

25 NCAC 01H .0636 EMPLOYMENT: E-VERIFY

(a) The Immigration Reform and Control Act (IRCA) requires that all U.S. employees be either United States citizens or aliens with proper work authorization from the Bureau of U.S. Citizenship and Immigration Services.

(b) All State agencies shall, no later than the third working day after the hire, verify the employment eligibility of all employees hired after November 6, 1986. Verification shall establish both identity and employment authorization and shall follow the requirements of the IRCA, using the E-verify program that is administered by the U.S. Department of Homeland Security, U.S. Citizenship and Immigration Services, Verification Division, which is hereby incorporated by reference including any subsequent amendments and editions. Information on the E-verify program may be found on the U.S. Department of Homeland Security website at <http://www.uscis.gov/e-verify>.

History Note: Authority G.S. 126-4(4); 8 C.F.R. Parts 109 and 274a, 1987; P.L. 101-649; Eff. February 1, 2007; Amended Eff. April 1, 2015; Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. August 20, 2016.