

Tennessee Liquor Observer Special Edition News Alert

ICE Raids for Aliens in Nashville

Several clients have contacted us about "raids" by federal authorities looking for illegal immigrants in the workplace. Immigration & Customs Enforcement (ICE), a branch of the Department of Homeland Security, is conducting investigations in the Nashville area.

ICE is looking for employers with undocumented workers - employers that knowingly employ undocumented aliens or fail to properly complete or retain Form I-9 for employees. Do not be surprised if agents from ICE drop by your business. The best way to avoid problems during an investigation is to cooperate with the agents and have your I-9 files in order and in an accessible location.

Form I-9 shows that the employee is eligible to work. The form must be completed and accompanied by a copy of an acceptable document for an employee to work in the U.S. Acceptable documents include a U.S. passport or a permanent resident card, among others. If an employee does not provide the proper documentation, or the employer has a legitimate basis to believe that the documentation is fake, the employer is prohibited from hiring that individual.

In an investigation, ICE may request copies of all I-9s to verify they were properly completed for all employees. Failure to provide the completed I-9 could lead to fines and even criminal charges, especially if the employer knowingly accepted false documentation.

If you have any questions regarding I-9s and the proper supporting documentation, please contact us.

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The alcoholic beverage section at Bone McAllester Norton offers legal counsel to manufacturers, wholesalers, retailers, restaurants, hotels and other licensees throughout the State of Tennessee.

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