

Mississippi E-Verify

Senate Bill 2988 of the 2008 Legislative Session, known as the Mississippi Employment Protection Act (MEPA), requires employers to participate in E-Verify.

Implementation dates for businesses are as follows:

- All Mississippi agencies and political subdivisions, all public contractors and private employers with 250 or more employees by July 2008;
- private employers with 100 or more employees by July 2009;
- private employers with 30 or more employees by July 2010; and
- all employers by July 2011.

Penalties for non-compliance include the cancellation of public contracts, ineligibility for public contracts for up to three years, and a private employer may have its business license revoked for up to one year.

It a discriminatory practice for an employer to terminate a work-authorized employee while retaining a non-work authorized employee, if the two employees had substantially similar job duties.

The law provides a "safe harbor" from prosecution if the employer is properly using the E-Verify system.

Verify I-9's E-Verify service satisfies the requirements of the Mississippi E-Verify law. Ask about our special offer for Mississippi employers!

- Text of law

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