Immigrant status**
mergers and acquisitions, 116–117
- Immigration and Customs Enforcement, U.S. (ICE). *See also* ICE I-9 audits; ICE Mutual Agreement between Government and Employers (IMAGE); ICE raids**
audits, 42
best hiring practices, 74–75
compliance enforcement, 2, 124
electronic Form I-9 systems, 42
investigations, 66–67
prepopulation of data, 21
unlawful immigration status, employer knowledge of, 43
- Immigration and Nationality Act (INA)**
actual knowledge of unauthorized status, 108
bringing in and harboring unauthorized immigrants, 126–128
criminal liability, 124
discrimination regulation, basis for, 55
- Immigration Reform and Control Act (IRCA)**
agricultural associations, 7
anti-discrimination, 20, 49, 51–52, 55
complaints, 53, 59–60
compliance, 2, 36
contractors, 48
criminal penalties, 63, 124
defenses under, 126
discrimination penalties, 64
document abuse rules, 51–52
domestic service employees, 10
employment verification, 1–2
farm labor contractors, 7
independent contractors, 9–10
liability, 48
loss of records, 41
- penalties and other risks, 61–64
protected individuals, defined, 56
recordkeeping, 34
“recruit for a fee,” 7
“refer for a fee,” 7
rehires, 8
retaliation, 56
returning employees, 8, 10–11
sanctions, 2
seasonal employment, 8, 11
strikes or labor disputes, 8, 10, 11
temporary layoffs, 8, 10
unlawful immigration status, knowledge of, 43
unlawfully employing illegal aliens offense, 125–126
volunteers, 8
- Immigration status**
E-Verify, 89
- INA. *See* Immigration and Nationality Act**
- Indemnity bonds**
penalties and other risks, 63
unfair immigration-related employment practices, 58
- Independent contractors**
defined, 9–10
Form I-9 not required, 9–10
- Indiana**
employment-related immigration laws, 163–164
- Initial public offerings**
mergers and acquisitions, 112
- Injunctions**
penalties and other risks, 63
- Internal audits. *See* Self-audits**
- International Traffic in Arms Regulations (ITAR), 57–58**
- Intracompany transfers**
mergers and acquisitions, 119–120
visas. *See* L visas
- Investigations**
DOJ, 59–60
E-Verify, 96
ICE, 66–67
unfair immigration-related employment practices, 59–60
- IRCA. *See* Immigration Reform and Control Act**
- ITAR (International Traffic in Arms Regulations), 57–58**

J-1 visas

J

J-1 visas

- documentation, 21
- employment authorization, 21
- mergers and acquisitions, 117

Job applicants

- Form I-9 not required, 12

Justice Department, U.S. (DOJ)

- compliance enforcement, 124
- Immigrant and Employee Rights Section, 2
- investigations, 59–60
- jurisdiction, 2, 53, 64
- national origin discrimination, 53

L

L visas

- blanket L, 119–120
- intracompany transfers, 119–120
- layoffs and downsizing, 133–135
- mergers and acquisitions, 116, 119–120

Labor Condition Applications (LCAs)

- mergers and acquisitions, 117–119

Labor Department, U.S.

- H-1B visa applications, 117
- layoffs and downsizing, 138–140

Languages

- generally, 14

Lawful permanent residents (LPRs)

- adjustment process, 120–121
- applications, 120–121
- layoffs and downsizing, 137–138
- pending applications, 137–138
- PERM labor certification, 120
- unfair immigration-related employment practices, 56

Layoffs and downsizing

- generally, 133–141
- consequences to nonimmigrant workers, 133–135
- displacement, 140–141
- E visas, 133–135
- employers, consequences on, 138–141
- grace periods, 136
- H-1B visas, 133–135, 136, 138–141
- L visas, 133–135
- legal status, falling out of, 136
- LPR status, 138
- NAFTA, 134
- O visas, 133–135
- pending green card applications, 137–138
- strategies against consequences, 140–141
- temporary layoffs, 8, 10

TN visas, 133–135

LCAs (Labor Condition Applications), 117–

119

Louisiana

employment-related immigration laws, 164–165

LPRs. *See Lawful permanent residents*

M

M-274. *See Handbook for Employers: Guidance for Completing Form I-9 (DHS)*

Mail fraud

- criminal law, 124, 129–130

Maine

employment-related immigration laws, 165–166

Massachusetts

employment-related immigration laws, 166

Memoranda of Understanding (MOUs)

