

MEDIA
ALERT



For Information, Contact:
Scott Appel
Allison & Partners for CBR
480-966-0100 x206 • sappel@allisonpr.com

Local Human Resources Company Offers Tips for Employers on New Arizona Immigration Law

Company Aims to Educate Local Businesses on What New Law Entails

Who: In response to the new Arizona immigration law, Arizona-based Creative Business Resources (CBR), provides local employers with helpful information regarding the new law, as well as proactive tips for better preparing businesses. CBR is a leading Professional Employer Organization (PEO) that provides human resources outsourcing to small-and medium-sized businesses in Arizona and the greater Southwest.

Why: Arizona businesses face challenges and questions on the new bill signed into law this month. The new immigration law imposes penalties on employers who either “knowingly” or “intentionally” hire undocumented immigrants. This law goes into effect January 1, 2008.

Tips: ***Business owners need to have a clear sense of what differentiates “knowingly” from “intentionally.”***

- Knowingly includes not only actual knowledge of the undocumented employee’s status, but also knowledge that may be interpreted, through facts and/or circumstances.
- “Intentionally” implies that the employer’s objective is to engage in the prohibited conduct.

Employers should know what penalties exist for businesses who “knowingly” and “intentionally” hire undocumented immigrants.

- **First time violation penalties for “knowingly” hiring may include:**
 - An order to terminate the employment of all unauthorized workers and sign an affidavit confirming this fact and promising not to hire additional unauthorized workers in the future.
 - Three years of probation with employers required to file quarterly reports listing all newly hired employees.

MEDIA
ALERT



- Suspension of business licenses for up to 10 business days.

- **First time violation penalties for “intentionally” hiring may include:**
 - An order to terminate the employment of all unauthorized workers and sign an affidavit confirming this fact and promising not to hire additional unauthorized aliens.
 - Five years of probation with employers required to file quarterly reports listing all newly hired employees.
 - Suspension of business licenses for a minimum of 10 business days.
 - **If an employer violates the law again while on probation, all of the employer’s business licenses are permanently revoked.**

Stay educated on programs and procedures.

- Keep up-to-date on the appropriate procedures for hiring employees and what the federal government considers acceptable identification.
- Take steps now to review internal I-9 compliance procedures and implement a plan to ensure compliance with the law.
- Employers should consider signing up for the Basic Pilot Program, which is a federally mandated verification system that allows employers to confirm new hires employee eligibility.

Key Facts:

- Bill signed into law on July 2, 2007
- Law will go into effect January 1, 2008
- Law imposes new penalties on employers who either “knowingly” or “intentionally” hire unauthorized workers

Media Contact:

For more information or to speak with Aaron Witsoe, president of CBR, regarding this topic please contact Scott Appel at 480.966.0100 X 206, sappel@allisonpr.com.