

SECOND REGULAR SESSION
HOUSE COMMITTEE SUBSTITUTE FOR
HOUSE BILL NO. 3383
103RD GENERAL ASSEMBLY

7296H.02C

JOSEPH ENGLER, Chief Clerk

AN ACT

To amend chapter 355, RSMo, by adding thereto one new section relating to nonprofit corporation hiring practices, with penalty provisions.

Be it enacted by the General Assembly of the state of Missouri, as follows:

Section A. Chapter 355, RSMo, is amended by adding thereto one new section, to be known as section 355.910, to read as follows:

355.910. 1. The provisions of this section shall apply to:

(1) Any nonprofit corporation that is a nonprofit corporation regulated under Section 501(c)(3) or Section 501(c)(4) of the Internal Revenue Code; and

(2) Any nonprofit organization organized under the laws of this state.

2. An entity listed in subsection 1 of this section shall, for any employee hired to provide personal services for any political purpose or to take an active part in political management or a political campaign, use the E-Verify system created under Section 403(a) of the Illegal Immigration Reform and Immigrant Responsibility Act of 1996, as amended.

3. A violation of subsection 2 of this section shall result in the following civil penalties:

(1) For a first offense, a fine between two hundred fifty and two thousand dollars per employee hired to provide personal services for any political purpose or to take an active part in political management or a political campaign without the use of the E-Verify system;

(2) For a second offense, a fine between two thousand and five thousand dollars per employee hired to provide personal services for any political purpose or to take an

EXPLANATION — Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted from the law. Matter in bold-face type in the above bill is proposed language.

18 **active part in political management or a political campaign without use of the E-Verify**
19 **system; or**

20 **(3) For any subsequent offense, a fine between three thousand and ten thousand**
21 **dollars per day per employee hired to provide personal services for any political purpose**
22 **or to take an active part in political management or a political campaign without the use**
23 **of the E-Verify system.**

24 **4. If an entity listed in subsection 1 of this section uses the E-Verify system**
25 **created under Section 403(a) of the Illegal Immigration Reform and Immigrant**
26 **Responsibility Act of 1996, as amended, is notified that the employee is not authorized to**
27 **work in the United States, and continues to employ such employee, the entity shall be**
28 **subject to the following civil penalties:**

29 **(1) For a first offense, a fine between two hundred fifty and two thousand dollars**
30 **per employee;**

31 **(2) For a second offense, a fine between two thousand and five thousand dollars**
32 **per employee; or**

33 **(3) For any subsequent offense, a fine between three thousand and ten thousand**
34 **dollars per day per employee.**

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