

REVENUE: No revenue impact
FISCAL: Fiscal statement issued

Action:	Without Recommendation as to Passage and Be Referred to the Committee on Elections, Ethics, and Rules
Vote:	7 - 0 - 0
Yeas:	Berger, Edwards C., Esquivel, Holvey, Rosenbaum, Smith P., Schaufler
Nays:	0
Exc.:	0
Prepared By:	Theresa Van Winkle, Administrator
Meeting Dates:	4/25

WHAT THE MEASURE DOES: Declares findings on employment of individuals who are not authorized to work in the United States. Requires employers to participate in the federal Employment Eligibility Verification Program. Requires employers to terminate employment of an employee upon receiving notice from the Department of Homeland Security that the employee is not confirmed to be eligible to work. Requires the Commissioner of the Bureau of Labor and Industries to assess civil penalties against an employer that fails to apply to participate in the employment verification pilot program or that fails to terminate the employee when required. Declares an emergency, effective on passage.

ISSUES DISCUSSED:

- Referral to the Committee on Elections, Ethics, and Rules

EFFECT OF COMMITTEE AMENDMENT: No amendment.

BACKGROUND: The Employment Eligibility Verification Program (EEV) is operated by the United States Citizenship and Immigration Services in partnership with the Social Security Administration. The EEV is currently free to employers and is available in all 50 states. The program provides an automated link to federal databases to help employers determine employment eligibility and the validity of Social Security numbers. After a business enrolls in the program, they can initiate queries on a new hire after an individual accepts an offer of employment and after the employee and employer complete the I-9 (employment eligibility verification) form. The employer must initiate the query no later than the end of three business days after the new hire's actual start date.

HB 2715 requires employers to enroll in the EEV, and establishes that the employer must submit an application to the program every six months until they are accepted. If a newly hired employee is found to be ineligible to work in the United States, the employer is required to immediately terminate their employment.

The Bureau of Labor and Industries is responsible for assessing civil penalties against employers who do not participate in the EEV, and/or fail to terminate the employee due to ineligibility. Employers who do not enroll in the EEV are assessed a fine ranging from \$500 to \$5000 per a 30-day period, depending on the number of employees; and are fined up to \$50 per day for each employee not terminated in accordance with the measure's provisions.