



Burr Alert: I-9 and E-Verify Compliance Practices for Temporary Labor and Contractors: Four Things to Do Now to Minimize Risk

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Many of our clients rely on temporary labor solutions and outsourcing of certain functions to contractors to make their businesses work. While these workers are not your direct employees, their presence on your site doing your work triggers obligations for you as an owner under several regulatory regimes.

In the context of I-9 and E-Verify compliance, your obligations as an owner stem from a provision of the Immigration Reform and Control Act, which states:

For purposes of this section, a person or other entity who uses a contract, subcontract, or exchange, entered into, renegotiated, or extended after November 6, 1986, to obtain the labor of an alien in the United States knowing that the alien is an unauthorized alien (as defined in subsection (h)(3) of this section) with respect to performing such labor, shall be considered to have hired the alien for employment in the United States in violation of paragraph (1) (A).

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