

## North Carolina Jumps On E-Verify Bandwagon

July 5, 2011

The Tarheel State has just joined the growing list of states requiring that employers use **E-Verify**. The North Carolina law was signed by Governor Bev Perdue on June 23 and requires employers with 25 or more employees to use the federal E-Verify employment verification program for all new hires. The requirements will be phased in for private employers based on their size:

**October 1, 2012:** Effective date for employers having 500 or more employees

**January 1, 2013:** Effective date for employers having 100-499 employees

**July 1, 2013:** Effective date for employers having 25-99 employees

All counties and municipalities in the state will be required to use the E-Verify program to screen potential employees beginning October 1, 2011.

Penalties are based on the number of violations committed by an employer. The law does not apply to seasonal workers who work 90 days or less during a single year.

Unlike **some states'** E-Verify laws, the North Carolina law mandates use of E-Verify only, and has no provisions regarding the transport or harboring of illegal aliens.

If you have a question about North Carolina immigration laws, please feel free to contact any member of Constangy's **Immigration Practice Group**, or the Constangy attorney of your choice.

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