

Highlights to the 2026 Edition

This edition includes discussion of:

- Latest information on ICE’s aggressive worksite enforcement strategy, which is expected to expand with huge funding increases for enforcement (enforcement of the state penalties for unlawful employment will be facilitated by the new strategy)
- Analysis of new E-Verify features affecting employers mandated to use the program under state law, including “Status Change Reports” (establishing reverification obligations on E-Verify employers when reports identify E-Verify cases with an EAD that has been revoked) and expansion of E-Verify+ (the next generation version of E-Verify which limit employer’s role in the verification process)
- Update on state laws providing protections for workers during ICE worksite enforcement actions, including imposing affirmative obligations on employers to provide notice to employees of any federal enforcement action
- Latest information on state laws barring discharge of employees (or other adverse action) when employees report revised personal information based on a lawful change of name, social security number, or federal employment authorization document
- Updated analysis of state (and local) pay-transparency laws that mandate providing wage and salary information to job applicants in all ads and postings (and impact on recruitment required under DOL-administration immigration programs)
- Latest developments on state laws permitting foreign nationals, including undocumented immigrants, to obtain driver’s licenses and permit (including discussion of their use for employment and travel purposes)
- UPDATE SERVICE FOR WESTLAW USERS—receive late-breaking news and general interim electronic updates to this Handbook via Fragomen Business Alerts database