Edward McMullen
Director of Purchasing

State of Alabama Immigration Law
ACT 2011-535

The business entity or employer agrees that it will fully comply with the State of Alabama Immigration Law (Act 2011-535), as amended. Act 2011-535, requires school boards to include the following clause in all contracts or agreements:

“By signing this contract, the contracting parties affirm, for the duration of the agreement, that they will not violate federal immigration law or knowingly employ, hire for employment, or continue to employ an unauthorized alien within the state of Alabama. Furthermore, a contracting party found to be in violation of this provision shall be deemed in breach of the agreement and shall be responsible for all damages resulting therefrom.”

Alabama laws require that, as a condition for the award of a contract by a school board to a business entity or employer with one or more employees working in Alabama, the business entity or employer must provide documentation of enrollment in the E-Verify program. During the performance of the contract, the business entity or employer shall participate in the E-Verify program and shall verify every employee that is required to be verified according to the applicable federal rules and regulations. The contractor’s E-Verify Memorandum of Understanding must be included with the bid. If you do not believe these requirements are applicable to your entity, include an explanation justifying such exemption.

An Employer Identification Number (EIN), also known as a Federal Employer Identification Number (FEIN), is required to enroll in E-Verify or to establish an E-Verify employer agent account.

An entity can obtain an E-Verify Memorandum of Understanding upon completion in the E-Verify enrollment process as outlined below:

U.S. Department of Homeland Security:

- Visit the website at http://www.uscis.gov/everify.
- Enroll in E-Verify, if not currently enrolled in E-Verify.
- Print a Memorandum of Understanding (MOU), if previously enrolled in E-Verify.

Alabama E-Verify Employer Agent Service:

Alabama businesses with 25 or fewer employees may elect to use the Alabama E-Verify Employer Agent Service.

- Phone: 855-837-4396