

Electronic Employment Verification for Non-citizens No Longer Optional

News

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The article, “Electronic Employment Verification for Non-citizens No Longer Optional,” featured in *Memphis Business Journal*, examines the increase in document enforcement since the Tennessee Legislature amended a state immigration law, making electronic employment authorization system E-Verify a requirement for all new hires.

Attorney David Jones said, his immigration law firm has seen an uptick in documentation enforcement since the law was amended.

“We are seeing fines that are six figures high for some employers,” he said. “When you receive a letter with a number like that, it is a wake-up call to employers.”

The state has been waiving fines for first-time offenders, David said, but encouraged employers to start the process of reviewing their records.

“I encourage employers to look at their records now, before the government shows up and finds out they are not in compliance,” he said.

David also encouraged companies to sign up for the E-Verify system and get familiar with using it now, rather than waiting for the amendment to take effect.

“It’s the safest way for employers to comply with state law,” David said.

To read the full article, please visit the [*Memphis Business Journal*](#).

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