

ASSEMBLY, No. 4077

STATE OF NEW JERSEY

219th LEGISLATURE

INTRODUCED MAY 7, 2020

Sponsored by:

Assemblyman RONALD S. DANCER

District 12 (Burlington, Middlesex, Monmouth and Ocean)

SYNOPSIS

Prohibits the employment of unauthorized aliens and requires employers to use E-Verify program.

CURRENT VERSION OF TEXT

As introduced.



1 **AN ACT** concerning the employment of unauthorized aliens and
2 supplementing Title 34 of the Revised Statutes.

3

4 **BE IT ENACTED** *by the Senate and General Assembly of the State*
5 *of New Jersey:*

6

7 1. As used in this act:

8 "Agency" means any agency, department, board or commission
9 of this State, or of any political subdivisions of this State, that
10 issues a license for purposes of operating a business in this State.

11 "Commissioner" means the Commissioner of Labor and
12 Workforce Development

13 "E-Verify program" means the electronic verification of work
14 authorization program of the "Illegal Immigration Reform and
15 Immigration Responsibility Act of 1996," Pub.L.104-
16 208 (8 U.S.C. s.1324a), jointly operated by the United States
17 Department of Homeland Security and the Social Security
18 Administration or its successor program.

19 "Employee" means any individual who is employed by an
20 employer.

21 "Employer" means any individual or entity that transacts
22 business in this State that employs one or more individuals who
23 perform employment services in this State. "Employer" includes the
24 State, any political subdivision of this State and self-employed
25 persons.

26 "Intentionally" means, with respect to a result or to conduct
27 described in this act, that a person's objective is to cause that result
28 or to engage in that conduct.

29 "Knowingly employ an unauthorized alien" means those actions
30 described in 8 U.S.C. s.1324a. This term shall be interpreted
31 consistently with 8 U.S.C. s.1324a and any applicable federal rules
32 and regulations.

33 "License" means any agency permit, certificate, approval,
34 registration, charter or similar form of authorization that is required
35 by law and that is issued by any agency for the purposes of
36 operating a business in this State, and additionally includes, but is
37 not limited to:

38 (1) A certificate of incorporation pursuant to N.J.S.14A:2-1 et
39 seq.

40 (2) A certificate of authority pursuant to N.J.S.14A:13-1 et seq.

41 (3) A statement of qualification or a statement of foreign
42 qualification pursuant to P.L.2000, c.161 (C.42:1A-1 et seq.)

43 (4) A certificate of limited partnership or a certificate of
44 authority pursuant to P.L.1983, c.489 (C.42:2A-1 et seq.)

45 (5) A certificate of formation pursuant to P.L.2012, c.50
46 (C.42:2C-1 et seq.)

1 "Unauthorized alien" means an alien who does not have the legal
2 right or authorization under federal law to work in the United States
3 as described in 8 U.S.C. s.1324a(h)(3).
4

5 2. a. After December 31, 2020, all employers, who employ
6 100 or more employees, shall verify the employment eligibility of
7 all new employees through the E-Verify program.

8 b. After December 31, 2021, all employers, who employ less
9 than 100 employees, shall verify the employment eligibility of all
10 new employees through the E-Verify program.
11

12 3. a. The commissioner shall develop a Statewide random
13 auditing program to inspect private employers for compliance with
14 section 2 of this act.

15 b. Upon receipt of a written and signed complaint against an
16 employer, or upon an investigation initiated by the commissioner
17 for good cause, if the commissioner finds reasonable grounds exist
18 that an employer allegedly violated section 2, the commissioner
19 shall institute an investigation of the alleged violation.

