

TENNESSEE GENERAL ASSEMBLY  
FISCAL REVIEW COMMITTEE



**FISCAL NOTE**

**HB 1834 – SB 2026**

March 15, 2014

**SUMMARY OF BILL:** Removes requirement that employers, as defined by the Tennessee Lawful Employment Act (TLEA), maintain copies of certain identifying information on employees and non-employees, as defined by the TLEA. Requires all employers, for non-employees and employees, to enroll in the E-Verify program prior to hiring an employee on or after the applicable phase-in period; to verify work authorization status of employees hired, and to maintain records on such employees which are generated by the E-Verify program. Requires employers, with respect to non-employees, to maintain a record of results generated by the E-Verify program for three years following the non-employee's hiring date and for one-year after the non-employee's termination date. Declares that the above provisions will only apply to governmental entities and private employers with a number of employees ranging from 6 to 199 beginning on January 1, 2015.

**ESTIMATED FISCAL IMPACT:**

**NOT SIGNIFICANT**

Assumption:

- Based on information provided by the Department of Safety, Department of Workers Compensation, Department of Labor and Workforce Development, and the Office of the Comptroller of the Treasury, this fiscal impact for this bill is estimated to be not significant.

**IMPACT TO COMMERCE:**

**NOT SIGNIFICANT**

Assumption:

- Any impact to commerce or to Tennessee jobs as a result of this bill is considered not significant.

**HB 1834 – SB 2026**

**CERTIFICATION:**

The information contained herein is true and correct to the best of my knowledge.



Lucian D. Geise, Executive Director

/dwl