



## **E-Verification Law Effective January 01, 2021**

This notice is to inform all Vendors/Consultants/Contractors that do business with the City of Atlantic Beach, Florida (herein referred to as CITY), must comply with the E-Verification Florida Statute that will go into effect on January 01, 2021. Some exemptions may apply, as the statute may be amended from time to time.

This law applies to ALL who do business with the City, not just to those that are awarded a contract through a competitive Bid/RFP process. The CITY utilizes Purchase Orders (PO's) which are also considered contracts.

Please see the provisions below, and the attached links that will provide more information.

1. In accordance with Florida Statute Chapter 448.095, A public employer, contractor, or subcontractor may not enter into a contract unless each party to the contract registers with and uses the E-Verify System.
2. The CITY shall not enter into, or renew, a contract with a vendor/contractor that is not enrolled in E-Verify. Any vendor/contractor that has a contract with the CITY shall be contractually required to utilize E-Verify to confirm the employment eligibility of any employee hired during the contract term.
3. The CITY shall verify the Contractor's /Vendor's participation in the E-Verify Program by confirming their enrollment on the Department of Homeland Security E-Verify Website. Vendor's/Contractor's whose participation cannot be verified on the Department of Homeland Security's E-Verify Website, shall provide acceptable evidence of their enrollment prior to award and the execution of a contract. Acceptable evidence shall include, but not be limited to, a copy of the fully executed E-Verify Memorandum of Understanding for the business.
4. A contractor who registers with and participates in the E-Verify program may not be barred or penalized under this section if, as a result of receiving inaccurate verification information from the E-Verify program, the contractor hires or employs a person who is not eligible for employment.
5. Nothing in this section may be construed to allow intentional discrimination of any class protected by law



## **Helpful Links Related to E-Verification Law**

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- E-Verify FAQ Flyer for Contractors/Subcontractors: <e-verify-2021-faq-flyer.pdf>
- Florida Senate Summary on Legislation: [https://www.flsenate.gov/PublishedContent/Session/2020/BillSummary/Judiciary\\_JU0664ju\\_00664.pdf](https://www.flsenate.gov/PublishedContent/Session/2020/BillSummary/Judiciary_JU0664ju_00664.pdf)
- Full Bill Text (updates underlined): <https://www.flsenate.gov/Session/Bill/2020/664/BillText/er/PDF>
- Website for Contractor E-Verify Program Enrollment Check (scroll to bottom): <https://www.e-verify.gov/about-e-verify/e-verify-data/how-to-find-participating-employers>
- Article regarding Florida Passes E-Verify Law <https://www.levelset.com/blog/florida-e-verify-employment-requirement/>
- Florida Statute # 448.095 <https://casetext.com/statute/florida-statutes/title-xxxii-labor/chapter-448-general-labor-regulations/part-i-terms-and-conditions-of-employment/section-448095-employment-eligibility>

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