

5 Quick Answers to Employers' Questions on E-Verify, ICE Raids

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Kelli Natrin and Elizabeth Olivera were quoted in an HR Dive article addressing key immigration compliance concerns, with a particular focus on E-Verify and ICE raids. E-Verify is mandatory for federal contractors, but it is not yet required for all employers. However, there has been ongoing discussion, particularly at the state level, about making it universally mandatory. Beth noted that using E-Verify does not necessarily reduce the likelihood of an audit and shared, "I do not think they target specific employers who do not use E-Verify." She also warned that even minor typographical errors on I-9 forms can result in substantial fines.

Kelli offered practical advice regarding ICE raids, emphasizing the importance of distinguishing between private and public areas in the workplace. "You can't stop an ICE agent from perusing your store, but you can stop them from entering your stockroom," she explained. Employers should ensure that any ICE agents are monitored, with a manager accompanying them during their visit. Certain industries, such as construction and agriculture, which employ a higher percentage of foreign nationals, are more likely to be targeted by ICE. Kelli and Beth urged employers to be prepared and aware of their rights regarding ICE's access to business premises.

To read more, [click here](#).

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