20 c. Upon a finding of an occurrence involving a violation after a
21 random audit pursuant to subsection a. of this section, or after an
22 investigation pursuant to subsection b. of this section, the employer
23 shall be assessed a civil penalty of not less than \$100 and not more
24 than \$1000 for each violation. For a first occurrence involving a
25 violation of section 2, if, upon notification by the commissioner of a
26 violation, the employer complies within seventy-two hours, the
27 employer shall not be assessed a penalty. Any subsequent
28 occurrence involving a violation of section 2 by the employer shall
29 result in the assessment of a civil penalty by the commissioner.
30 However, if the employer has not committed a violation of section 2
31 within the previous five years, a subsequent occurrence shall be
32 treated as a first occurrence.
33

34 4. An employer shall not intentionally employ an unauthorized
35 alien or knowingly employ an unauthorized alien.
36

37 5. a. On receipt of a complaint that an employer allegedly
38 intentionally employs an unauthorized alien or knowingly employs
39 an unauthorized alien, the Attorney General or county prosecutor
40 shall investigate whether the employer has violated section 4 of this
41 act. When investigating a complaint, the Attorney General or
42 county prosecutor shall verify the work authorization of the alleged
43 unauthorized alien with the federal government pursuant to 8 U.S.C.
44 s.1373(c). A State, county or local official shall not attempt to
45 independently make a final determination as to whether an alien is
46 authorized to work in the United States. An alien's immigration
47 status or work authorization status shall be verified with the federal
48 government pursuant to 8 U.S.C. s.1373(c).

1 b. If, after an investigation, the Attorney General or county
2 prosecutor determines that the complaint is not frivolous:

3 (1) The Attorney General or county prosecutor shall notify the
4 United States Immigration and Customs Enforcement of the
5 unauthorized alien;

6 (2) The Attorney General or county prosecutor shall notify the
7 local law enforcement agency of the unauthorized alien; and

8 (3) The Attorney General shall notify the appropriate county
9 prosecutor to bring an action pursuant to section 4 of this act if the
10 complaint was originally filed with the Attorney General.

11
12 6. a. An action for a violation of section 4 of this act shall be
13 brought against the employer by the county prosecutor in the county
14 where the unauthorized alien employee is employed. The county
15 prosecutor shall not bring an action against any employer for any
16 violation of section 4 that occurs before January 1, 2021. A second
17 violation shall be based only on an unauthorized alien who is
18 employed by the employer after an action has been brought for a
19 previous violation of section 4.

20 b. For any action in Superior Court under this act, the court
21 shall expedite the action, including assigning the hearing at the
22 earliest practicable date.

23
24 7. On a finding of a violation of section 4 of this act:

25 a. For a first violation during a three year period that is a
26 knowing violation the court:

27 (1) Shall order the employer to terminate the employment of all
28 unauthorized aliens.

29 (2) Shall order the employer to be subject to a three year
30 probationary period. During the probationary period the employer
31 shall file quarterly reports with the county prosecutor of each new
32 employee who is hired by the employer at the specific location
33 where the unauthorized alien performed work.

34 (3) Shall order the employer to file a signed sworn affidavit with
35 the county prosecutor within three business days after the order is
36 issued. The affidavit shall state that the employer has terminated
37 the employment of all unauthorized aliens and that the employer
38 will not intentionally or knowingly employ an unauthorized alien.
39 The court shall order the appropriate agencies to suspend all
40 licenses subject to this paragraph (3) that are held by the employer
41 if the employer fails to file a signed sworn affidavit with the county
42 prosecutor within three business days after the order is issued. All
43 licenses that are suspended under this paragraph (3) shall remain
44 suspended until the employer files a signed sworn affidavit with the
45 county prosecutor. Notwithstanding any other law, on filing of the
46 affidavit, the suspended licenses shall be reinstated immediately by
47 the appropriate agencies. For the purposes of this paragraph (3), the
48 licenses that are subject to suspension under this paragraph (3) are

1 all licenses that are held by the employer and that are necessary to
2 operate the employer's business at the employer's business location
3 where the unauthorized alien performed work. If a license is not
4 necessary to operate the employer's business at the specific location
5 where the unauthorized alien performed work, but a license is
6 necessary to operate the employer's business in general, the licenses
7 that are subject to suspension under this paragraph (3) are all
8 licenses that are held by the employer at the employer's primary
9 place of business. On receipt of the court's order and
10 notwithstanding any other law, the appropriate agencies shall
11 suspend the licenses according to the court's order. The court shall
12 send a copy of the court's order to the Attorney General and the
13 Attorney General shall maintain the copy pursuant to section 8 of
14 this act.

