



LEGAL ALERT

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May 2008

SNELL & WILMER

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The Voluntary Employer Enhanced Program Under H.B. 2745

Earlier this month, Snell & Wilmer L.L.P. distributed a Legal Alert summarizing the new legislation Arizona Governor Janet Napolitano signed into law effective May 1, 2008. The new law clarifies many of the unanswered questions under the Legal Arizona Workers Act, which took effect January 1, 2008. We have received a few questions about the Voluntary Employer Enhanced Program.

The Legal Alert explained that the amendments establish a voluntary program that assists participants in demonstrating "good faith" in trying to comply with LAWA. The Voluntary Employer Enhanced Program has not yet been completely established. However, one central component of the program is that participating employers must verify the accuracy of social security numbers, through the Social Security Number Verification Service, for any employee who is not verified through the E-Verify Program. You can sign up for the Social Security Number Verification Service through the Social Security Administration's website at <http://www.ssa.gov/bso/bsowelcome.htm>. Keep in mind, in accordance with the Memorandum of Understanding, the employer may not use E-Verify to verify the employment authorization of those employees hired before registering with E-Verify.

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