- for employer agents, 326–341
- employer obligations, 93–94
- for employers, 342–364
- E-Verify, 92–94, 105, 325–364

Mergers and acquisitions

- generally, 111–122
- cap-exempt status, 119
- compliance, 67, 121–122
- consolidations, 112
- continuing employees, 115
- contract representation and warranty language, 122
- corporate name changes, 112
- due diligence, 112–113, 116
- E visas, 116–117, 120
- F-1 visas, 117
- FAR E-Verify, 99
- Form I-9, 11, 67, 113–114
- H-1B visas, 116–120
- immigrant status, 116–117
- immigration consequences, 112–113
- immigration law and, 111–112
- initial public offerings, 112
- intracompany transfers, 119–120
- J-1 visas, 117
- L visas, 116, 119–120
- LCAs, 117–119
- NAFTA, 117
- payroll source changes, 112
- permanent residency applications, 120–121
- PERM labor certification, 120
- relocations, 112
- risks, 112–113, 115
- sample contract representation and warranty language, 122

<p>SMSA, 118 spin-offs, 112 stock or asset acquisitions, 112 successors-in-interest, 114, 120 tips, 121–122 TN visas, 116, 119 USCIS approval, 119–120 verification of acquired employees, 99 visas, 116–120</p> <p>Mexican professionals. <i>See</i> TN visas</p> <p>Michigan employment-related immigration laws, 167</p> <p>Military or draft cards as documentation, 16</p> <p>Minnesota employment-related immigration laws, 167</p> <p>Minors documentation, 16, 26 documents to establish identity of, 26</p> <p>Mississippi employment-related immigration laws, 167–169</p> <p>Missouri employment-related immigration laws, 169–171</p> <p>Mistreatment or exploitation of workers criminal law, 125</p> <p>Monetary settlements in 2022 and 2023 unfair immigration-related employment practices, 60</p> <p>Money laundering criminal law, 124, 130–131</p> <p>MOUs. <i>See</i> Memoranda of Understanding</p>	<p>Nevada employment-related immigration laws, 172</p> <p>New Hampshire employment-related immigration laws, 172</p> <p>Nonconfirmation findings DHS, 91 E-Verify, 91 SSA, 91</p> <p>Nonimmigrant visas. <i>See specific types</i></p> <p>Nonowner liability criminal law, 125</p> <p>North American Free Trade Agreement (NAFTA) layoffs and downsizing, 134 mergers and acquisitions, 117</p> <p>North Carolina employment-related immigration laws, 172–173</p> <p>Notices of Discrepancies, 197 unlawful immigration status, 47</p> <p>Notices of Intent to Fine, 198</p> <p>Notices of Suspect Documents (NSDs), 197 unlawful immigration status, 44, 47</p> <p>Notices of Technical or Procedural Failures, 196</p>
	<p>O</p> <p>O visas layoffs and downsizing, 133–135</p> <p>Oklahoma employment-related immigration laws, 173–174</p> <p>Optional-practical-training (OPT) E-Verify, 105 extensions, 57–58, 116</p> <p>Oregon employment-related immigration laws, 174–175</p>
	<p>P</p> <p>Part-time employees Form I-9 required, 12</p> <p>Passports as documentation, 15, 23</p> <p>Payroll source changes mergers and acquisitions, 112</p> <p>Penalties and other risks generally, 61–68 calculation, 201–203 compliance failures, 62–63 corporate family entities, 67</p>

Pennsylvania

criminal law, 126, 132
criminal penalties, 63
debarment from federal contracts, 65–67
discrimination, 64–65
document fraud, 63–64
format of Form I-9, 66–67
good-faith attempt to comply, 65
hiring or continuing to employ unauthorized aliens, 62–63
ICE I-9 audits, 66–67, 195, 198, 201–205
ICE investigations, 66–67
imposition process, 65–67
indemnity bonds, 63
injunctions, 63
IRCA violations, 61–64
monetary settlements in 2022 and 2023, 60
negotiations of lower penalties, 203–204
other risks, 67–68
RICO, 131–132
Social Security numbers, misuse of, 131
visas and permits, fraud and misuse of, 131

Pennsylvania

employment-related immigration laws, 176–177

Performance clauses

unfair immigration-related employment practices, 58

Permanent residency applications

layoffs and downsizing, 138
mergers and acquisitions, 120–121
unlawful immigration status, 46

