



July 2009

## **Missouri Enacts Omnibus Immigration Act**

Missouri's new Omnibus Immigration Act will take effect August 28, 2008. This law, among other things, mandates the use of E-Verify. It specifically requests that all public employers in the State use E-Verify and that contractors and subcontractors with State contracts or grants in excess of \$5,000 or a state-administered tax credit, tax abatement or loan from the State also use E-Verify. An employer's use of the E-Verify program creates an affirmative defense for that employer. The new law also provides that knowingly employing an illegal alien will result in the suspension of a company's applicable local licenses, permits and exceptions for 14 days. A second violation will result in suspension for a period of one year. A third or subsequent violation will result in permanent suspension. A violation can also result in termination of the contract and the suspension or debarment of the business entity from doing business in the State for a period of three years. A second or subsequent violation will result in the termination of the contract and the permanent suspension or debarment of the business entity from doing business in the state.