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AMENDMENT TO H.R. 1772

OFFERED BY MR. CONYERS OF MICHIGAN

Page 12, line 7, strike “individual” and insert “individual, or take other adverse employment action against the individual,”.

Page 12, line 14, insert after “failure.” the following: “The failure of a person or other entity to comply with the requirements of this subclause with respect to an individual shall be deemed to constitute a violation of subsection (a)(1)(A) with respect to that individual.”.

Beginning on page 19, strike “The” on line 23 through page 20, line 7, and insert the following:

1 “(ii) CONSEQUENCE OF UNAUTHOR-

2 IZED USE OF SYSTEM.—Use of the

3 verification system prior to the verification

4 period described in clause (i) with respect

5 to an individual shall be deemed to con-

6 stitute a violation of subsection (a)(1)(A)

7 with respect to that individual.”.

Page 28, line 22, strike “employed.” and insert the following: “employed. A failure to comply with the preceding sentence with respect to an individual shall be

deemed to constitute a violation of subsection (a)(1)(A) with respect to that individual.”.

Page 54, after line 16, insert the following (and re-designate provisions accordingly):

1 **SEC. 9. UNFAIR IMMIGRATION-RELATED EMPLOYMENT**
2 **PRACTICES.**

3 Section 274B(a) of the Immigration and Nationality
4 Act (8 U.S.C. 1324b(a)) is amended by adding at the end
5 the following :

6 “(7) MISUSE OF VERIFICATION SYSTEM.—It is
7 an unfair immigration-related employment practice
8 for a person or other entity to willingly—

9 “(A) fail to notify an individual of the re-
10 ceipt of a tentative nonverification of an indi-
11 vidual’s identity or work eligibility, as required
12 by section 274A(b)(1)(C)(ii)(II);

13 “(B) take an adverse employment action
14 (including rescinding an offer of employment,
15 terminating employment, or withholding com-
16 pensation or benefits) against an individual due
17 to receipt of a tentative nonverification of an in-
18 dividual’s identity or work eligibility;

19 “(C) require an individual to make an in-
20 quiry utilizing self-verification procedures as a
21 condition of hire or continued employment;

1 “(D) utilize the verification system prior to
2 the verification period described in section
3 274A(b)(1)(F) with respect to an individual; or
4 “(E) voluntarily verify an individual em-
5 ployed by the employer without verifying all
6 other individuals so employed (in violation of
7 section 274A(b)(3)(D)).”.

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