

## **E-Verify Usage in Tennessee Skyrocketing**

By: Bruce Buchanan, Partner-in-Charge, Immigration Law Section

Although employers are not required to use E-Verify under Tennessee law, its usage by Tennessee companies continues to multiply. In the past four years, E-Verify's usage has grown by over 700% in Tennessee.

This surge in usage can be attributed to several factors. One is the Department of Homeland Security has engaged in a visible marketing plan to promote its use. In Nashville, there have been E-Verify advertisements on billboards on interstates, as well as on prominent streets in Hispanic parts of the city.

The second is Tennessee has a state law, effective January 2008, which states employers found knowingly employing undocumented workers can lose their business licenses. However, if the employer uses E-Verify, and the illegal immigrant passed E-Verify, the employer will not be liable. Third, Tennessee has another state law requiring state contractors to attest they are not employing illegal immigrants, nor are their subcontractors doing so.

Finally, effective September 2009, federal contractors and subcontractors must use E-Verify for all new hires and existing employees assigned to the federal contract.

If your company is considering signing up for E-Verify and you want to know more about it, as well as its advantages and disadvantages, please contact me to set up a consultation.