15 (4) May order the appropriate agencies to suspend all licenses
16 described in paragraph (3) of this subsection that are held by the
17 employer, not to exceed 10 business days. The court shall base its
18 decision to suspend under paragraph (4) on any evidence or
19 information submitted to it during the action for a violation of this
20 section and shall consider the following factors, if relevant:

21 (a) The number of unauthorized aliens employed by the
22 employer.

23 (b) Any prior misconduct by the employer.

24 (c) The degree of harm resulting from the violation.

25 (d) Whether the employer made good faith efforts to comply
26 with any applicable requirements.

27 (e) The duration of the violation.

28 (f) The role of the directors, officers or principals of the
29 employer in the violation.

30 (g) Any other factors the court deems appropriate.

31 b. For a first violation during a five year period that is an
32 intentional violation, the court:

33 (1) Shall order the employer to terminate the employment of all
34 unauthorized aliens.

35 (2) Shall order the employer to be subject to a five year
36 probationary period. During the probationary period the employer
37 shall file quarterly reports with the county prosecutor of each new
38 employee who is hired by the employer at the specific location
39 where the unauthorized alien performed work.

40 (3) Shall order the appropriate agencies to suspend all licenses,
41 described in paragraph (3) of subsection a. of this section that are
42 held by the employer for a minimum of 10 days. The court shall
43 base its decision on the length of the suspension under this
44 paragraph (3) on any evidence or information submitted to it during
45 the action for a violation of this subsection and shall consider the
46 following factors, if relevant:

47 (a) The number of unauthorized aliens employed by the
48 employer.

- 1 (b) Any prior misconduct by the employer.
- 2 (c) The degree of harm resulting from the violation.
- 3 (d) Whether the employer made good faith efforts to comply
- 4 with any applicable requirements.
- 5 (e) The duration of the violation.
- 6 (f) The role of the directors, officers or principals of the
- 7 employer in the violation.
- 8 (g) Any other factors the court deems appropriate.
- 9 (4) Shall order the employer to file a signed sworn affidavit with
- 10 the county prosecutor. The affidavit shall state that the employer
- 11 has terminated the employment of all unauthorized aliens and that
- 12 the employer will not intentionally or knowingly employ an
- 13 unauthorized alien. All licenses that are suspended under this
- 14 paragraph shall remain suspended beyond the minimum 10 days
- 15 required in paragraph (3) of subsection b. of this section until the
- 16 employer files a signed sworn affidavit with the county prosecutor.
- 17 For the purposes of this paragraph, the licenses that are subject to
- 18 suspension under this paragraph are all licenses that are held by the
- 19 employer and that are necessary to operate the employer's business
- 20 at the employer's business location where the unauthorized alien
- 21 performed work. If a license is not necessary to operate the
- 22 employer's business at the specific location where the unauthorized
- 23 alien performed work, but a license is necessary to operate the
- 24 employer's business in general, the licenses that are subject to
- 25 suspension under this subdivision are all licenses that are held by
- 26 the employer at the employer's primary place of business. On
- 27 receipt of the court's order and notwithstanding any other law, the
- 28 appropriate agencies shall suspend the licenses according to the
- 29 court's order. The court shall send a copy of the court's order to the
- 30 Attorney General and the Attorney General shall maintain the copy
- 31 pursuant to section 8 of this act.
- 32 c. For a second violation of section 4 of this act during the
- 33 period of probation, the court shall order the appropriate agencies to
- 34 permanently revoke all licenses that are held by the employer and
- 35 that are necessary to operate the employer's business at the
- 36 employer's business location where the unauthorized alien
- 37 performed work. If a license is not necessary to operate the
- 38 employer's business at the specific location where the unauthorized
- 39 alien performed work, but a license is necessary to operate the
- 40 employer's business in general, the court shall order the appropriate
- 41 agencies to permanently revoke all licenses that are held by the
- 42 employer at the employer's primary place of business. On receipt of
- 43 the order and notwithstanding any other law, the appropriate
- 44 agencies shall immediately revoke the licenses.
- 45
- 46 8. The Attorney General shall maintain copies of court orders
- 47 that are received pursuant to section 5 of this act and shall maintain
- 48 a database of the employers who have a first violation of section 4

1 of this act and make the court orders available on the Attorney
2 General's website.

