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A bill to be entitled
 An act relating to verification of employment
 eligibility by a private employer; amending s.
 448.095, F.S.; removing the option for a private
 employer to verify a person's employment eligibility
 using a specified federal form; removing the
 requirement that a private employer maintain such
 records for a specified length of time; removing the
 authorization for certain persons and entities to
 request, and the requirement that a private employer
 provide, documentation relating to a person's
 employment eligibility; providing an effective date.

Be It Enacted by the Legislature of the State of Florida:

Section 1. Paragraphs (b) and (e) of subsection (3) of
 section 448.095, Florida Statutes, are amended to read:

448.095 Employment eligibility.—

(3) PRIVATE EMPLOYERS.—

(b) A private employer shall verify a person's employment
 eligibility by:

~~1. using the E-Verify system; or~~

~~2. Requiring the person to provide the same documentation
 that is required by the United States Citizenship and
 Immigration Services on its Employment Eligibility Verification~~

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26 ~~form (Form I-9). The private employer must retain a copy of the~~
27 ~~documentation provided under this subparagraph for at least 3~~
28 ~~years after the person's initial date of employment.~~

29 ~~(c) For the purpose of enforcement of this section, the~~
30 ~~following persons or entities may request, and a private~~
31 ~~employer must provide, copies of any documentation relied upon~~
32 ~~by the private employer for the verification of a person's~~
33 ~~employment eligibility, including, but not limited to, any~~
34 ~~documentation required under paragraph (b):~~

- 35 ~~1. The Department of Law Enforcement.~~
36 ~~2. The Attorney General.~~
37 ~~3. The state attorney.~~
38 ~~4. The statewide prosecutor.~~

39
40 ~~A person or entity that makes a request under this paragraph~~
41 ~~must rely upon the federal government to verify a person's~~
42 ~~employment eligibility and may not independently make a final~~
43 ~~determination as to whether a person is an unauthorized alien.~~

44 Section 2. This act shall take effect July 1, 2021.