

Tennessee E-Verify

Public Chapter No. 529 went into effect on January 1, 2008. This law threatens business license revocation for Tennessee employers that "knowingly" employ an illegal alien (even a single alien).

If a report is made of an employer's possible employment of an illegal alien to the Tennessee Department of Labor, the agency will investigate. If there is substantial evidence that the employer knowingly employed an illegal alien, a formal hearing will be held. If there is clear and convincing evidence that the employer did knowingly employ an illegal alien, its license to do business in Tennessee can be suspended until the employer shows that it is no longer in violation. For a second offense, an employer's business license will be revoked for a full year. No rights of appeal are included in the new law.

The new law does not expressly require employers to use E-Verify. However, it does provide a "safe harbor" for employers that use the E-Verify system.

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

- Text of law

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