Permanent residency status

protected individuals, defined, 56

Permanent resident cards

alternative documentation while waiting for, 24–25
as documentation, 15, 22

PERM labor certification

mergers and acquisitions, 120

Personnel records

recordkeeping, 36

Photocopies

documentation, 24

Photo-matching

E-Verify, 89–90

Privacy

electronic Form I-9 systems, 41–42
E-Verify, 93

Protected status. *See Asylees; Refugees; Temporary-protected-status (TPS)*

R

Racketeer Influenced and Corrupt Organizations (RICO) Act

criminal liability, 124
penalties and other risks, 131–132

Recordkeeping

generally, 33–36
centralization, 34
compliance, 70
consistency, 35
destruction, 33–34
documentation, 33–34
electronic Form I-9 systems, 41
format, 35–36
personnel records vs. Form I-9 records, 36
requirements, 33
terminated employees, 34

“Recruit for a fee”

agricultural associations, 7
farm labor contractors, 7

“Refer for a fee”

agricultural associations, 7, 11
farm labor contractors, 7

Refugees

checking Box 4 in Section 1 of Form I-9, 22
documentation, 17, 25
EADs, 17, 25
unfair immigration-related employment practices, 56

Rehires

audits, self, 83
Form I-9 not required, 8

Relocations

mergers and acquisitions, 112

Retaliation

unfair immigration-related employment practices, 56

Returning employees

Form I-9 not required, 8, 10–11
re-verification, 31

Re-verification

generally, 29–31
audits, self, 83
compliance, 70, 73
constructive knowledge, 49
employer retaining new Form with original Form I-9, 30
mergers and acquisitions, 114–115
names, 31
new Form I-9, 30–31
requirements, 29–30
returning employees, 31
Social Security cards, 30
unlawful immigration status, 47, 49

RICO. *See Racketeer Influenced and Corrupt Organizations Act*

S

Sanctions

employers, 2
IRCA, 2

School identification cards

as documentation, 16

Science-technology-engineering-math (STEM)

E-Verify, 105
extensions, 57–58, 116
Form I-983 Training Plan for STEM OPT students, 104–105

Seasonal employment

Form I-9 not required, 8, 11

Seizure and forfeiture

defined, 132

Self-audits

generally, 77–83
alternative procedure, 82–83
checklists, 80–83
compliance, 70
documentation, 82
employee information and verification, 80
employer certification, 82
employer review and verification, 81–83
questions, 77–79
rehires, 83
re-verification, 83
spreadsheets, 79–80
virtual verification, 82–83

SEVIS (Student Exchange Visitor Information System)

E-Verify, 105

Signatures

electronic Form I-9 systems, 41

Signing bonuses

employee responsibility, 8

Smart Form I-9, 14

SMSA (Standard metropolitan statistical area)

mergers and acquisitions, 118

Social Security Administration (SSA)

nonconfirmation findings, 91
TNCs, 91

Social Security cards

as documentation, 16, 23
re-verification, 30

Social Security no-match letters

generally, 107–109
actual knowledge of unauthorized status, 108

background on regulation, 107
constructive knowledge, 44, 108
employer's obligations, 108–109
receivers of, 108
steps after receipt, 47, 107–108
timetables, 109
verification procedure, 108
who may receive, 108

Social Security numbers

employees not required to supply, 26
E-Verify, 90
misuse of, 131
unlawful immigration status, 44, 45, 47

Social Security Number Verification Service (SSNVS)

best hiring practices, 74
defined, 104
restrictions, 104

South Carolina

employment-related immigration laws, 177–180

Special placement

documentation for individuals with disabilities, 27

Specialty occupations. *See H-1B visas*

Spin-offs

mergers and acquisitions, 112

Spouses and children

documentation, 19

Spreadsheets

audits, self, 79–80

SSA. *See Social Security Administration*

SSNVS. *See Social Security Number Verification Service*

Standard metropolitan statistical area (SMSA)

mergers and acquisitions, 118

State agencies

“refer for a fee,” 7

State identification cards

as documentation, 15–16

State laws, 143–190

Alabama, 143–145
Arizona, 145–150
Arkansas, 150–151
California, 151–154
Colorado, 154–156
E-Verify, 96–97
Florida, 156–158
Georgia, 158–160
Idaho, 161
Illinois, 161–163
Indiana, 163–164
Louisiana, 164–165
Maine, 165–166
Massachusetts, 166

