

# **THE EMPLOYER'S ADVISORY ALERT ON IMMIGRATION FORM!**

On December 26, 2006, the Colorado Department of Labor (CDOL) reversed its pre-Christmas interpretation of Colorado's new immigration verification act HB 06-1017. Before Christmas, CDOL published a memo saying no separate affirmation form was required. We included that information in the 4<sup>th</sup> Quarter Employer's Advisory. After Christmas, CDOL flip-flopped, and issued a revised memorandum concluding that the new law:

**REQUIRES EMPLOYERS TO COMPLETE AN AFFIRMATION FORM FOR EACH EMPLOYEE HIRED BEGINNING JANUARY 1, 2007, WHICH FORM IS IN ADDITION TO THE I-9 FORM.**

This AFFIRMATION OF LEGAL WORK STATUS form is now available on CDOL's website, <http://www.coworkforce.com/>. Click on "Employer Services" "Verification Requirements" in the left-hand column, and then on "Affirmation of Legal Work Status." Read the revised 8-page memorandum for CDOL's latest interpretation of HB06-1017 and HB 06S-1017 (employers with public contracts for services).

Because of CDOL's revised position on the Affirmation Form, the article published in the 4<sup>th</sup> Quarter Employer's Advisory entitled "**NO NEW IMMIGRATION FORM REQUIRED, AFTER ALL**" is outdated!