

1 State of Arkansas  
2 95th General Assembly  
3 Regular Session, 2025  
4

As Engrossed: H4/9/25

# A Bill

HOUSE BILL 1974

5 By: Representatives Long, McAlindon, R. Burkes  
6 By: Senator M. McKee  
7

## For An Act To Be Entitled

9 AN ACT TO AMEND THE LAW REGARDING EMPLOYMENT; TO  
10 PROHIBIT STATE ENTITIES FROM EMPLOYING UNAUTHORIZED  
11 ALIENS; TO ESTABLISH THE E-VERIFY REQUIREMENT ACT; TO  
12 REQUIRE STATE ENTITIES TO USE E-VERIFY TO CONFIRM  
13 EMPLOYMENT ELIGIBILITY; AND FOR OTHER PURPOSES.  
14

## Subtitle

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16 TO PROHIBIT STATE ENTITIES FROM  
17 EMPLOYING UNAUTHORIZED ALIENS; TO  
18 ESTABLISH THE E-VERIFY REQUIREMENT ACT;  
19 AND TO REQUIRE STATE ENTITIES TO USE E-  
20 VERIFY TO CONFIRM EMPLOYMENT  
21 ELIGIBILITY.  
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24 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
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26 SECTION 1. DO NOT CODIFY. Legislative findings.

27 The General Assembly finds that:

28 (1) Protecting Arkansans and being good stewards of taxpayer  
29 dollars are top priorities for our state;

30 (2) A strong economy depends on a legal and reliable workforce,  
31 ensuring that state government jobs go to individuals who are here lawfully  
32 and contributing to our communities;

33 (3) Arkansas is not a sanctuary state, and Arkansas enforces our  
34 laws to protect wages, support local businesses, and ensure that taxpayer  
35 resources are used responsibly; and

36 (4) By upholding these principles, we are safeguarding



1 opportunities for hardworking Arkansans and securing a prosperous future for  
2 our state.

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4 SECTION 2. Arkansas Code Title 21, Chapter 3, is amended to add an  
5 additional subchapter to read as follows:

6 Subchapter 9 - E-Verify Requirement Act.

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8 21-3-901. Title.

9 This subchapter shall be known and may be cited as the "E-Verify  
10 Requirement Act".

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12 21-3-902. Definitions.

13 As used in this subchapter:

14 (1) "Employee" means a person directed, allowed, or permitted to  
15 perform labor or services of any kind for a state employer;

16 (2) "Employer" means a state government department, board, bureau,  
17 political subdivision, or agency licensed under statute or rule to operate in  
18 this state;

19 (3) "E-Verify" means the electronic verification system operated  
20 by United States Citizenship and Immigration Services, or its successor  
21 program, as authorized by the Illegal Immigration Reform and Immigrant  
22 Responsibility Act of 1996, Pub. L. No. 104-208; and

23 (4) "Unauthorized alien" means the same as defined by 8 U.S.C. §  
24 1324a(h)(3), as it existed on January 1, 2025.

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26 21-3-903. Requirement to verify all new employees.

27 (a)(1) Except as provided in subsection (b) of this section, an  
28 employer shall register and create an E-Verify employer account.

29 (2) After hiring an employee, an employer shall:

30 (A) Employ provisionally the employee until the employee's  
31 work authorization has been verified through E-Verify;

32 (B) Submit the employee's name and information for  
33 verification through E-Verify even if the employee's employment is terminated  
34 less than three (3) business days after becoming employed; and

35 (C) Keep a record of the verification for the duration of  
36 the employee's employment with the employer or for three (3) years, whichever

1 is longer.

2 (3) If the employee's work authorization is not verified by E-  
3 Verify, an employer shall not employ, continue to employ, or reemploy the  
4 employee.

5 (b)(1) An employer is not required to comply with subsection (a) of  
6 this section if an employee was hired by the employer prior to the effective  
7 date of this act.

8 (2) The employer is not required to verify or reverify the  
9 eligibility of a current employee to work pursuant to federal law.

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11 21-3-904. Compliance with federal immigration law.

12 Nothing in this act shall be construed to abrogate an employer's  
13 obligation to comply with federal immigration laws, including without  
14 limitation the completion and maintenance of federal employment eligibility  
15 verification forms or documents.

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17 21-3-905. Prohibition on employment of unauthorized aliens.

18 (a) An employer shall not employ an unauthorized alien.

19 (b) Failure to comply with the requirements under this subchapter  
20 shall be presumed a violation of this section.

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22 21-3-906. Enforcement.

23 (a) For the purpose of enforcement of this subchapter, the Department  
24 of Labor and Licensing may request, and an employer shall provide, copies of  
25 any documentation relied upon by the employer for the verification of a new  
26 employee's employment eligibility.

27 (b) A person or an entity that makes a request under subsection (a) of  
28 this section shall rely upon the United States Government to verify an  
29 employee's employment eligibility and may not independently make a final  
30 determination as to whether an employee is an unauthorized alien.

31 (c) Beginning on July 1, 2026, if the department determines that an  
32 employer failed to use E-Verify system to verify the employment eligibility  
33 of employees as required under this subchapter, the department shall:

34 (1) Notify the employer of the department's determination of  
35 noncompliance; and

36 (2) Provide the employer with thirty (30) days to cure the

1 noncompliance.

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3 SECTION 3. DO NOT CODIFY. Effective date.

4 This act shall be effective on and after January 1, 2026.

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6 /s/Long

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