



## *ICE Turns up the Heat on Immigration Violations*

*The Department of Homeland Security's Immigration and Customs Enforcement (ICE)* has declared that it is "dramatically enhancing its enforcement efforts against employers that knowingly employ illegal aliens." They are not kidding. In fiscal year 2006, ICE set records for worksite enforcement. It arrested 716 individuals on criminal charges (against both employers and employees) and 3,667 individuals on administrative charges. Combined, these figures are more than seven times greater than the total number of individuals arrested in worksite enforcement cases in 2002, the last full year that the INS was in operation.

It is not just large companies that need to worry about ICE breathing down their neck. *Said an ICE official:* "No matter how large or how small the company, ICE has no tolerance for individuals who use illegal aliens in their workforce."

And, as the following cases show, ICE is not only going after employers, but the individual executives and managers who actually hire illegal workers are also being held accountable.

Earlier this year, ICE arrested the owner and three managers of a Massachusetts-based manufacturing company for allegedly knowingly and actively hiring illegal aliens. Among the allegations: The company required prospective employees to produce proof of identity and eligibility to work in the U.S. for Form I-9 purposes, but was aware that many of the employees had fraudulent "green cards" and Social Security cards. If convicted, each of the four individuals could face up to 10 years in prison and a \$250,000 fine.

Late last year, two executives of a California fence-building company pleaded guilty to knowingly hiring illegal immigrants. One agreed to pay a fine of \$200,000; the other, \$100,000.

At Resource Management, we want to assure that you are in compliance with this regulation and have attached the I-9 worksheet for your reference. If you have any questions, please call your Human Resources Representative at 978-343-0048.

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**HUMAN RESOURCES DEPARTMENT**