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North Carolina Among States Requiring Employers to Enroll in E-Verify

The North Carolina Legislature passed a bill that requires *all private employers with more than 25 employees* to use the federal online E-Verify program to verify the employment authorization of **newly hired** employees. E-Verify is a free internet-based system that allows employers to determine employment authorization by checking an employee's documentation against Department of Homeland Security and Social Security Administration databases. Employers enroll in E-Verify at <https://e-verify.uscis.gov/enroll/>.



This new E-Verify law, signed into law in 2011, required North Carolina counties and cities to register and participate in E-Verify by October 1, 2011. Private sector employers' participation in E-Verify is being phased in more slowly, according to the employer's size:

- Employers with 500 or more employees were required to participate by October 1, 2012;
- Employers with 100 or more employees were required to participate by January 1, 2013; and
- Employers with 25 or more employees will be required to participate by July 1, 2013.

Businesses will not be required to verify the employment eligibility of **current** employees unless the employer has been awarded a federal contract on or after September 8, 2009 that contains the Federal Acquisition Regulation (FAR) E-Verify clause.

Civil penalties for violations of North Carolina's E-Verify law are assessed by the NC Commissioner of Labor and range from \$1,000 to \$10,000.

The federal government has added E-Verify Self-Check which permits an employee or prospective employee to check his or her employment eligibility, just like an employer would when it uses E-Verify. E-Verify Self-Check also provides information to the employee on how to correct any problems. The E-Verify Self-Check website is <https://selfcheck.uscis.gov/SelfCheckUI/start.html>.