

SECTION 24 IMMIGRATION REFORM AND CONTROL ACT (IRCA)

The Immigration Reform and Control Act (IRCA) prohibits the employment of individuals who are not legally authorized to work in the United States or in an employment classification that they are not authorized to fill. The IRCA also prohibits discrimination in employment related matters based on national origin or citizenship.

24-01 POLICY PROVISIONS

- 24-01 (1) The City of Logan complies with the Immigration Reform and Control Act (IRCA) and all subsequent amendments to the act.

- 24-01 (3) The IRCA requires employers to certify, within three (3) days of employment, the identity and eligibility to work of all employees hired. Certification is satisfied by the completion of an I-9 form.
 - a. I-9 forms are retained for three (3) years following employment or one (1) year following termination, whichever is later.