3
4 9. a. In determining whether an employee is an unauthorized
5 alien, the court shall consider only the federal government's
6 determination pursuant to 8 U.S.C. s.1373(c). The federal
7 government's determination creates a rebuttable presumption of the
8 employee's lawful status. The court may take judicial notice of the
9 federal government's determination and may request the federal
10 government to provide automated or testimonial verification
11 pursuant to 8 U.S.C. s.1373(c).

12 b. For the purposes of this section, proof of verifying the
13 employment authorization of an employee through the E-Verify
14 program creates a rebuttable presumption that an employer did not
15 intentionally employ an unauthorized alien or knowingly employ an
16 unauthorized alien.

17 c. For the purposes of this section, an employer who
18 establishes that it has complied in good faith with the requirements
19 of 8 U.S.C. s.1324b establishes an affirmative defense that the
20 employer did not intentionally or knowingly employ an
21 unauthorized alien.

22
23 10. This act shall not be construed to require an employer to take
24 any action that the employer believes in good faith would violate
25 federal or State law.

26
27 11. The Commissioner of Labor and Workforce Development
28 shall adopt, pursuant to the "Administrative Procedure Act,"
29 P.L.1968, c.410 (C.52:14B-1 et seq.), rules and regulations as
30 necessary to effectuate the purposes of sections 2 and 3 of this act.

31
32 12. This act shall take effect January 1, 2021.

33
34
35 STATEMENT

36
37 This bill requires every employer, before hiring an employee, to
38 verify the employment eligibility of the employee through the E-
39 Verify program. E-Verify is an electronic verification of work
40 authorization program jointly operated by the United States
41 Department of Homeland Security and the Social Security
42 Administration. The bill provides for employers who employ 100 or
43 more employees to comply with the E-Verify requirement by
44 December 31, 2020. Employers who employ less than 100
45 employees must comply with the E-Verify requirement by
46 December 31, 2020.

47 The bill directs the Commissioner of Labor and Workforce
48 Development to develop a Statewide random auditing program to

1 inspect private employers for compliance with the E-Verify
2 requirement. The commissioner is also directed, upon receipt of a
3 written and signed complaint against an employer, or upon an
4 investigation initiated by the commissioner for good cause, to
5 institute an investigation if the commissioner finds reasonable
6 grounds exist that an employer allegedly violated the E-Verify
7 requirement.

8 The bill provides for the assessment of a civil penalty of not less
9 than \$100 and not more than \$1000 on employers found to be in
10 violation of the E-Verify requirement. For a first occurrence
11 involving a violation, if, upon notification by the commissioner, the
12 employer complies within seventy-two hours, the employer shall
13 not be assessed a penalty. Any subsequent occurrence involving a
14 violation by the employer results in the assessment of a civil
15 penalty by the commissioner. However, if the employer has not
16 committed a violation of the E-Verify requirement within the
17 previous five years, a subsequent occurrence shall be treated as a
18 first occurrence.

19 The bill also prohibits the employment of unauthorized aliens. It
20 imposes penalties on employers who knowingly or intentionally
21 employ unauthorized aliens. For the first violation where an
22 employer knowingly hired unauthorized aliens, a court shall order
23 the employer to terminate such employment, to be subject to a three
24 year probationary period during which the employer shall submit
25 quarterly reports for each new hire, to file a sworn affidavit within
26 three business days after the order has been issued or face the
27 suspension of any business license held by the employer until such
28 time a signed sworn affidavit is filed. In addition, a court may
29 consider a number of factors surrounding the violation and order the
30 suspension of any business license for a period not to exceed ten
31 business days.

32 For the first violation where an employer intentionally hired
33 unauthorized aliens, a court shall order the employer to terminate
34 such employment; a five year probationary period during which the
35 employer shall submit quarterly reports for each new hire; the
36 suspension of any business license for a minimum ten days after
37 considering all factors surrounding the violation; and the employer
38 to file a sworn affidavit until which all licenses shall remain
39 suspended.

40 For any second violation of knowingly or intentionally
41 employing an unauthorized alien, a court shall order the permanent
42 revocation of any and all of the employers' business licenses issued
43 by the State or any political subdivisions of the State.