

**Follow-up:  
Adverse  
Immigration  
and  
Employment  
Legislation  
Pending in  
Senate**

An e-publication from  
the Immigration  
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**Employer**

# Immigration Alert

**Damon & Morey**  
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The document stands as a follow-up to Alert No. 1, which was published on March 14, 2006.

### **Additional Information Regarding HR 4377**

The U.S. Congressional Budget Office (“CBO”) has estimated the costs of compliance for HR 4437 to cost approximately \$1.9 billion over the next five years, just from the government side of the process. More importantly, HR 4437 will impose private sector mandates on employers and other entities that hire, recruit or refer individuals for employment. CBO expects that the aggregate direct costs to comply with those mandates would exceed the annual threshold for both intergovernmental and private sector mandates (\$62 million for intergovernmental mandates and \$123 million for private sector mandates in 2005, adjusted annually for inflation).

In effect, HR 4437 will turn U.S. employers into an enforcement arm of US Immigration law. The CBO states that: “The requirement to verify previously hired employees would be costly.” The CBO further states that: “Employers with modern personnel systems would need to purchase software patches to enable their computer systems to compile and transmit the data. Smaller employers would need to manually submit the data through a toll free number or web-based system.”

Hearings on HR 4437 are scheduled to be conducted in the Senate.

Please contact us should you have any questions or require any additional information.

Sincerely,  
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