

# States with Mandatory E-Verify Laws

Jurisdiction	Covered Employers	Employee Handbook Statements	Notes
<a href="#">Federal</a>	Voluntary, unless required by state law or certain federal contracts	N/A	N/A
<a href="#">Alabama</a>	All employers	<a href="#">Employment Eligibility and Work Authorization Handbook Statement: Alabama</a>	N/A
Alaska	N/A	N/A	N/A
<a href="#">Arizona</a>	All employers	<a href="#">Employment Eligibility and Work Authorization Handbook Statement: Arizona</a>	N/A
Arkansas	N/A	N/A	N/A
<a href="#">California</a>	N/A	N/A	The state and California municipalities are prohibited from mandating that employers use an electronic employment verification system, including E-Verify, as a condition of a government contract or preserving a business license.
<a href="#">Colorado</a>	Contractors with a state agency or political subdivision contract must use the federal E-Verify system or the state employment verification system.	N/A	N/A
Connecticut	N/A	N/A	N/A
Delaware	N/A	N/A	N/A

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District of Columbia	N/A	N/A	N/A
<a href="#">Florida</a>	State contractors and sub-contractors	N/A	N/A
<a href="#">Georgia</a>	Private employers with more than 10 employees State contractors and sub-contractors	<a href="#">Employment Eligibility and Work Authorization Handbook Statement: Georgia</a>	N/A
Hawaii	N/A	N/A	N/A
<a href="#">Idaho</a>	State contractors and sub-contractors must develop procedures to verify employment, such as E-Verify.	N/A	N/A
<a href="#">Illinois</a>	N/A	N/A	The law places limits and additional requirements on E-Verify use by employers.
<a href="#">Indiana</a>	State and local government contractors Businesses receiving grants of more than \$1,000 from a state agency or subdivision	N/A	N/A
Iowa	N/A	N/A	N/A
Kansas	N/A	N/A	N/A
Kentucky	N/A	N/A	N/A
<a href="#">Louisiana</a>	Private employers that bid on public works projects and subcontractors	N/A	A private employer that uses E-Verify is not subject to penalties arising from its reliance on the system's accuracy.
Maine	N/A	N/A	N/A

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Maryland	N/A	N/A	N/A
Massachusetts	N/A	N/A	N/A
<a href="#">Michigan</a>	State Department of Human Services contractors and subcontractors State Department of Transportation contractors and subcontractors for construction, maintenance and engineering services	N/A	Transportation department contractors may be subject to a state audit to ensure E-Verify use.
<a href="#">Minnesota</a>	Public contractors and subcontractors on state contracts of more than \$50,000	N/A	N/A
<a href="#">Mississippi</a>	All employers	<a href="#">Employment Eligibility and Work Authorization Handbook Statement: Mississippi</a>	N/A
<a href="#">Missouri</a>	Employers with a state contract or grant of more than \$5,000	N/A	An employer that applies for a tax credit, tax abatement or loan from the state must use E-Verify.
Montana	N/A	N/A	N/A
<a href="#">Nebraska</a>	Public contractors and subcontractors Employers receiving state tax incentives	N/A	N/A
Nevada	N/A	N/A	N/A
<a href="#">New Hampshire</a>	N/A	N/A	The law provides an affirmative defense in identity fraud cases to employers that use E-Verify.
New Jersey	N/A	N/A	N/A

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New Mexico	N/A	N/A	N/A
New York	N/A	N/A	N/A
<a href="#">North Carolina</a>	Private employers with 25 or more employees  Public contractors and subcontractors	<a href="#">Employment Eligibility and Work Authorization Handbook Statement: North Carolina</a>	N/A
North Dakota	N/A	N/A	N/A
Ohio	N/A	N/A	N/A
<a href="#">Oklahoma</a>	Public contractors and subcontractors	N/A	The law does not apply to contracts entered into before July 1, 2008, even if the work was performed afterwards.
Oregon	N/A	N/A	N/A
<a href="#">Pennsylvania</a>	Public works contractors and subcontractors on projects estimated to cost more than \$25,000 paid fully or partially with public funds	N/A	N/A
Rhode Island	N/A	N/A	N/A
<a href="#">South Carolina</a>	All employers	<a href="#">Employment Eligibility and Work Authorization Handbook Statement: South Carolina</a>	N/A
South Dakota	N/A	N/A	N/A

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<a href="#">Tennessee</a>	Private employers with 50 or more employees	<a href="#">Employment Eligibility and Work Authorization Handbook Statement: Tennessee</a>	Private employers with six to 49 employees must use E-Verify or require newly hired employees to provide certain documents to establish their identity and employment authorization.
<a href="#">Texas</a>	Contractors and subcontractors of the Texas Department of Transportation and Railroad Commission	N/A	N/A
<a href="#">Utah</a>	Private employers with 15 or more employees and public works contractors must use a status verification system, such as E-Verify.	N/A	N/A
Vermont	N/A	N/A	N/A
<a href="#">Virginia</a>	Contractors with an average of 50 or more employees in the previous 12 months entering into a contract of more than \$50,000 with a state agency	N/A	N/A
Washington	N/A	N/A	N/A
<a href="#">West Virginia</a>	N/A	N/A	The law provides an exception for service providers whose employees are regularly working on state capitol grounds.
Wisconsin	N/A	N/A	N/A
Wyoming	N/A	N/A	N/A