

Summary of House Bill 1017:

- Applies to employees hired on or after January 1, 2007
- Requirement: Within 20 days of hire the employer must affirm that—
 - It has examined the “legal work status” of new hire
 - Has retained copies of I-9 documents
 - Has not altered or falsified identification documents
 - Has not knowingly hired an unauthorized alien
- Retention: Keep written or electronic copy of the affirmation for the term of employment of each employee
- Enforcement:
 - Must submit documentation to Director of Division of Labor on request
 - I-9 documentation and affirmations required by this bill
 - Director may conduct random audits
 - When Director “has reason to believe” that an employer has not complied, the Director “shall” request the documentation from employer
- Penalties: Employer who, with “reckless disregard,” fails to submit documentation or submits false documentation shall be fined:
 - Not more than \$5,000 for the first offense
 - Not more than \$25,000 for the second or subsequent offense