

Several states have passed mandatory E-Verify laws that require businesses to confirm the work eligibility of all new hires using the federal electronic verification system. Employers must take note because a failure to follow these mandatory measures can lead to stringent sanctions.

The following chart shows the states with mandatory E-Verify laws that apply to private employers, as well as state contractors and subcontractors. Some statutes, like Arizona's law, apply to all employers. Meanwhile, other states have narrower measures.

Alabama
All employers
Alaska
N/A
Arizona
All employers
Arkansas
N/A

California

N/A

The state and California municipalities are banned by law from mandating E-Verify use as condition of a government contract or preserving a business license

Colorado

Contractors with a state agency or political subdivision contract must use the federal E-Verify system or the state employment verification system

Connecticut

N/A

Delaware

N/A

District of Columbia

N/A

Florida

State contractors and subcontractors

Executive Order

Georgia

Private employers with more than 10 employees and state contractors

Hawaii

N/A

Idaho

Contractors and subcontractors

Executive Order

Illinois

N/A

Places limits on E-Verify use by employers

[Indiana](#)

State and local government contractors, plus businesses receiving grants of more than \$1,000 from a state agency or subdivision

Iowa

N/A

Kansas

N/A

Kentucky

N/A

[Louisiana](#)

Private employers that bid on public works projects and subcontractors

Any private employer that uses E-Verify is not subject to any penalty as a result of its reliance on the system's accuracy

Maine

N/A

Maryland

N/A

Massachusetts

N/A

Michigan

State department of human services contractors and transportation department contractors and subcontractors for construction, maintenance and engineering services

Transportation department contractors may be subject to a state audit to ensure E-Verify use

Minnesota

Public contractors and any subcontractors on state contracts of more than \$50,000

Mississippi

All employers

Missouri

Any employer with a state contract or grant of more than \$5,000

Any employer that applies for a tax credit, tax abatement or loan from the state also must use E-Verify

Montana

N/A

Nebraska

Public contractors and employers receiving state tax incentives

Nevada

N/A

New Hampshire

N/A

Provides affirmative defense in identity fraud cases to employers that use E-Verify

New Jersey

N/A

New Mexico

N/A

New York

N/A

North Carolina

Private employers with 25 or more employees, plus all public contractors and subcontractors

North Dakota

N/A

Ohio

N/A

Oklahoma

All public contractors and subcontractors

Does not apply to contracts entered into before July 1, 2008, even if the work was performed afterwards

Oregon

N/A

Pennsylvania

All public works contractors and subcontractors

Defines public works as projects estimated to cost more than \$25,000 paid in whole, or in part, with public funds

Rhode Island

N/A

South Carolina

All employers

South Dakota

N/A

Tennessee

Private employers with 50 or more employees must use E-Verify

Private employers with six to 49 employees either must use the federal E-Verify system or require newly hired employees to provide certain documents to establish their identity and employment authorization

Texas

Contractors and subcontractors of the transportation department and Railroad Commission

State agencies

Utah

Private employers with 15 or more employees and public works contractors

Vermont

N/A

Virginia

Contractors with an average of 50 or more employees for the previous 12 months entering into a contract of more than \$50,000 with any state agency

Washington

N/A

West Virginia

N/A

Except for service providers whose employees are regularly working on state capitol grounds

Wisconsin

N/A

Wyoming

N/A