

*Special Announcement to all State of Alabama employers:*

The State of Alabama recently passed HB56. This law requires all Alabama employers to utilize the U.S. Department of Homeland Security's E-verify program to ensure that an employee is authorized to work in the United States. The law's implementation date is set for April 1, 2012

The federal E-verify program requires employers to verify the information provided by newly hired employees during the I-9 process against information contained in federal databases maintained by the Department of Homeland Security and the Social Security Administration.

The law reads:

b) Effective April 1, 2012, every business entity or employer in this state shall enroll in E-Verify and thereafter, according to the federal statutes and regulations governing E-Verify, shall verify the employment eligibility of the employee through E-Verify. A business entity or employer that uses E-Verify to verify the work authorization of an employee shall not be deemed to have violated this section with respect to the employment of that employee.

The complete text can be found here:

<http://alisondb.legislature.state.al.us/acas/searchableinstruments/2011rs/bills/hb56.htm>

Justifacts recommends that you consult with your legal department to determine what changes, if any, need to be made to your hiring process in order to comply with this law.

For your information, Justifacts is a recognized "Designated Agent" for the E-verify program and can easily integrate this process into your current background screening process. Contact your Justifacts Sales Manager for more information on participating in the E-verify program.

*It is important to note that Justifacts is providing this information as a service to our clients. None of the information contained herein should be construed as legal advice, nor is Justifacts engaged to provide legal advice. Although we go to great lengths to make sure our information is accurate and useful, we recommend you consult your attorney or legal department if you want assurance that our information, and your interpretation of it, is appropriate to your particular situation.*