
The New Year Kicks Off the Beginning of New E-Verify Laws in Georgia and Tennessee

Earlier this year, we alerted Georgia and Tennessee employers to new state immigration laws which, among other things, address employer use of the federal E-Verify program to confirm the legal status and identity of new hires ([click here](#) for previous alert). As the new year approaches, large employers should prepare to comply with applicable employment verification requirements for new hires, in addition to those procedures mandated by federal law.

Effective January 1, 2012, all Georgia employers with 500 or more employees will be required to comply with the new law, including the mandatory use of the E-Verify system for all new hires. Employers with 100 or more (but fewer than 500) employees have a little more time to prepare, but are next in line with an effective date of July 1, 2012, while employers with more than ten employees must enroll in E-Verify by July 1, 2013. For more information regarding the requirements under the new immigration and employment law, please see our previous alert, [Georgia's New Immigration Law Mandates Electronic Government Verification For New Hires](#).

Tennessee employers with 500 or more employees also need to be prepared to comply with new immigration-related rules come January 1, 2012. Covered Tennessee employers will be required to check and retain copies of specified identity and/or employment authorization documents for new hires or, alternatively, enroll in E-Verify. Next up to bat are employers with 200 or more (but fewer than 500) employees, who will be expected to comply with these rules come July 1, 2012. Employers with more than six (6) employees are not required to begin compliance until January 1, 2013. Note that the Tennessee law also requires employers to verify the work authorization of certain "non-employees." For more information regarding the Tennessee Lawful Employment Act, please see our previous alert, [Tennessee Law Imposes Employment Verification Requirements](#).

For more information regarding compliance with these new laws or for answers to your immigration law questions generally, please contact [Kelly Weston](#), [Sarah Maxwell](#) or any member of our [Immigration Law Practice Group](#).

The opinions expressed in this bulletin are intended for general guidance only. They are not intended as recommendations for specific situations. As always, readers should consult a qualified attorney for specific legal guidance. Should you need assistance from a Miller &

Martin attorney, please call 1-800-275-7303.

ATLANTA

1170 Peachtree
Street N.E.
Suite 800
Atlanta, GA 30309

CHATTANOOGA

832 Georgia Avenue
Suite 1000 Volunteer
Building
Chattanooga, TN
37402

NASHVILLE

150 Fourth Avenue,
North
1200 One Nashville
Place
Nashville, TN
37219