

E-Verify 101

By: Ted Ciricillo (July 01 2008)

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E-Verify is an Internet-based system where employers can check the work status of new hires online by comparing information from an employee's I-9 form against databases from the Social Security Administration and the Department of Homeland Security. The system, formerly known as "the Basic Pilot Program" is operated by the U.S. Citizenship and Immigration Services (USCIS) in partnership with the Social Security Administration (SSA).

E-Verify is the best way available for determining the work eligibility of new hires and the validity of their Social Security numbers.

E-Verify for the most part is a voluntary program. However, there are a growing number of exceptions including several states and municipalities who are looking to make E-Verify a requirement for hiring practices within their jurisdiction.

All Federal Contract employees are now required to run new hires through E-Verify. This law mandates that all federal departments and agencies require contractors, as a condition of each federal contract, to agree to use an electronic system to verify worker's employment eligibility.

Arizona now requires all employers to use the E-Verify system. Mississippi and South Carolina require the use E-Verify system, but have adopted a phased in approach depending on the number of employees a business has.

Several other states, including Colorado, Georgia, Minnesota, North Carolina and Utah have enacted E-Verify legislation for public employees and state contractors.

Several other states are considering legislation and even some local municipalities.

Given the growing use of the E-Verify system – businesses of all sizes are seeking the help of federally approved E-Verify Designated Agents to assist them with the processing of their new hires through the E-Verify System.

Ted Ciricillo is an I-9 compliance and awareness expert. Ted is available for interviews, seminars and consultations about I-9 compliance.

Ted Ciricillo is the co-Founder of Legal Employer, Inc. – a federally approved E-Verify designated agent and I-9 compliance awareness and verification service provider. Legal Employer offers a comprehensive seal program that visually demonstrates to consumers a company's commitment to exclusively employing documented workers.

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