STEM. *See Science-technology-engineering-math*

Michigan, 167
Minnesota, 167
Mississippi, 167–169
Missouri, 169–171
Nebraska, 171–172
Nevada, 172
New Hampshire, 172
North Carolina, 172–173
Oklahoma, 173–174
Oregon, 174–175
Pennsylvania, 176–177
South Carolina, 177–180
Tennessee, 180–184
Texas, 184–185
Utah, 186
Vermont, 186–187
Virginia, 187–188
Washington, 188
West Virginia, 189–190

STEM. *See Science-technology-engineering-math*

Stock or asset acquisitions

Form I-9, 114
mergers and acquisitions, 112

Strikes or labor disputes

Form I-9 not required, 8, 10, 11

Student Exchange Visitor Information System (SEVIS)

E-Verify, 105

Student visa holders. *See F-1 visas*

Subcontractors

FAR E-Verify, 97, 101

Successors-in-interest

mergers and acquisitions, 114, 120

T

Tax evasion

criminal law, 124

Temporary layoffs

Form I-9 not required, 8, 10

Temporary-protected-status (TPS)

documentation, 17
extensions, 17, 116
unfair immigration-related employment practices, 56
visa sponsorship, 55

Tennessee

employment-related immigration laws, 180–184

Tentative nonconfirmation findings (TNCs)

DHS, 91
E-Verify, 91
SSA, 91

Texas

employment-related immigration laws, 184–185

Timetables

E-Verify, 89
FAR E-Verify, 98–99
Social Security no-match letters, 109
verification of acquired employees, 99

Title VII

additional protections, 55
discrimination penalties, 64–65
national origin discrimination, 53, 55
retaliation, 56
unfair immigration-related employment practices, 53, 55

TNCs. *See Tentative nonconfirmation findings*

TN visas

layoffs and downsizing, 133–135
mergers and acquisitions, 116, 119

TPS. *See Temporary-protected-status*

Training programs

compliance, 70

Translators

employee receiving assistance from, 21

Treaty investors and traders. *See E visas*

U

Ukrainian parolees and documentation, 18

Unfair immigration-related employment practices

generally, 51–60
alien numbers, 55
anti-discrimination rules, 51–52
asylees, 56
citizenship or immigration status, 53
Civil Rights Act, 55
complaints, 59–60
DHS verification, 59
document abuse rules, 51–52
documentary practices, 54
enforcement, 53
E-Verify, 59
examples, 54–55
expiring EADs, 55–56
indemnity bonds, 58
investigations, 59–60
IRCA rules, 51–52
LPRs, 56
monetary settlements in 2022 and 2023, 60
national origin discrimination, 53, 55, 58
only U.S. citizens employed, 57–58
performance clauses, 58
protected individuals, 56

refugees, 56
regulation, basis for, 55
retaliation, 56
Title VII, 53, 55
visa sponsorship, 55
work eligibility questions, 56–57

Unlawful immigration status

generally, 43–49
alien numbers, 45
constructive knowledge of, 44–45, 49
contractors, 48
documentation, 47–48
employee tips, 48
employer knowledge of, 43–45
expired EADs, 46
liability, 48
Notices of Discrepancies, 47
NSDs, 44, 47
permanent residency petitions, 46
re-verification, 47, 49
Social Security numbers, 44, 45, 47

Unlawfully employing illegal aliens offense

generally, 125–126
penalties, 126

U.S. Coast Guard Merchant Mariner cards

as documentation, 16

USCIS. *See* Citizenship and Immigration Services, U.S.**U.S.-Mexico-Canada Agreement (USMCA)**

layoffs and downsizing, 134

Utah

employment-related immigration laws, 186

W**Washington**

employment-related immigration laws, 188

West Virginia

employment-related immigration laws, 189–190

Wire fraud

criminal law, 124, 129–130

V**Vermont**

employment-related immigration laws, 186–187

Virginia

employment-related immigration laws, 187–188

Virtual verification, 5–6, 82–83**Visas**

E-Verify, 104–105
immigrant visas. *See specific types*
mergers and acquisitions, 116–120
nonimmigrant visas. *See specific types*
sponsorship, 55
student visa holders. *See* F-1 visas
unfair immigration-related employment practices, 55

Volunteers

Form I-9 not required, 8
nonmonetary pay, 8

