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NEWS UPDATE

September 8, 2009

Subject: Federal Contractor E-Verify

As of September 8, 2009, the Federal Appropriation Regulations will require participating vendors (and flow-down subcontractors) to initiate E-Verify for active and new employees assigned to government contracts. The E-Verify rules will apply to federal contracts with a performance period longer than 120 days, and a value over \$100,000.

Unlike the regular E-Verify program, which would apply to only new employees, the Federal Contractor E-Verify applies to both new employees and current active employees who are assigned to the project.

Federal Contractor E-Verify does not require e-verification of all current employees, only employees assigned to the project and any new employees. All persons hired during the contract term and all persons assigned by the contractor to perform work on the federal contract must be e-verified.

Employers already enrolled in E-Verify for more than 90 days must continue to initiate verification of newly hired employees within three business days of the start date, but have 90 days from the effective award date to begin using E-Verify for each employee already hired performing work on an existing federal contract.

For companies not already enrolled, the contractor and any covered subcontractor is required to enroll in E-Verify within 30 calendar days of the contract or subcontract award date. New enrollees will be provided an additional 90 days for a total of 120 days to enroll and initiate verification for employees already on staff assigned to the federal contract.

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