



ATTENTION CLIENTS!!!

The South Carolina Illegal Immigration Reform Act (SCIIRA) is in effect!

ARE YOU COMPLIANT?

By choosing Concept H.R. as your **E-Verify Designated Agent** to verify all of your new employees' eligibility, it will make the audit process run smoothly and efficiently. Contact your payroll coordinator to become an E-Verify Client today!

"We recently had an audit and it was a piece of cake! All we had to do was call Concept H.R. and have them send over our E-Verify confirmation sheets. Concept H.R. has definitely taken the burden from us by handling E-Verify for us."

-Concept H.R. E-Verify Client

Penalties

1. If you do not properly verify worker eligibility there will be a fine of no less than \$100 and no more than \$1000 for **each** violation. You can avoid fees by providing proof of compliance with the verification process within 72 hours of receiving your **first** violation.
2. If you knowingly employ unauthorized alien workers your business license can be suspended or revoked. While your license is suspended or revoked you may **NOT** employ any employees.



-Information From <http://www.llr.state.sc.us/immigration/>



(803) 663-5374
(803) 663-8837 fax

Small businesses must verify all workers' legality

By SEANNA ADCOX
Associated Press

COLUMBIA — A last major piece of South Carolina's anti-illegal immigration law took effect Thursday as all small businesses became subject to fines and potential shutdowns for employing illegal workers.

All businesses in the state must now check their new hires' legal status and fire any existing workers known to be in the country illegally. The law is one of the toughest in the nation and had been applied for a year to companies with more than 100 workers.

"Every employee on the payroll, regardless of their date hired, has to be legal," said Jim Knight, office administrator and spokesman for the Department of Labor, Licensing and Regulation.

He said investigators will randomly check all companies, though auditors will focus on businesses that traditionally employ illegal workers such as landscaping and construction firms, hotels, restaurants and chicken processors.

The state Office of Immigrant Worker Compliance has more than doubled its number of investigators, to 23, as 110,000 additional businesses fall under the law.

The move by lawmakers to expand the budget for Knight's office from \$750,000 to \$2 million this coming year comes even amid fiscal crisis and the layoffs of hundreds of state workers and the gutting of whole agencies. But supporters said it was crucial to crack down on illegal workers.

"This is absolutely the most significant threshold

crossing for enforcement," said Sen. Larry Martin, R-Pickens.

He said small business owners have long complained that they had to hire illegals to compete or risk losing work to competitors who did so and underbid them.

"No longer will they have the excuse they've got to do it because their competitor does it," Martin said. Also, "there's a degree of exploitation of illegal immigrants by unscrupulous employers. This will bring it to light."

But employers in targeted industries say the focus on them is unfair.

They're concerned the law could drive away legal immigrants in this tourism-driven state, making it more difficult to hire people in jobs with already high turnover rates.

Legal workers could leave because they feel they're being unjustly targeted or they fear for a family member who's not legal, said Tom Sponseller, president of the Hospitality Association of South Carolina.

The law requires employers to check workers' legality through a federal database or by hiring only workers who hold a driver's license from South Carolina or other approved state. Otherwise they could face fines of up to \$1,000 per worker, and a business repeatedly found to knowingly employ an illegal worker could be closed for months.

In the past year, 10 auditors checked 1,850 businesses and found 175 had broken the law. Most violations involved failing to verify workers within five days of hiring them. Auditors found illegal workers in 10 cases, Knight said.

-Article Courtesy of the Aiken Standard July 1, 2010